

CARROL L. WARREN

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Academic Preparation

2014, Doctor of Education, North Carolina State University

2004, Master of Education, Rehabilitation Counseling, The University of Texas at Austin

2001, Bachelor of Arts, Psychology, Meredith College

Commission on Rehabilitation Counselor Certification

Certified Rehabilitation Counselor #00073292

2004-Present

2022 DiSC Certified Facilitator

2021 Guardian Ad Litem for Sampson County

2020 Advanced Design Thinking Certificate, IDEO U

2020 Gallup Certified Strengths Coach

Professional Appointments

2022-2023 North Carolina State University, Raleigh, North Carolina
DELTA Faculty Fellow

2018-Present North Carolina State University, Raleigh, North Carolina
Faculty Scholar, Belk Center for Community College Leadership & Research

2017-Present North Carolina State University, Raleigh, North Carolina
Assistant Teaching Professor

2016-2017 Johnston Community College, Smithfield, North Carolina
Quality Enhancement Plan Project Administrator/Analyst
Department Chair & Faculty, Arts, Sciences, and Learning Resources

2008-2016 Johnston Community College, Smithfield, NC
Director, Student Support Services

2005-2008 Johnston Community College, Smithfield, NC
Counselor, Student Support Services

2001-2005 N.C. Division of Vocational Rehabilitation, Clinton, NC
Rehabilitation Counselor

2001 Johnston County Schools, Selma, North Carolina
Special Education Teacher

2001 Hopeline, Raleigh, North Carolina
Crisis Counselor/Intern

2000-2001 O'Berry Neuro-Medical Treatment Center
Behavioral Program Specialist/Intern

1999-2000 Meredith College Autism Program
Behavioral Counselor Intern

Awards and Recognitions

2022, Wagner Award for Innovation in Distance Learning Administration
2022, Meredith College Alumnae, Career Achievement Award
2022, National Institute for Staff and Organizational Development, Faculty Excellence Award
2021, National Institute for Staff and Organizational Development, Faculty Excellence Award
2020, Ed.D. Executive Mentoring Program of the Year Award, HR.COM
2019, Community Engaged Scholarship, North Carolina State University, Office of Outreach and Engagement
2015, Rudolph A. Howell Outstanding Staff of the Year, Johnston Community College
2010, North Carolina State Employees' Association, Merit-based scholarship
2009, Graduate, North Carolina State University's Department Chair Institute
2007, Graduate, Leadership Johnston Program

Areas of Expertise

Leadership, evaluation, project management, grant writing, community-based programs, inclusive teaching, instructional design, curriculum redesign, crisis intervention, policy development/implementation, neurodiversity, vocational evaluation

Consulting

2016-Present *Vocational Expert Witness/Independent Contractor*

Provide service as a Vocational Expert Witness, providing testimony for Social Security Administration disability hearings classifying past relevant work according to the Dictionary of Occupational Titles and responding to hypothetical occupational questions proposed by Administrative Law Judges and attorneys.

2015-Present *Higher Path Consulting Group, LLC, Managing Partner/Consultant*

Provide consultative program evaluations for federally funded grant programs and make recommendations for the improvement of program marketing, recruitment, and opportunities for meeting target objectives. Consult with organizations on labor market surveys, vocational evaluation, and job skills analysis.

Grant Activity

Externally Funded

2015-2020 U.S. Department of Education, \$1,156,500, Student Support Services – Trio Project Grant Principal Investigator/Project Director through 2016, **Funded**.

2012, HigherOne, Financial Literacy Grant, \$2,000, Principal Investigator/Project Director, **Funded**.

2010-2015, U.S. Department of Education, \$1,193,000, Student Support Services – Trio Project Grant, Principal Investigator/Project Director, **Funded**.

Internally funded

North Carolina State University

2022 – 2024, NC State University, DELTA Faculty Fellows, \$5,000

2021-2023, NC State University, The Graduate School Recruiting Innovation Grant, “Expanding the Pack, Virtual Outreach to Potential N.C. State Graduate Students” Grant, \$10,000, **Funded**

2021, NC State University, DELTA, OCIP (Course Improvement) Grant, \$4,000 **Funded**

2021, NC State University, DELTA Express Grant, Rapid Design, “Designing with Quality, Teaching with Confidence” Grant, \$2000, **Funded**

2021, NC State University, Office of Faculty Excellence, Scholarship of Teaching & Learning, Research Project, \$1500, **Funded**

2021, NC State University Office of Information Technology, Captioning Grant, \$1361, **Funded**

2021, NC State University DELTA, Open Textbook Grant, \$2000, **Funded**

2018, The Graduate School Recruitment Grant, “Expanding the Pack: Strategic Recruitment Efforts for Reaching a More Diverse Population of Applicants”. \$1,000, **Funded**

2017, Office of Faculty Development, Scholarship of Teaching and Learning, \$1250, **Funded**

Innovation Grant Awards, Johnston Community College

2013, Principal Investigator, \$2000, Behavioral Assessment Team Training

2011, Principal Investigator, \$1500, Project ENHANCE (Exploring Needs & Helping Advance in Computer Essentials)

2009, Principal Investigator, \$500, Motivational Workshop Series with Les Brown

Instructional Roles

Graduate Courses

North Carolina State University, Department of Educational Leadership, Policy, and Human Development

EAC 517 – Current Trends in Higher Education (online)

EAC 538 – Instructional Strategies in Adult and Higher Education (online)

EAC 555 – Ethics in the Workplace and Education (online)

EAC 556 – Organizational Change in HRD: Theory and Practice (online)

EAC 581 – Advanced Instructional Design in Training and Development (online)

EAC 584 – Evaluating Training Transfer and Effectiveness (online)

EAC 595 – Special Topics, Current Trends in Community Colleges (online)

EAC 630 – Independent Study in Adult and Community College Education (online)

EAC 692 – Research Projects in Education (online)

EAC 700 – Community College & Two-Year Postsecondary Education (hybrid)

EAC 703 – The Programming Process in Adult and Community College Education (hybrid/hyflex)

EAC 712 – The Change Process in Adult Education (hybrid/hyflex)

EAC 895 – Doctoral Dissertation Research

Undergraduate Courses

ACA 122: College Transfer Success, (online, seated, and hybrid), Johnston Community College
ENG 090: Composition Strategies, (hybrid), Johnston Community College
Human Resource Development/Vocational Certificate Courses
Employability Skills Training, Johnston Community College/Sampson Community College
Medical Office Skills, Sampson Community College
Basic Skills
GED Prep/TABE Administrator, Sampson Community College

Curriculum Development, Redesign, and Instructional Design

2022-2023 – EAC 538, Instructional Strategies in Adult and Higher Education (online)
2022-2023 – EAC 555, Ethics in the Workplace and Education (online)
2021-2022 – EAC 712, The Change Process in Adult Education (hybrid)
2020-2021 – EAC 595, Special Topics, Current Trends in Community Colleges (online)
2020-2021 – EAC 700, Community College & Two-Year Postsecondary Education (hybrid)
2018-2019 – EAC 584, Evaluating Transfer Training and Effectiveness (online)
2018-2019 – EAC 556, Organizational Change in HRD: Theory and Practice (online)
2017-2018 – EAC 555, Ethics in the Workplace and Education (online)
2015-2016 – ACA 120, College Transfer Success, (online, seated, and hybrid)
2010-2011 – ENG 090: Composition Strategies, (hybrid)

Refereed Journal Articles

Bartlett, M., Warren, C.L., and Ehrlich, S. (Submitted, under review, May, 2022). Instructor Professional Development for Inclusive Learning Design and Delivery. *Distance Education Journal, Special Issue – Inclusive Distance Education for Learners with Dis/Abilities*.

Bartlett, M.E., and Warren, C.L. (2021). Leadership Support for Helping Community College Faculty Transition to Rapid Online Teaching and Learning (ROTL) During a Worldwide Pandemic. *Online Journal of Distance Learning Administration, University of West Georgia, Distance Education Center*.

Bartlett, M.E., Warren, C.L., and Chapman, D.D. (2021). Supporting Postsecondary Faculty Transition to Rapid Online Teaching & Learning. *Impacting Education: Journal on Transforming Professional Practice*.

Book Chapters

Warren, C.L., and Bartlett, M.E. (2022, under review). The Ultimate Guide to Promoting Collaborative Partnerships for Faculty Professional Development Opportunities. In D. Chapman & M. Bartlett (Eds.) *Faculty Development on a Shoestring*.

Warren, C.L., Bartlett, M.E., Gallardo-Williams, M., & Chapman, D. (2022, accepted, under revision). The Untapped Gold Mine for Designing Effective Scholarship of

Teaching and Learning (SoTL). In K. Rainville, D. Title, & C. Desrochers (Eds.). *Expanding the Vision of FLCs in Higher Education: Emerging Opportunities for Faculty to Support and Engage with Each Other in Learning, Teaching, and Support*. Information Age Publishing (IAP).

Bartlett, M.E., Warren, C.L., and Ehrlich, S. (2021, accepted). Engagement, Delivery, and Implementation of Digital Accessibility Training through UDL Mindset and Practice. Stylus, 2023 Publication.

Bartlett, M.E., Warren, C.L., and Dolfi, J.J. (2021). Case study on Coaching Community College Faculty Member's Experiences Transitioning to Online Education During Covid19. *Information Technology Applications for Crisis Response and Management*. A book edited by Jon W. Beard, Ph.D. (Iowa State University): IGI Global. pp. 72-89.

McLean, J. and Warren, C.L. (2022). The Urgency of Organizational Change within Colleges in Crisis. *Crisis and Chaos and Organizations: The Coronavirus and Lessons for Organizational Theory*. Research in Organizational Sciences: InfoAge Publishing.

Conference Proceedings

Warren, C.L. & Bartlett, M.E. (2022). *Generating Balance to Sustain Hybrid Work Environments While Teaching in Higher Education*. Society for Information Technology in Education. International Conference Proceedings. Presentation date, April 13.

Warren, C.L., Bartlett, M.E., & Bartlett, J. (2022). *Creating a Virtual Space for Mentoring at a Distance: Community College Leadership Doctoral Students' Workforce Education Through Virtual Mentoring*. . Society for Information Technology in Education. International Conference Proceedings. Presentation date, April 12.

Bartlett, M. E & Warren, C. L. (2021). Developing partnerships during times of change through collective impact. In Zain, A. (Ed.). *Online education: Teaching in a time of change*. (pp. 18-24). *AMPS proceedings series 23.1*. <https://amps-research.com/wp-content/uploads/2021/11/Amps-Proceedings-Series-23.1-1.pdf>

Bartlett, M.E., Warren, C.L., and Dolfi, J.J. (2021). Inclusive Instructional Technology Practices Implemented During COVID-19 to Reimagine Future Course Design. Society for Information Technology in Education.

Bartlett, M.E. and Warren, C.L., (2021). Extending Compassion to Online Students. Society for Information Technology in Education. International Conference Proceedings.

Warren, C.L., and Strausbaugh Harris, M. (2021). Online Learning Experiences for Adults Returning to Graduate School: How Educators Can Prepare and Support Adult Learners. Society for Information Technology in Education. International Conference Proceedings.

- Warren, C.L., and Shaw, S. (2021). Developing a Framework for Ethical Leadership in Virtual Environments. Society for Information Technology in Education. International Conference Proceedings.
- Bartlett, M.E., Warren, C.L., Chapman, D.D. (2020). *Supporting Faculty During a Sudden Shift to Remote Education*. Association for the Advancement of Computing in Education (ACCE). <https://www.learntechlib.org/p/217278/> International, Refereed.
- Warren, C.L. and Bartlett, M.E. (2020). *The Top Five Strategies to Assess Distance Learners*. Society for Information Technology and Teacher Education Fall Conference. March 20, presentation date, International, Virtual. International Conference Proceedings.
- Warren, C. and Bartlett, M. (2019). *Creative Strategies to Support Student Engagement While Expanding Resources*. Distance Learning Administration Conference. June 25, presentation date, Jekyll Island, GA. National.
- Warren, C. (2019). *Designing Recruitment Strategies to Advance Diversity in Distance Programs*. Distance Learning Administration Conference, June 24, presentation date, Jekyll Island, GA. National.
- Warren, C. and Bartlett, M. (2019). *Integrating Course Improvement Strategies for Online Learners*. Society for Information Technology and Teacher Education Annual Conference. March 20, presentation date, Las Vegas, NV. International, Refereed.
- Warren, C., Bartlett, M., and Chapman, D. (2018). *Growth Management of Distance Graduate Programs: Balancing the Scales Strategically*, Distance Learning Administration, National Conference, June 27. Jekyll Island, GA. National
- Warren, C., Bartlett, M., Chapman, D., (2018) *Graduate Student Success with Virtual Mentors: Can the Incorporation of Industry Leaders Enhance Student Engagement in the Classroom?* The Society for Information Technology and Teacher Education, March 28, Washington D.C., International.
- Warren, C., & Bartlett, J. (2015). Community Colleges and Behavioral Intervention Teams: A Study of North Carolina Community Colleges. Accepted for publication in the Journal for Behavioral Intervention Teams – Winter publication.
- Warren, C. (2010). Book Review: The creative community college: Leading change through innovation by Roueche, John, E.; Richardson, M. Melissa; Neal, Phillip W. & Roueche, Suanne, D. (Eds.). (2008). Washington, DC: The American Association of Community Colleges. Review Available: Education Review.

Invited Publications

Maultsby, B., and Warren, C.L., and (2022). *Top Five Reasons to Embrace Moodle 4.0*. DELTA, North Carolina State University.

Warren, C.L., Bartlett, M.E., and Bartlett, J.E. (2021, November). *Virtual Mentoring: Leveraging Technology to Grow Potential*. Research Abstract. National Institute for Staff and Organizational Development.

Bartlett, M.E., and Warren, C.L. (2021). *A lot Has Changed, Some Key Things Haven't, and What Should We Bring with us When the Dust Settles?* Training Industry Blog. <https://trainingindustry.com/articles/strategy-alignment-and-planning/a-lot-has-changed-but-some-things-havent-what-should-we-bring-with-us-when-the-dust-settles/>

Warren, C.L. (2021, August 11). Teaching Moments in Evaluation. American Evaluation Association. <https://aea365.org/blog/nc-evaluators-week-teaching-moments-in-evaluation-by-carol-warren/comment-page-1/?unapproved=435588&moderation-hash=c3b1eb9c2a4cf1d320fdf2e5b7d0b6b1#comment-435588>

Warren, C.L. (2020). *Reducing Barriers for Community College Students through Compassionate Virtual Mentoring*. EdNC. June 22. <https://www.ednc.org/reducing-barriers-community-college-students-compassionate-virtual-mentoring/>

Invited Presentations

Warren, C.L., and Bartlett, M.E. (2022). Student Centered Grading Strategies. College of Agriculture and Life Sciences, North Carolina State University. Virtual Presentation. October 13.

Warren, C.L., Stoneburner, R., Leconte, P., (2021). The Professional Profile of a Vocational Evaluator. Vocational Evaluator. Vocational Evaluation and Career Assessment Professionals Webinar, November 18.

Warren, C.L., Bartlett, M.E., and Bartlett, J.E. (2021). Increasing Graduate Student Enrollment through Efficient Marketing and Recruitment Strategies. NAGAP, The Association for Graduate Enrollment Management. Webinar. October 19.

Bartlett, M.E., & Warren, C.L., (2020). Active Online Learning. Belk Center for Community College Leadership and Research. Webinar/Video Presentation.

Bartlett, M.E., & Warren, C.L., (2020). Low Bandwidth Course Design. Belk Center for Community College Leadership and Research. Webinar/Video Presentation.

Warren, C.L., & Bartlett, M.E. (2020). Google Hangouts and Google Classroom for Adult Learners: A Brief Introduction to get Started. Belk Center for Community College Leadership and Research, Webinar/Video Presentation.

- Warren, C.L., & Bartlett, M.E. (2020). Course Assignment Revisions: How to Lighten the Load. Belk Center for Community College Leadership and Research, Webinar/Video Presentation.
- Warren, C.L., & Bartlett, M.E. (2020). Deep Dive into E-Advising. Belk Center for Community College Leadership and Research, National Webinar Presentation.
- Warren, C.L., & Bartlett, M.E. (2020). The Leadership Landscape in Covid19. Wake Technical Community College, Management Training, Virtual.
- Bartlett, M.E. & Warren, C.L., (2020) Mindful Course Design for Student Success. NISOD, National Webinar.
- Warren, C.L., (2020). Panelist, She Dares to Educate: Women on the Frontline of Education During a Pandemic. She Dares To, LLC, Virtual Panel Presentation.
- Bartlett, M.E., Warren, C.L., (2020). Lessons Learned and Best Practices for Engaging Online Learners. Carteret Community College and the Belk Center for Community College Leadership and Research. Virtual Presentation.
- Bartlett, M.E., Warren, C.L., (2020). Emergency Remote Teaching – Moving your Face-To-Face Class to an Online Environment. Rowan-Cabarrus Community College and the Belk Center for Community College Leadership. Virtual Presentation.
- Bartlett, M.E., & Warren, C.L. (2020). Tools and Resources to Engage Online Learners. Carteret Community College and the Belk Center for Community College Leadership. Virtual Presentation.
- Bartlett, M.E., & Warren, C.L., (2020) Quick Course Transition: F2F to Online. Belk Center for Community College Leadership and Research. Webinar/Video Presentation.
- Jaeger, A.J., Bartlett, J.E., Bartlett, M.E., Warren, C.L., Davis, J., DeSantis, A., (2020). Creating Infrastructures for Developing Community College Leaders, Researchers, and Collaborations, CSCC Annual Conference, Council for the Study of Community Colleges. Virtual, National. September 9.
- Bartlett M., Warren, C. (2020). Teaching in an Online Environment, New TA Workshop, NC State Graduate School, August 7.
- Bartlett M., Warren, C. (2019). Teaching in an Online Environment, New TA Workshop, NC State Graduate School, August 14.

Warren, C., Bartlett M. (2019). How Do Adults Learn? ADDIE, Bloom's Taxonomy, and Kirkpatrick's Levels of Training Evaluation. E-Learning SIG, Association for Talent Development-RTP Chapter. Cary, NC. February 7.

Warren, C. (2018). Pack Hacks for Faculty: Intentional Engagement for Student Success. Provost's Newsletter, August 17. <https://provost.ncsu.edu/news/2018/08/pack-hacks-for-faculty-intentional-engagement-for-student-success/>

Bartlett M., Warren, C. (2018). Teaching in an Online Environment, New TA Workshop, NC State Graduate School, August 17.

Chapman, D., and Warren, C. (2018). Guiding E-Learning through Logic Models, Association for Talent Development, RTA e-Learning SIG meeting, ATD Research Triangle Area, Raleigh NC, May 17.

Bartlett M., Warren, C. (2017). Teaching in an Online Environment, New TA Workshop, NC State Graduate School, August 11.

Invited Workshops

Warren, C.L., & Bartlett M.E. (scheduled, 2022). Role of the Supervisor. Lenoir Community College, Professional development Workshop, Belk Center for Community College Leadership and Research. Webinar/Video Presentation. November 16.

Bartlett, M.E., & Warren, C.L., (2020). Role of the Supervisor. Stanly Community College, Professional development Workshop, Belk Center for Community College Leadership and Research. Webinar/Video Presentation. October 23.

Presentations

Warren, C., Bartlett, M., & McLean, J. (2022, October 10). Teaching and learning through collaborative partnerships. [Presentation]. *North Carolina Community College System Conference*. Raleigh, NC.

Warren, C., Bartlett, J., II, & Bartlett, M., Brewington, F., Williams, N., Locklear, B., and Harrison, C. (2022, October 10). Inclusive leadership pathways for community college educators. [Panel Presentation]. *North Carolina Community College System Conference*. Raleigh, NC.

Warren, C., Carr, F., & McLean J., (2022, October 10). Measures of success conversations: A community college student and graduate panel. [Panel Presentation]. *North Carolina Community College System Conference*. Raleigh, NC.

- Warren, C.L., Bartlett, M.E., and Bartlett, J.B. (2022). *Shifting Towards Equity-based Admissions to Graduate Distance Education Programs*. Distance Learning Administration Annual Conference, July 27. Jekyll Island, GA.
- Bartlett, M.E., Warren, C.L., and Ehrlich, S. (2022). *Connecting Teaching, Research, and Service: a SOTL Workshop Model*. Distance Learning Administration Annual Conference, July 27. Jekyll Island, GA.
- Warren, C.W., Bartlett, M.E., and Bartlett, J.E. (2022). *Achieving Excellence Through Opportunities for Graduate Education*. National Institute for Staff and Organizational Development Annual Conference. May 30. Austin, TX.
- Warren, C.L., Bartlett, M.E., Smith, A.C., and Vincent, B. (2022). *Building an inclusive course community through pandemic insights*. The 2022 Pandemic Pedagogy Research Symposium, From Innovation to Transformation, Duke Learning Innovation. May 11. Virtual.
- Bartlett, M.E., Warren, C.L., and Bartlett, J. (2022). *The Dynamic Possibilities of Leading from the Middle*. Council for the Study of Community Colleges. Roundtable presentation April 2, Tempe, AZ.
- Warren, C.L., Bartlett, M.E., and Bartlett, J. (2022). *Developing Community College Leaders through Mentor Matching Processes*. Council for the Study of Community Colleges. Roundtable presentation April 1, Tempe, AZ.
- Warren, C. L., Bartlett, M.E., and Smith, A. (2022). *The Trifecta of Three Dimensional Care*. ITLC Lilly Online Conference. April 1.
- Warren, C.L., and Bartlett, M.E. (2022). *Guiding Distance Mentoring Programs Targeting Successful Student Outcomes*. Conference on Meaningful Living and Learning in a Digital World 2022. University of West Georgia, March, 2, Savannah, GA.
- Bartlett, M.E., and Warren, C.L., (2022). *eService Learning: Online Graduate Students Impacting the Community While Building Skills*. Conference on Meaningful Living and Learning in a Digital World 2022. University of West Georgia, February 28, Savannah, GA.
- Bartlett, M.E., and Warren, C.L., (2022). *Utilizing the Peer Review Process to Engage Distance Learners*. 2022 Teaching & Learning Symposium Poster Presentation, N.C. State University, Office of Faculty Excellence, February 25.
- Bartlett, M.E., and Warren, C.L. (2022). *Synergetic Learning Through Sketchnotes in Online Class*. DELTA, NC State FaculTea, January 19, Virtual.
- Kandalec Holm, K., Bartlett, M.E., and Warren, C.L. (20212). *Building an Effective Virtual Mentoring Program for CTE Instructors*. ACTE, Association for Career and Technical Education, December 2.

- Warren, C.L., and Bartlett, M.E (2021). *Teaching for Impact: Inclusive Instructional Design Practices that Deliver*. Educause. Virtual Fall Conference, October 28.
- Bartlett, M.E., Warren, C.L., Bartlett, J.E. (2021). *Bridging the gap between the textbook and applying new knowledge in the workplace*. National Institute for Staff and Organizational Development. Virtual Fall Conference, October 21.
- McLean, J., and Warren, C.L. (2021, Accepted, October 8). Making it Happen - Developing Advising Leaders, NACADA.
- Bartlett, M.E., Warren, C.L., and Bartlett, J.E. (2021, July 27). Triple the Students and Half the Faculty: Leveraging Resources to Manage Growth. Distance Learning Administration. Jekyll Island, GA.
- Bartlett, M.Ed., Warren, C.L. (2021) *Know when to hold 'em, know when to fold 'em: Advancing online instructional strategies through asynchronous technology tools*. Creativity Under Pressure, Summer Shorts in Instructional Technologies, DELTA, North Carolina State University.
- Warren, C.L., Bartlett, M.E., and Bartlett, J.E., (2021, July 26). Twenty Cost-Effective Was to Market Distance Programs. Distance Learning Administration. Jekyll Island, GA.
- Warren, C.L., Bartlett, M.E., Bartlett, J.E. (2021, April 30). Using Technology to Integrate Mentoring Inside and Outside of the Classroom. National Institute for Staff and Organizational Development.
- Bartlett, M.E., and Warren, C.L. (2021, April 22). Gadgets and Gizmos: Leveraging Various Course Technologies for Learning. 2021 UNC System Quality Matters Council Annual Summit.
- Bartlett, M.E. and Warren, C.L. (2021, April 4). Developing Partnerships During Times of Change. Routledge/AMPS (Architecture, Media, Politics, Society). Online Education: Teaching in a Time of Change. <https://architecturemps.com/online-ed-conference/>
- Bartlett, J.E., Bartlett, M.E., Warren, C.L., Dolfi, J.J., Ender, K., Maldonado, L., Hoggan, J., and Atwell, A. (2021, April 16). Developing the Next Generation of Community College Leaders and Researchers. Council for the Study of Community Colleges
- Bartlett, J.E., Bartlett, M.E., and Warren, C.L.(2021, April 1). Innovation from Remote Learning: The Future of Community College Leadership Doctoral Education. Society for Information Technology in Education.
- Bartlett, M.E., Warren, C.L, and Dolfi, J.J. (2021, February 26). Inclusive Instructional Technology Practices Implemented During COVID-19. NC State University, Office for Faculty Excellence, Teaching and Learning Symposium.
- Bartlett, M.E., and Warren, C.L. (2021, February 26). Asynchronous Tools in Online Course Design to Promote Success for Low-bandwidth Learners. NC State University, Office for Faculty Excellence, Teaching and Learning Symposium.

- Warren, C.L., Bartlett, M.E., Bartlett, J.E., and May, M. (2021, February 19). Learn, Serve, and Inspire - Transitioning your Role Towards Leadership. North Carolina Community College System Conference.
- Warren, C.L., Bartlett, M.E., Carr, F. (2021, February 19). Sustaining Course Delivery in Times of Transition. North Carolina Community College System Conference.
- Warren, C.L., Chapman, D.D., and Aucompaugh, M. (2021, February 19). Shifting the Focus of Academic Advising. North Carolina Community College System Conference.
- Bartlett, M.E., Warren, C.L., Dolfi, J.J., (2021, February 12). Inclusive Instructional Technology Practices Implemented During Covid-19. Office of Faculty Development, NCSU, Teaching & Learning Symposium. Poster Presentation.
- Warren, C.L., and Bartlett, M.E. (2020, September 11). Creating and Maintaining an Inclusive Online Learning Environment. Lilly Online Conference.
- Warren, C.L., and Bartlett, M.E. (2020, September 10). Applying Improvement Science to Promote Online Course Delivery. Lilly Online Conference.
- Bartlett, M.E., & Warren, C.L. (2020) Applying Practical Inquiry Model (PIM) to Discussion Board Questions to Increase Student Engagement with Peers and Course Content. Office of Faculty Development, NCSU, Teaching & Learning Symposium.
- Bartlett, M.E., & Warren, C.L. (2020). FaculTea. North Carolina State University, Virtual Presentation.
- Warren, C., (2020). D.E. Chat: A Roundtable to Exchange Apps and Tools to Better Serve Online Students. Society for Information Technology and Teacher Education Annual Conference. Virtual.
- Warren, C.L., Bartlett, M.E., (2020). Creating and Maintaining an Inclusive Online Learning Environment, Lilly Conference, Virtual, National.
- Warren, C.L., Bartlett, M.E., (2020). Applying Improvement Science to Promote Online Course Delivery. Lilly Conference. Virtual, National.
- Hessling, P., Bartlett, M. and Warren, C. (2019). Where do I Start?: Fostering Initial Engagement in Online Courses. Lilly Conference, Asheville, NC, August 6.
- Warren, C., Bartlett, M., and Chapman, D., (2019). Avoiding Stale Courses: Approaching Online Teaching with a Commitment to Continuous Improvement. Distance Learning Administration Conference. Jekyll Island, GA.

- Warren, C., Bartlett, M., Chapman, D. (2019). Teaching and Marketing: When Faculty Serve Multiple Roles. Distance Learning Administration Conference. Jekyll Island, GA.
- Warren, C., Hessling, P., Bartlett, M., (2019). Departmental Lunch and Learn: Sharing Online Teaching Tools, NCSU. April 3.
- Warren, C., Bartlett II, J., Chapman, D., and Bartlett, M. (2019). Impacting the Future of Community College Leadership by Integrating Research through Mentoring. Council for the Study of Community Colleges Annual Conference. San Diego, CA. March 29.
- Warren, C. (2019). Recruitment Hacks: Designing Recruitment Strategies for Graduate Distance Programs. Society for Information Technology and Teacher Education Annual Conference. Las Vegas, NV. March 19.
- Warren, C., Bartlett, M. (2019). Restructuring Distance Courses through Design Based Approaches, Office of Faculty Development, Teaching and Learning Symposium, Poster Presentation, Raleigh, NC. February 28.
- Warren, C., and McLean, J. (2018). Student Centered Administration: Challenges, Strengths, and Successes. ACT State Organization Conference. November 14.
- Warren, C., Bartlett, J., and Garcia, R. (2018). Leading the Way for Future Administrators: N.C. State University's Executive Mentoring Partnership Program. North Carolina Community College System Conference, Raleigh, NC. October 8.
- Warren, C., Bartlett, M., and Battle, K. (2018). Higher Pursuit: Graduate Degrees and Certificates at N.C. State University. North Carolina Community College System Conference, Raleigh, NC. October 8.
- Warren, C. (2018). Workplace Ethics: Case Studies and Current Practices. International Association of Rehabilitation Professionals, Charlotte, NC. October 26.
- Warren, C., Bartlett M., and Hessling, P. (2018). Using Dotstorming with Faculty, Students, and Applicants, Innovative Strategies to Advance Student Learning, Lilly Conference, Asheville, NC, August 6.
- Warren, C., Bartlett, J., Bartlett, M., and Braswell, D. (2018). Filling the Skills Gap with One Partnership at a Time, American Association of Community Colleges, 98th Annual Convention, Dallas, TX, April 30.
- Bartlett, J., Garcia, R., Bartlett, M., Warren, C., Petty, L. (2018). Integration of Research and Practice in Doctoral Education: Preparing Leadership of Community Colleges to Make

- Improvements in Student Success, Council for the Study of Community Colleges, Dallas, TX, April 27.
- Bartlett, J., Warren, C., Bartlett, M., Bryant, J, McCann, H., (2018). Integrating Practitioners, Programs, and Faculty in Doctoral Education: Collaborations Between the Ed.D. and the Ph.D. American Educational Research Association, New York, NY, April 13.
- Warren, C., and McLean, J. (2018). Data Practices Revealed and Why Change is Necessary, The ACT State Test Organization, March 22.
- Warren, C. (2018). Enhancing the Ed.D. Experience with Executive Mentoring Partnerships, Teaching and Learning Symposium, NC State University, February 22.
- Bartlett, M., Warren, C., and Chapman, D. (2017). Community Engagement Strategies for Online Graduate Course Development, International Conference on Education, Las Vegas, NV. October 10.
- Bartlett, M., Chapman, D., and Warren, C. (2017) Courageous Conversations in Online Graduate Education, Lilly Conference on Designing Effective Teaching, Lilly Conference College and University Teaching and Learning, August 8.
- Warren, C. (2017). Quality Enhancement Plan Review and Updates. Johnston Community College Board of Trustees Meeting. Recorded/Virtual Presentation, May 4.
- Bartlett, J., Chapman, D., and Warren, C. (2017). Doctoral Dissertation Redesign: Integrating Design Thinking and CPED Principles. NC State University Teaching and Learning Symposium, Poster Session, April 3.
- Warren C., Mars., L, and Carr, F., (2016). Q&A with the JCC CARE Team. Johnston Community College Instructional Division Conference, August 5.
- Warren, C. and Thomas, A., (2016). Effective Teambuilding Strategies., UNC-Pembroke, July 18.
- Warren, C. (2016). Crisis, Assessment, Response, and Evaluation Team Presentation. Johnston Community College Staff Development Day. March 8.
- Warren, C. (2015). JCC's Crisis, Assessment, Response, and Evaluation Team. Presentation for the Academic Skills Center, Johnston Community College. August 12.
- Warren, C. (2015). JCC's Crisis, Assessment, Response, and Evaluation Team. Presentation for the Workforce Development Center, Johnston Community College. August 30.

Warren, C. (2013). What Successful TRIO/SSS Programs Do. N.C. Council on Educational Opportunity Programs, spring conference, April 11.

Warren, C., (2009). Effective Listening Skills. Johnston Community College, Staff Development Day. March 3, 2009

Warren, C. (2006). Resume Development for Advancement in Careers. American Businesswomen's Association, Johnston County Chapter, fall meeting, September 11.

Technical Reports and Evaluations (Unpublished)

Warren, C., (2019, July). TRIO Upward Bound evaluation report. Wilson Community College, Wilson, NC.

Warren, C., (2019, July). TRIO Student Support Services evaluation report. Wilson Community College, Wilson, NC.

Warren, C., Thomas, A., (2018, July). TRIO Student Support Services evaluation report. Beaufort Community College, Washington, NC.

Warren, C., and Thomas, A. (2017, July). TRIO, Student Support Services evaluation report. Glenville State College, Glenville, WV.

Warren, C. and Thomas, A. (2017, July). TRIO, Student Support Services evaluation report. Beaufort County Community College, Washington, NC.

Warren, C., and Thomas A. (2016, July). TRIO, Student Support Services evaluation report. UNC- Pembroke, Lumberton, NC.

Editorial Review

Journal of Educators Online

Peer Review Board, 2021 – present

Journal of Technology and Teacher Education

Editorial Review Board, 2021

American Educational Research Association (AERA)

Reviewer, 2017-Present

American Educational Research Association (AERA), Mentoring SIG

Invited Reviewer, 2020

Journal of Applied Research in the Community College

Invited Reviewer, 2019
American Educational Research Association (AERA)
Reviewer 2017 – present
Council for the Study of Community Colleges
Reviewer, 2019 - present
Society for Information Technology and Teacher Education
Reviewer 2018-Present
Carnegie Project on the Education Doctorate
Reviewer 2017- present
Academy of Human Resource Development
Invited Reviewer 2021-2022
Invited Reviewer 2019-2021
Reviewer, 2017 – 2018

International Service

2022 Secretary
International Society for Exploring Teaching & Learning (ISETL)
2018-2020 *Co-Chair, Workforce and Community College SIG*
Society for Information Technology and Teacher Education (SITE)

National Service

2021-Present, *Secretary/Treasurer*
American Educational Research Association (AERA), Workplace Learning SIG
2020-2022 Ad-Hoc Business Committee Chair
Vocational Evaluation and Career Assessment Professionals Association (VECAP)
2020-2022, University Liaison
National Institute for Staff and Organizational Development, NISOD
2017-Present, Improvement Science Interest Group
Carnegie Project on the Education Doctorate (CPED)

Regional and State Service

2021-Present, Guardian Ad-Litem, Sampson County Department of Social Services
2012-2013, Co-Chair, Public Relations Committee, N.C. Council on Educational Opportunity Programs
2012, Membership Committee, N.C. Adult Education Association
2006, Chair, Fall Conference Evaluation Committee, N.C. Council on Educational Opportunity Programs
2005, Treasurer, Sampson County Youth Industrial Council
2003, Butler Basic Skills Advisory Board Member, Sampson Community College
2002-2005, Joblink Management Team, Sampson County Employment Security Commission
2002, Governor's Rapid Response Team

University and College Service

2021- 2022, Search Committee, College of Education Dean
2019, Search committee, Program Coordinator, Belk Center for Community College Leadership and Research
2018-2019, Co-chair, Online Teaching and Learning Task Force
2018-2019, Non-Tenure Track Task Force, College of Education
2017-Present, Professional Education Committee, College of Education
2017-Present, Distance Education Directors & Coordinators Committee
2017, Course Reviewer, Johnston Community College
2016-2017, Chair, QEP Resource Team, Johnston Community College
2016-2017, Chair, QEP Executive Team, Johnston Community College
2013-2016, Financial Aid Appeals Committee, Johnston Community College
2011-2017, Institutional Effectiveness Committee, Johnston Community College
2011-2012, Personnel Committee, Johnston Community College
2011-2012, Grants Committee, Johnston Community College
2009-2011, Global Education and Diversity Team, Johnston Community College
2009-2010, Johnston Community College Foundation Board of Directors
2009 Johnston Community College Strategic Planning Team
2009 Johnston Community College Presidential Search Committee
2009 President, Johnston Community College Staff Association
2008, Vice President, Johnston Community College Staff Association
2007-2016, Academic Advising Committee, Johnston Community College
2007, Chair, Staff Development Committee, Johnston Community College Staff Association

Professional Memberships

American Educational Research Association (AERA), National
Secretary, Workplace Learning SIG
Academy of Human Resource Development (AHRD), National Member
Association for Career and Technical Education Research (ACTER), National Member
Council for the Study of Community Colleges (CSCC), National Member
International Society for Exploring Teaching & Learning (ISETL), International
Secretary 2022
International Association of Rehabilitation Professionals (IARP)
National Organization for Human Services (NOHS)
North Carolina Rehabilitation Association, State Member
Society for Information Technology and Teacher Education (SITE)
The Vocational Evaluation and Career Assessment Professionals Association (VECAP)
Chair, Ad-hoc Business Committee 2019-2021

Mentoring and Advising

Graduate Committee Memberships

PhDs/EdDs completed as Chair or Co-Chair

2022 Aucompaugh, Maryann. *Faculty Advisor Viewpoints of Advising Roles—A Q Methodology Study*, Co-chair with Dr. Diane Chapman. Completed September 12, 2022.

2021 Bryant, Jerry. *Serving as a Mentor: Experiences of Community College Presidents via a Leader-Member Exchange Framework*. Co-chair with Dr. James Bartlett. Completed March 31, 2021.

2018 Jackson, James. *All-Male Early College Completers, The First Step: Choosing to Participate in an Early College*. Co-chair with Dr. James Bartlett. Completed December 13, 2018.

PhDs/EdDs in progress as Chair or Co-Chair

2022 Dones, Abraham. Co-chair with Dr. Audrey Jaeger. Proposal defended September 26.

2022 Mahle, Amy. Chair, Proposal defended September 2.

2022 Jones, Alma. Chair, Proposal defended August 30.

2022 Shawley, Britney. Proposal defended December 10, 2021.

2022 Freeman, Valerie. Chair, Proposal defended November 22, 2021.

2022 Locklear, Brittany. Chair, Proposal defended January 25, 2021.

2022 Smith, Evelyn. Co-chair, Proposal defended December 12, 2017.

2022 Brittain, Dawn. Chair, Dissertation in progress.

2022 Bryant, Joey. Chair, Dissertation in progress.

2022 Champ, Thomas. Chair, Dissertation in progress.

2022 Craig, Kristy. Chair, Dissertation in progress.

2022 Joyner, Kobie. Chair, Dissertation in progress.

2022 Jones, Jeremy. Chair, Dissertation in progress.

2022 Lackey, Stephanie. Chair, Dissertation in progress.

2022 McIntosh, Mary Elizabeth. Chair, Dissertation in progress.

2022 Modlin, Allegra. Chair, Dissertation in progress.

2022 Polk, Tiffani. Chair, Dissertation in progress.

2022 Rogers, Jessica. Chair, Dissertation in progress.

PhDs/EdDs completed as Committee Member

2022 Monteverdi, Rachel. *Leadership and Learning Through the Lens of The Leadership Challenge Certified Masters*. Completed October 24.

2022 May, Maggie. *MilSpouseEd: Ethnographic Representation of Military Spouse Access to Higher Education*. Completed September 22.

2022 Dolfi, Jordan. *Defining and Improving High-Quality Postsecondary Career and Technical Education*. Completed March 29.

2022 Williams, Nzingha. *History Doesn't Decide for Us: A Case Study of Black Parents and their Perception of Career and Technical Education with an In-depth Look at the Philosophies of Booker T. Washington and WEB Du Bois*. Completed March 28.

2022 Kirby, Kamisha. *Exploring Veterans Success in IT Apprenticeships: A Propensity Score Matching Study*. Completed March 28.

2022 Brummitt, Laurie. *A Q Methodology Study of Community College Leaders' Viewpoints on Student Labor Market Success Measures in North Carolina*. Completed March 11.

2022 Schneider, William. *Measuring Community College Student Success associated with Performance Funding: National Landscape, North Carolina Analysis, Policy Brief, and Plan of Action for North Carolina*. Completed March 7.

2022 Andrews, Erica. *Faculty Perceptions of the Equity Gap in First-Year Student Progression for African American Community College Students*. Completed March 3.

2021 Muckensturm, Elizabeth. *An Analysis of Hurricane Preparedness and Crisis Communication During a Pandemic at Community Colleges in North Carolina*. Completed December 13.

2021 Rosso, Corey. *A Quantitative Study of Institutional and Programmatic Characteristics and Their Relationship with Student Achievement Outcomes at Postsecondary Vocational Schools*. Completed December 10.

2021 Anderson, Keegan. *Career Transfer Efficiency Study for North Carolina Public Sector Community College to University Pathways in Associate in Applied Science Programs*. Completed December 2.

2021 Bowman, Katie. *Effects of Reinforced Instruction for Student Excellence (RISE) on Student Success in Gateway Mathematics Courses in North Carolina Community Colleges: A Regression Discontinuity*. Completed November 5.

2021 Thomas, Angela. *Exploring Access in a Community College Radiography Program: Relationships Between TEAS Test Scores and Student Success*. Completed November 1.

2021 Hartis, Conner. *Threat Assessment in Higher Education: The Role of University Law Enforcement*. Completed October 27.

2021 Gooden, Lance. *Momentum and Collision: A Qualitative Case Study Understanding Pre- and Post-Transfer STEM Success by Exploring Gender and Racial Experiences among Community College Transfer Students*. Completed October 5.

2021 Warfield, Robin. *Community College Faculty and Administrator Perspectives of Trauma-Informed Principles in Early Childhood Education: A Q Methodology Approach*. Completed October 4.

2021 Brewington, Fallon. *Examination of Virtual Reality on Online Workforce Training*. Completed August 13.

2021 Cooper, Karmen. *How North Carolina Community College Faculty Transitioned from Traditional Course Delivery to Online Course Delivery Using Emergency Remote Teaching During the COVID-19 Pandemic: An Exploratory Case Study*. Completed, August 10.

2021 McCann, Heidi. *Community College Instructor Experiences with Employability Skills Curricula: A Phenomenological Study*. Completed March 19.

2020 Shilova-Guy, Elena. *Case Study of the Reinforced Instruction for Student Excellence (RISE) Teaching Faculty's Understanding of Theoretical and Practical Applications of Maslow's Theory of Human Motivation in a Corequisite Developmental Classroom Completed*. October 29.

2020 Lynch, Shaun. *The Relationship Between Job Satisfaction and Faculty Turnover among Physician Assistant Educators*. Completed October 5.

2020 Ayangma, Alain. *Predicting Student Success in Online Postsecondary Career and Technical Education: Engaging with Peers, Faculty, Content and Work-Based Education*. Completed July 8.

2020 Rafi, Fawad. *Identifying Occupations with Higher Income and Employment Rates among the Associate's Degree Holders Using Demographics and Career Clusters: A Study Based on American Community Survey (ACS) Data from 2016*. Completed April 21.

2020 Allen, Jeffrey. *A Q-methodology Study of African American Male Perceptions of the Factors that Contribute to their Persistence at a Rural Community College*. Completed March 19.

2020 Lewis-Sessoms, Micara. *A Case Study Exploring Perspectives of Community College Experiences' Role on Soft Skills Development of North Carolina Students Enrolled in Career and Technical Programs*. Completed March 18.

2020 Egan Warren, Sarah. *Professional Science Master's Students' Confidence and Competence with Presentation Skills*. Completed March 9.

2019 Taylor Moore, Cole. *Understanding the Path to College: The Impact of Habitus, School and Community, Higher Education, and Social, Economic, and Policy Contexts on College-Going Behaviors of North Carolina High School Graduates*. Completed December 19.

2019 Wentzel, Lynley. *Resistance to Mandated Organizational Change in the Healthcare Industry*. Completed November 11.

2019 White, Austina. *Stakeholder Perceptions on the Most Important Knowledge and Skills to Gain Through a Graduate Program in Training and Development*. Completed November 6.

2019 McKnight, Twana. *Dispositional Factors: Predicting Academic Achievement and Persistence of Low-skilled Adults Enrolled in Community College Adult Basic Education Programs*. Completed October 28.

2019 Kloeker-Webster, Heather. *Competency Identification for Threat Assessment and Management Teams: A Modified Delphi Study*. Completed May 14.

2019 Byrd, Cassie. *Perceptions Toward Technology Adoption of Electronic Healthcare Record Systems Among Healthcare Professionals: A Q Methodological Study*. Completed May 3.

2019 Lee, Melvina. *Community College Students' Viewpoints of an Outstanding Advising Process: A Q Method Examination*. Completed April 12.

2019 Freeman, Adrienne. *The Influence of Late Course Registration on Student Success in Higher Education*. Completed March 26.

2019 Guido, Deanna. *North Carolina Community College Faculty Perceptions of Dual Enrollment Students*. Completed February 19.

2018 McDonald, Teresa. *Voices of Warrior Women: A Narrative Analysis of Female Post-Deployment Veteran Perceptions of the Transition to two Southeastern Community Colleges; A Narrative Study*. Completed October 29.

2018 Wilson, Yolanda. *Impact of Math Study Skills Co-requisite Courses on Student Success in Gatekeeper Courses*. Completed October 4.

2018 Fields, Frank. *Examining the Transfer Policies and Procedures at a Four-year University: Impacts on Community College Student Success*. Completed December 14.

2018 Romich, Randall. *Faculty Perceptions of Institutional Effectiveness Measures and Practices*. Completed October 1.

2018 Li, Wei. *Bayesian Inference about Some Geometric Aspects of Nonparametric Functions* July 23.

2018 Towne, Travis. *Exploring the Phenomenon of Secondary Teachers Integrating the LMS Canvas In a Blended-Learning Course*. Completed April 15.

Faculty Development

- > Synthesizing Qualitative Data, Research Talk, Inc, 2022
- > Leading with Emotional Intelligence, Office of Faculty Excellence, 2022
- > Faculty LEAD Program, Office of Faculty Excellence, NC State, 2022
- > Inclusive Excellence Certificate, NC State, OIED, 2022
- > Instructional Design Principles for Course Creation, EduFlow Academy, June 2022
- > Teaching and Learning Beyond the Pandemic, Elon University, 2021
- > [RED] Inclusive Teaching Certificate, Office of Faculty Excellence, NC State, 2020
- > [RED] Core Teaching Certificate, Office of Faculty Excellence, NC State University
- > Applying the Quality Matters Rubric, APPQMR, 2020
- > Designing Accessible Content, NC State, OFE, 2020
- > UNC System Quality Matters Panel Discussion, 2020
- > GLBT Ally, 2018-Present
- > Teach from Anywhere with Zoom, Delta, NC State, September 2019
- > Touchy Topics: Having those Fearful Conversations in Class, GLBT Center, NC State, April 2019
- > NC State Data Security Training, February 2019
- > Green-Zone Training, Serving the Veteran Population, North Carolina State University, Raleigh, NC, January 2019
- > Certificate of Reflective Teaching, NC State, Office of Faculty Development, 2019

- > Faculty Writing Retreat, Office of Faculty Development, October 2019
- > Gun Violence on Campus Training, College of Education, NC State, December 2018
- > Faculty Reading Circle, Office of Faculty Development, September – November 2018
- > Best Practices for Designing Your Moodle Course, Delta, NC State, September 2018
- > Project SAFE, GLBT Center, NC State, September 2018
- > An Introduction to Top Hat, NC State’s Student Engagement Platform, Delta, NC State, September 2018
- > Accessibility in the Classroom, NC State, UNC System, DELTA, August – October 2018
- > Faculty Writing Retreat, May 2018
- > FIiT – Learning Spaces on Campus, Delta, NC State, April 2018
- > DELTA Grant Information Session, March 2018.
- > Effective Writing Assessments, Office of Faculty Development, NC State, February 2018
- > SLATE Demo, The Graduate School, NC State, October 2017
- > Strategies for a Gender Inclusive Classroom, October 2017
- > Teaching with Technology, Delta, Office of Faculty Development, NC State, September 2017
- > Graduate Recruitment Workshop, The Graduate School, NC State, September 2017
- > Authentic Assessment: Creating Assessments that are Reusable, Office of Faculty Development, NC State, March 2017
- > Inclusivity Training, NC State, February 2017

Research Interests

- > Evaluation
- > Executive Mentoring
- > Student Success and Recruitment
- > Human Services Professions
- > Labor Market Outcomes
- > Program Assessment
- > Crisis Intervention
- > Curriculum and Instruction
- > Human Resource Development
- > Executive Education Models
- > Vocational Assessment
- > Conflict Resolution and Mediation