



Women in Organizations  
Introduction to Administration in Higher Education  
The Community and Junior College

Administrative

- 2006- Chair, Department of Educational Policy and Leadership Studies
- 1997-2001 Associate Chairperson, Department of Teaching and Leadership
- 1994-1997 Department Chairperson, Educational Policy and Leadership, University of Kansas.
- Jan.-May, 1992 Acting Department Chair, Educational Policy and Administration, University of Kansas.
- 1988-present Coordinator, Higher Education Doctoral Program, University of Kansas.
- 1979-1982 Associate Dean of Student Services, Juniata College, Huntingdon, Pennsylvania.
- 1975-1979 Dean of Women, St. Francis Xavier University, Antigonish, Nova Scotia, Canada.
- 1972-1974 Coordinator of Residences, Nova Scotia Teachers College, Truro, Nova Scotia, Canada.
- 1970-1972 Residence Hall Director, State University of New York College at Plattsburgh.

Research Awards/Grants

- 2008 With Dongbin Kim and Lisa Wolf-Wendel, Productivity of International Faculty, Graduate Research Fund, \$5,000.
- 2002 With Lisa Wolf-Wendel. A Study of the Supply and Demand for Education Faculty. Graduate Research Fund, University of Kansas, \$6,000.
- 2002 A Study of the Supply, Demand and Preparation of Education Faculty. With Lisa Wolf-Wendel, Bruce Baker, Nona Tollefson, March Mahlios, Jeannie Kelinhammer-Tramill and Jerry Bailey. School of Education, Indirect Cost Competition. \$10,000.
- 2001 University Accreditation and the Social Role of Higher Education in Ecuador, Graduate Research Fund, University of Kansas, \$3,800.

- 2000                    Awarded Sabbatical to complete study University Accreditation and the Social Role of Higher Education in Ecuador.
- 2000-2001            Principal Investigator. Inside the Community College Faculty Labor Market. University of Kansas, Graduate Research Fund.
- 1999-2000           A Case Study of Innovative Transfer Programs to Attract Highly Qualified Minority Students. With Christopher Morphey and Lisa Wolf-Wendel
- 1998-99              Innovative Policies for Dual Career Couples: A Case Study. With Lisa Wolf-Wendel (P.I.) and Suzanne Rice. University of Kansas GRF. Funded.
- 1997                    Dual Career Couples in Higher Education: A Policy Analysis, University of Kansas General Research Fund. Suzanne Rice, Principal Investigator.
- 1992-93              Awarded sabbatical to study the effects of General Studies on the University of Costa Rica, including its role in departmentalization and strengthening of faculties.
- 1991                    Principal Investigator. General Education: From Goals to Enactment in the Classroom, University of Kansas Graduate Research Fund.
- 1989                    Principal Investigator. General Education: The Students' Perspective, University of Kansas Graduate Research Fund.
- 1987-1991            Project Director. New Curriculum Evaluation, College of Liberal Arts and Sciences, University of Kansas.
- 1987                    Principal Investigator. Pratt Community College Citizens' Survey.
- 1986                    Principal Investigator. Academic Searches: A Case Study. University of Kansas General Research Allocation #3892-XO-0038.

External Grants

- 2004-2005            With Charles Krider and the Policy Research Institute. Assessment of the Technical Training Needs of the Lawrence Community. Funded by the Douglas County Chamber of Commerce.
- 2002-2003            With Elizabeth Kuznesof. Fulbright-Hays Group Projects Abroad. Costa Rican Seminar on Childhood for K-8 Teachers and Education Faculty. \$95,654.
- 2000-01  
1998-99              Co-hosted Junior Faculty Development Scholar with Barbara Phipps  
Hosted Junior Faculty Development Scholar.

- 1998-99 With Martina Masaquiza and Manuela González-Bueno. Latin American Group Projects Abroad Seminar for Secondary School Teachers: Ecuador. USDOE. Funded. \$42,000.
- 1997 With Elizabeth Kuznesof. Latin American Group Projects Abroad Seminar for Secondary School Teachers. USDOE. Funded. \$48,000
- 1996-97 Hosted JFDP Fellow from Ukraine.
- 1996 With Jeannie Kleinhammer-Tramil. Sources of Funding for Higher Education: A Collaborative Investigation of Funding Patterns. American Association of State Colleges and Universities. (This was awarded but had no funding attached to it. We withdrew from participation.)
- 1995-96 With Karen Gallagher, Ed Heck and Marc Mahlios. Higher Education Collaboration in Kansas: Project for Curriculum Improvement in Teacher Education. Kansas Project Partnership. \$20,000.
- 1994-96 Co-P.I. (with George Woodyard). Training for Higher Education Personnel from Ecuador, funded by U.S. Information Agency. \$104,432.
- May, 1994 Project Director, Fulbright-Hays Group Projects Abroad: Costa Rica, USDOE. \$33,000

### Publications

#### Refereed Journal Articles

- Kim, D., Twombly, S.B., and Wolf-Wendel, L. (In press). International faculty: Experiences of academic life and productivity in US universities. *Journal of Higher Education*.
- Kim, D., Twombly, S., & Wolfwendel, L. J. (2008). Factors predicting community college faculty satisfaction with instructional autonomy. *Community College Review*, Vol.35, No.3. pp.159-180
- Townsend, B.K., & Twombly, S. (2007). Accidental equity: The status of women in the community college. *Equity and Excellence in Education*,40(3), 208-217.
- Baker, B.D., Wolf-Wendel, L., Twombly, S. (2007). Exploring the Faculty Pipeline in Educational Administration: Evidence from the Survey of Earned Doctorates 1990 to 2000. *Educational Administration Quarterly*, 43 (2), 189-220.
- Ward, K.A., Wolf-Wendel, L.E., & Twombly, S. B. (2007). Faculty Life at Community Colleges: The Perspective of Women with Children. *Community College Review*, 34(4).

- Wolf-Wendel, L, Baker, B.D., Twombly, S., Tollefson, N., & Mahlios, M. (2006, February). Who's teaching the teachers? Evidence from the national survey of postsecondary faculty and survey of earned doctorates. *American Journal of Education*, 112.
- Twombly, S. B, Wolf-Wendel, L. E., Williams, J., & Green, P. (2006, November/December). Searching for the next generation of teacher educators: Assessing the success of academic searches. *Journal of Teacher Education*, 57(5), 1-14.
- Gaston-Gayles, J., Wolf-Wendel, L., Twombly, S., Ward, K & Tuttle, K. (2005). From Disciplinary to Change Agent: How the Civil Rights Era Changed the Roles of Student Affairs Professionals. *NASPA Journal*, 14 (3), 263-282.
- Twombly, S.B. (2005). Values, policies and practices affecting the hiring process for full-time arts and sciences faculty in community colleges. *Journal of Higher Education*, 76 (4), 423-447.
- Twombly, S.B. (2004). Examining community college faculty professionalization through searches: An alternative approach to a vexing question. *Community College Review*, 32, 21-39.
- Wolf-Wendel, L.E., Twombly, S.B., Morphew, C.C. & Sopcich, J. (2004). From the barrio to the bucolic: The student transfer experience from HSI to Smith College. *Community College Journal of Research and Practice*, 28, 1-19
- Morphew, C., Twombly, S.B., and Wolf-Wendel, L.E. (Winter 2001). Innovative linkages: The story of Miami-Dade Community College, Santa Monica College and Smith College. *The Community College Review*, 29 (3), 1-20.
- Gahn, S., & Twombly, S. B. (2001). Dimensions of the community college labor market. *Review of Higher Education*, 24 (3), 259-282.
- Wolf-Wendel, L., Twombly, S., & Rice, S. (2000). Dual career couples: Keeping them together. *Journal of Higher Education*, 71 (May/June), 291-321.
- Twombly, S. B. (1999). New scholarship on academic women: From women's ways to power and politics feminism with a new focus on critical policy analysis. *Review of Higher Education*, 22 (Summer), 441-454.
- Twombly, S. B. (1998). Reform by remote control: Evaluation and accreditation of Ecuadorian higher education. *la educación*, no. 129-131 (I-III), 201-219.
- Twombly, S. B. (1998). Women academic leaders in a Latin American university: Reconciling the paradoxes of professional life. *Higher Education*, 33, 367-397.

- Twombly, S., B. (1998). Curricular reform and the changing social role of public higher education in Costa Rica. *Higher Education*, 33, 1-28.
- Twombly, S. B. (1995). Piropos and friendships: Gender and culture clash in study abroad. *The Interdisciplinary Journal of Study Abroad*, 1 (Fall), 1-27.
- Twombly, S. B. (1993). What we know about women in community colleges: An examination of the literature using feminist phase theory. *Journal of Higher Education*, 64 (2), 186-210. Reprinted in *Community Colleges*, Ratcliff, J. (ed.), ASHE Reader Series. Needham Heights, MA: Simon & Schuster.
- Twombly, S. B. (1992). Student perspectives on general education in a research university. *Journal of General Education*, 41, 238-272. Reprinted in C. Conrad and J. Haworth (eds.), *Re-visioning Curriculum in Higher Education*. ASHE Reader Series. Needham Heights, MA: Simon & Schuster, 1995.
- Twombly, S. B. (1992). The process of choosing a dean. *Journal of Higher Education*, 63\_(6), 653-683.
- Amey, M. J., & Twombly, S. B. (1992). Re-visioning leadership in community colleges. *The Review of Higher Education*, 15 (2), 125-150. Reprinted in J. Glazer, E. Bensimon, and B. Townsend, (eds.), *Women in Higher Education: A Feminist Perspective*. ASHE Reader Series. Needham Heights, MA: Simon & Schuster, 1993. Reprinted in *Community Colleges*, J. Ratcliff, (ed.), ASHE Reader Series. Needham Heights, MA: Simon & Schuster.
- Twombly, S. B. (1991). New directions for studying women in higher education: Lessons from feminist phase theory. *Initiatives: Journal of the National Association for Women in Education*, 54 (1), 9-18.
- Ebmeier, H., Twombly, S., & Teeter, D. (1991). The comparability and adequacy of financial support for schools of education. *Journal of Teacher Education*, 42 (3), 226-235.
- Twombly, S. B., & Moore, K. M. (1991). The social origins of academic administrators. *The Review of Higher Education*, 14 (4), 293-316.
- Clark, B., Twombly, S. B., & Moore, K. M. (1990). Inter-institutional job mobility in two-year colleges and institutional characteristics. *Community/Junior College Quarterly of Research and Practice*, 14 (4).
- Twombly, S. B., & Ebmeier, H. (1989). Educational administration programs: The cash cow of the university? *Improving the Preparation of School Administrators: Notes on Reform*. A publication of the National Policy Board for Educational Administration.
- Twombly, S. B. (1988). Administrative labor markets: A test of the existence of internal labor markets in two-year colleges. *Journal of Higher Education*, 59, 668-689.

- Twombly, S. B. (1987). The importance of beginnings: The relationship of entry positions to future career outcomes of two-year college presidents. *Community College Review*, 15 (2), 14-21.
- Twombly, S. B., & Moore, K. M. (1987). Job search: Career changes among community college administrators. *The Review of Higher Education*, 11 (1), 295-318.
- Reyes, P., & Twombly, S. B. (1986). Perceptions of contemporary governance in community colleges. *Community College Review*, 14 (3), 4-11.
- Twombly, S. B., Moore, K. M., & Martorana, S. V. (1986). The future of the community college: An administrators' eye view. *Community/Junior College Quarterly of Research and Practice*, 10 (4), 281-294.
- Twombly, S. B. (1986). Boundaries of an administrative labor market. *Community College Review*, 13 (4), 34-44.

### Books and Monographs

- Twombly, S.B. and Townsend, B.K. (April, 2007.) *Community College Faculty: Overlooked and Undervalued*. ASHE-Higher Education Report Series, 32 (6).
- Wolf-Wendel, L. Twombly, S., Tuttle, K., Ward, K., and Gaston, J. (2004) *Reflecting back, looking forward: Civil rights and student affairs*. Washington, DC: NASPA.
- Wolf-Wendel, L, Twombly, S., and Rice, S. (2003) *The two-body problem: Dual career couple policies in higher education*. Baltimore: Johns Hopkins University Press.
- Townsend, B. K., & Twombly, S. B. (Eds.). (2001). *Community colleges: Policy in the future context*. Educational Policy in the 21st Century (Vol. 2). Bruce Anthony Jones, Series ed. Westport, CT: Ablex Academic Publishers.
- Tierney, W. G., & Twombly, S. B. (Eds.). (2000). Getting good qualitative data to improve educational practice. Special issue of *Theory into Practice* (Vol. 39 (3)). Columbus, OH: The Ohio State University Press.
- Moore, K. M., & Twombly, S. B. (Eds.). (1990). *Administrative careers and the marketplace*. *New Directions for Higher Education* (Vol. 72). San Francisco: Jossey-Bass.

### Book Chapters

- Rice, S. S.; Wolf-Wendel, L. E. & Twombly, S. B. (2007). Helping or hurting Women? The case of a dual career couple policy at the University of Kansas. In M.A. Sagaria, (Ed.). *Women and university change: Gender equality in the European Union and the United States*. NY: Palgrave.

- Wolf-Wendel, L. E., Twombly, S., & Rice, S. (2004). Dual career couples. Chapter in Renn, K. A. & Hughes, C. (Eds.), *The roads taken: Women in student affairs at mid-career*. Sterling, VA: Stylus Publishing.
- Twombly, S. B., & Townsend, B. K. (2001). Conclusion: The future of community college policy in the 21st century. In B. K. Townsend & S. B. Twombly (Eds.), *Community colleges: Policy in the future context*, (pp. 283-298) Educational Policy in the 21st Century (Vol. 2). Bruce Anthony Jones, Series ed. (Vol. 2). Westport, CT: Ablex Academic Publishers.
- Townsend, B. K., & Twombly, S. B. (1998). Organizational change in the community college: A feminist critique. In J. Levin (Ed.), *Organizational change. New Directions for Community Colleges* (Vol. 102). San Francisco: Jossey-Bass.
- Twombly, S. B. (1996). Culture and the social role of women in a Latin American university: The case of the University of Costa Rica. In W. G. Tierney & K. K. Kempner (Eds.), *The social role of higher education: Comparative perspectives*, (pp. 99-123). New York: Garland. Reprinted in ASHE Reader on Comparative Higher Education and ASHE Reader on Women in Higher Education. Needham Heights, MA: Simon and Schuster.
- Twombly, S. B. (1995). Gendered images of community college leadership: What messages they send. In B. K. Townsend (Ed.), *Gender and power in the community college. New Directions for Community Colleges* (Vol. 89, pp. 67-77). San Francisco: Jossey-Bass.
- Twombly, S. B. (1992). General education: The insider's view. In J. Ratcliff (Ed.), *Assessment and curriculum reform. New Directions for Higher Education* (Vol. 80, pp. 91-103). San Francisco: Jossey-Bass.
- Twombly, S. B., & Amey, M. J. (1991). Leadership in community colleges. In J. Smart (Ed.), *Higher education: Handbook of theory and research* (Vol. VII, pp. 376-419). New York: Agathon Press.
- Twombly, S. B. (1990). Career maps and institutional highways. In K. M. Moore & S. B. Twombly (Eds.), *Administrative careers and the marketplace. New Directions for Higher Education* (Vol. 72, pp. 5-18). San Francisco: Jossey-Bass.

#### Invited Journal Article

- Wolf-Wendel, L. E., Twombly, S.B., & Rice, S. (March 28, 2003). It's really a three body problem. *Science's Next Wave*. <http://nextwave.sciencemag.org/cdc>.

#### Blog Entries

- Twombly, S.B. (Nov., 2010). Their day in the sun. For 21<sup>st</sup> Century Scholars Blog Current Issues in Higher Education. [21stcenturyscholar.org/2010/11/12/their-day-in-the-sun-by-dr-susan-twombly/](http://21stcenturyscholar.org/2010/11/12/their-day-in-the-sun-by-dr-susan-twombly/)



Twombly, S.B. (Nov., 2010). Mission drift I. For 21<sup>st</sup> Century Scholars Blog Current Issues in Higher Education. [21stcenturyscholar.org/2010/11/15/part-ii-a-blog-series-by-dr-susan-twombly/](http://21stcenturyscholar.org/2010/11/15/part-ii-a-blog-series-by-dr-susan-twombly/)

Twombly, S.B. (Nov., 2010). Mission drift II. For 21<sup>st</sup> Century Scholars Blog Current Issues in Higher Education. [21stcenturyscholar.org/2010/11/16/part-iii-a-blog-series-by-dr-susan-twombly/](http://21stcenturyscholar.org/2010/11/16/part-iii-a-blog-series-by-dr-susan-twombly/)

Twombly, S.B. (Nov., 2010). No free lunch. For 21<sup>st</sup> Century Scholars Blog Current Issues in Higher Education. [21stcenturyscholar.org/2010/11/17/part-iv-a-blog-series-by-dr-susan-twombly/](http://21stcenturyscholar.org/2010/11/17/part-iv-a-blog-series-by-dr-susan-twombly/)

Twombly, S.B. (Nov., 2010). Who's footing the bill. No free lunch. For 21<sup>st</sup> Century Scholars Blog Current Issues in Higher Education. [21stcenturyscholar.org/2010/11/17/part-v-a-blog-series-by-dr-susan-twombly/](http://21stcenturyscholar.org/2010/11/17/part-v-a-blog-series-by-dr-susan-twombly/)

Twombly, S.B. (Nov., 2010). The black box. For 21<sup>st</sup> Century Scholars Blog Current Issues in Higher Education. [21stcenturyscholar.org/2010/11/18/part-vi-a-blog-series-by-dr-susan-twombly/](http://21stcenturyscholar.org/2010/11/18/part-vi-a-blog-series-by-dr-susan-twombly/)

### Encyclopedia Entry

Twombly, S. B. and Rosser, V. (2002). Women in Administration: An overview. In Ana M. Martinez Alemán & Kristen A. Renn (Eds.), *Women in higher education: An encyclopedia*. Santa Barbara, CA: ABC-CLIO Press.

### Book Reviews

Twombly, S.B. (2010). [Review of Challenges of the Faculty Career for Women: Success and Sacrifice by Maike Ingrid Philipsen. (2008). San Francisco: Jossey-Bass, 341 pages] in *The Review of Higher Education*, 33(2), 303-304.

Twombly, S.B. (). [Review of Bailey, Thomas and Morest, V. *Defending the community college equity agenda*. Baltimore: The Johns Hopkins University Press (2006)] in

Twombly, S.B. (2007). [Review of Hile-Bassett, Rachel. (2005). *Parenting and professing: Balancing family work with an academic career*. Nashville, TN: Vanderbilt University Press.] *Journal of Higher Education*. 78 (1), 121-123.

Twombly, S.B., Christy-Dangermond, S., Flaherty, A.G., Irungu, J., and Giffin, R. (2005). [Review of Harvard Rules by Richard Bradley]. *Review of Higher Education*, 29 (2), pp. 253-254.

Twombly, S.B. (2005). [Review of The Community College Baccalaureate: Emerging Trends and Policy Issues by Deborah Floyd, Michael Skolnik and Kenneth P. Walker, Eds.] *Journal of Applied Research in Community Colleges* 13 (1), pp. 93-95.

- Twombly, S.B. (2003). [Review of Academic Pathfinders by Patricia Gumport]. *Journal of Higher Education*. 74 (5).
- Twombly, S.B. (2001). [Review of Foundations of American Higher Education, 2nd. Edition]. *Journal of College Student Development*, 42 (5), 507-509.
- Twombly, S. B. (May/June 2001). [Review of Honored but Invisible]. *Journal of Higher Education*, 27 (3), 379-382.
- Twombly, S. B. (2001). [Review of Community Colleges as Cultural Texts]. *Qualitative Studies in Education*, 14 (1), 91-93.
- Twombly, S. B. (1999). [Review of the book Academic Outlaws]. *Journal of General Education*.
- Twombly, S. B. (1995). [Review of the 1992 ASHE-ERIC Monograph Series]. *Journal of General Education*, 44 (1), 58-63.
- Twombly, S. B. (1992). [Review of Women of Influence, Women of Vision]. *Community/Junior College Quarterly of Research and Practice*, 16 (3), 307-312.
- Twombly, S. B. (1989). [Review of Collegiate Culture and Leadership Strategies]. *Community/Junior College Quarterly of Research and Practice*, 13(4), 227-231.
- Twombly, S. B. (1988). [Review of The Art of Decision Making: Issues and Cases in Higher Education]. *Community/Junior College Quarterly of Research and Practice*, 12, 75-77.

#### Other

- González-Bueno, M. , Twombly, S.B. and Associates. La Avenida de los Volcanes. Interactive CD produced from Fulbright-Hays Group Projects Abroad to Ecuador.
- Twombly, S. (1985). The structure of careers of top-level two-year college administrators: An internal labor market approach (Doctoral dissertation, The Pennsylvania State University).

#### Refereed Conference Papers

- Kim, D., Twombly, S.B., and Wolf-Wendel, L. (2011). Longitudinal study of foreign-born faculty mobility. Paper presented at Annual Meeting of AERA, New Orleans, LA, April, 2011.
- Kim, D., Twombly, S.B., and Wolf-Wendel, L. (2009). International faculty: Experiences of academic life and productivity in US universities. Paper presented at AERA, San Diego, CA.

Kim, D., Wolf-Wendel, L. and Twombly, S. Factors Predicting Community College Faculty Satisfaction With Autonomy. Paper accepted for presentation at AERA Annual Meeting, Chicago, ILL, April, 2007.

Twombly, S.B., Townsend, B.K., Bragg, D., and Waggoner, R. (2006) The Future of the Community College as an Institutional Type. Symposium presented at the Association for the Study of Higher Education Annual Meeting, Anaheim, CA, November.

Twombly, S.B., Baker, B.D. and Wolf-Wendel, L. (2006) Pathways to the Professoriate in Educational Administration: Are They Different For Men and Women? Accepted for presentation at AERA Annual Meeting, San Francisco.

Twombly, S.B. and Morphew, C.M. (2005). Voting With More Than Their Feet: Tuition Rising and Student Power in the Academy. Paper presented at Annual Meeting of the Association for the Study of Higher Education, Philadelphia, PA, November.

Romzek, B., Twombly, S. B., Keller, C. M., Teeter, D. J. and Schott, J. Making the shoe fit: The new criteria and research U. Paper presented at annual meeting of the Higher Learning Commission, Chicago, ILL, April, 2005.

Wolf-Wendel, L., Ward, K., Twombly, S. and Bradley, S. Content and balanced: A qualitative exploration of community college faculty with young children. Paper presented at the Annual Meeting of AERA, Montreal, Canada, April, 2005.

Gaston-Gayles, J., Twombly, S., Wolf-Wendel, L., Ward, K., and Tuttle, K. (2004). From disciplinarian to change agent: How the Civil Rights Era changed the student affairs profession. Paper presented at Annual Meeting of the Association for the Study of Higher Education, Kansas City, MO, November.

Baker, B.D., Twombly, S., Wolf-Wendel, L., Mahlios, M. and Tollefson, N. (2004). Who's teaching the teachers. Paper presented at the AERA Annual Meeting, San Diego, CA.

Back to the Future: The role of student affairs in the Civil Rights Era. Symposium with S. Twombly, K. Ward, K. Tuttle, & J. Gaston at the Association for the Study of Higher Education Annual Meeting, Portland, OR, November, 2003.

Twombly, S., Wolf-Wendel, L. E., & Williams, J. Searching for the next generation of teacher educators: Assessing the success of academic searches. Paper presented at the American Educational Research Association Annual Meeting, Chicago, IL, April, 2003.

The role of student affairs in the Civil Rights Era. Symposium with S. Twombly, K. Ward, K. Tuttle, & J. Gaston at the National Association of Student Personnel Association Annual Meeting, St. Louis, MO, March, 2003.

Rice, S., Wolf-Wendel, L. E., & Twombly, S. Dual career academic couples: Challenging the

- Principles of "Fairness" and "Meritocracy." Paper presented at the American Educational Annual Meeting, Pittsburgh, PA, October, 2002.
- Twombly, S.B. (2002). University accreditation and the social role of higher education in Ecuador. Annual Meeting of the Association for the Study of Higher Education, Sacramento, CA, November, 2002.
- Rice, S , Wolf-Wendel, L. and Twombly, S. (2002) Dual career academic couples: Challenging the principles of "fairness" and "meritocracy." Paper presented at the American Educational Studies Association Annual Meeting, Oct. 30-Nov. 3. Pittsburgh, Pa.
- With Cohodas, N.; Ward, K.; Price, D.; Foster, L. (2001). The Band Played Dixie: Race and Liberal Consciousness at Ole Miss. Focused Dialogue. Annual Meeting of the Association for the Study of Higher Education, Richmond, VA, November, 2001.
- Twombly, S.B. (2001). Can you teach these students: Policies, practices and values that drive the faculty labor market and hiring practices in the community college. Paper presented at the Annual Meeting of the Association for the Study of Higher Education, Richmond, VA, November, 2001.
- Twombly, S.B. (2001). Indigenous education in Ecuador: Two faces of globalization. Paper presented as part of symposium International perspectives on globalization. Presented at the Annual Meeting of AERA, Seattle, WA, April 14.
- Townsend, B.K.; Twombly, S.B. and Shaw, K. (2001). Remedial education: Silk purse or sow's ear? Symposium presented at the Annual Meeting of AERA, Seattle, WA, April 10.
- Wolf-Wendel, L., Morphew, C., Twombly, S.B. (2001). A second chance story. Paper presented at Annual Meeting of AERA, Seattle, WA, April 11.
- Twombly, S.B. (2000). Paradoxes of globalization and education in Ecuador: From No education to craft education. Presented at the Annual Forum of the Council on International Higher Education, Sacramento, CA, November 2000.
- Twombly, S.B. (2000). "Finding the best: Redefining the meaning of quality and how we find it." Paper presented at the Annual Meeting of the Association for the Study of Higher Education, Scaramento, CA, Nov. 2000.
- Wolf-Wendel, L.; Twombly, S.; and Rice, S. "Making it work: How institutions accommodate dual career couples. Paper presented at the Annual Meeting of the Association for the Study of Higher Education, November, 1999, San Antonio, Texas.
- Gahn, S. and Twombly, S. "The community college faculty labor market". Paper presented at the Annual Meeting of the Association for the Study of Higher Education, Miami, FL, November, 1998.

- Wolf-Wendel, L., Rice, S. and Twombly, S. "Dual career couples: How institutions of higher education are keeping them together". Paper presented at the Annual Meeting of the Association for the Study of Higher Education, Miami, FL, November, 1998.
- Twombly, S. "From the Bottom Up: Using accreditation to reform and centralize higher education in Ecuador". Paper presented at the International Pre-conference of the Association for the Study of Higher Education, Miami, FL, November, 5, 1998.
- Twombly, S.B.; Townsend, B.; McDonough, P; and Webster, D. Teaching in higher Education. Roundtable selected for Annual Meeting of Association for the Study of Higher Education, November, 1997.
- Twombly, S.B. The role of accreditation in higher education reform in Ecuador. Latin American Studies Association XX International Congress, Guadalajara, Mexico, April 18, 1997.
- Twombly, S.B. Influence, power or both: What do women want? Paper presented at Annual Meeting of Council of Universities and Colleges (professors of higher education interested in community colleges), Atlanta, GA, April 1996.
- Commonalties and differences among academic women: A global perspective. With Sandra Acker, Margaret Kamau, Linda Johnsrud, Elizabeth Hatton, Melanie Walker, and Mary Ann Sagaria. Annual Meeting of the American Educational Research Association, Chicago, March 25, 1996.
- Higher education curriculum and pedagogy in the Millenium: A focused dialogue. With Pat McDonough, Jim Palmer and Ann Austin. Annual Meeting of the Association for the Study of Higher Education, Memphis, TN, October 31-November 2, 1996.
- Twombly, S.B. and Urigüen, Monica. Desperately seeking quality in Ecuadorian higher education: What is it and how should it be measured? Paper presented at the International Pre-conference of the Association for the Study of Higher Education, October 31-November 2, 1996, Memphis TN.
- Twombly, S. B. The role of the U.S. in higher education reform in Ecuador. Presented at the Annual Meeting of the Association for the Study of Higher Education, International Conference, November 1, 1995.
- Twombly, S. B. (1994). Contesting the social role of higher education in Costa Rica: Estudios generales the battleground. Paper presented at the Annual Meeting of the Association for the Study of Higher Education, Tucson, November, 1994. Reprinted as Institute for Higher Education Law and Governance Monograph, University of Houston, Spring 1995.
- Twombly, S. B. (1994). Piropos and friendships: Culture and gender clash in Costa Rica. Paper presented at the Annual Meeting of the American Educational Research Association, New Orleans, April, 1994.

- Twombly, S. B. (1994). Women in the University of Costa Rica: Model of success or ghettoization. Paper presented at the Annual Meeting of the American Educational Research Association, New Orleans, April, 1994.
- Twombly, S. B. (1993). Encounters of American feminist scholars with academic cultures in three countries: The case of Costa Rica. Symposium presented at Annual Meeting of the Association for the Study of Higher Education, Pittsburg, PA, November, 1993.
- Twombly, S.B. (1992). General education in the classroom. Paper presented at Annual Meeting of AERA, San Francisco, April, 1992.
- Amey, M.J. and Twombly, S.B. (1991). Thinking about thinking about leadership. Paper presented at annual meeting of Association for the Study of Higher Education. Boston, October, 1991.
- Amey, M.J. and Twombly, S.B. (1991). Re-visioning leadership in community colleges: New metaphors for a new generation. Council for Universities and Colleges, American Association of Community and Junior Colleges Annual meeting, Kansas City, MO, April, 1990.
- Twombly, S., Ebmeier, H., and Teeter, D. (April, 1991). Schools of education: The cash cow of the university. Paper presented at American Educational Research Association annual meeting, Chicago, IL.
- Twombly, S. (November, 1990). Preparation for trivial pursuit or life?: The meaning students give to general education. Paper presented at annual meeting of Association for the Study of Higher Education, Portland, OR.
- Twombly, S., and Amey, M. (November, 1990). Errand-boy, commander, builder and ?: Images of leadership in community colleges. Paper presented at annual meeting of Association for the Study of Higher Education, Portland, OR.
- Twombly, S. (April, 1990). Phases of scholarship on women in the people's colleges: Are women people? Paper presented at American Educational Research Association annual meeting, Boston, MA.
- Twombly, S. (November, 1989). Responding to general education reform: The view from academic departments. Paper presented at annual meeting of the Association for the Study of Higher Education, Atlanta, GA.
- Twombly, S. and Ebmeier, H. (October, 1989). Educational administration programs: The cash cow of the university. Paper presented at annual meeting of University Council for Educational Administrators, Phoenix, Arizona.

- Twombly, S. and Baumgartel, H. (November, 1988). The impact of curriculum change on student achievement and persistence in a major research university. Paper presented at the annual meeting of the Association for the Study of Higher Education, St. Louis, MO.
- Twombly, S., and Moore, K. (November, 1987). Social origins of college and university administrators. Paper presented at the annual meeting of the Association for the Study of Higher Education, Baltimore, MD.
- Twombly, S. (November, 1987). The process of choosing a dean: A multiple case study. Presented at the annual meeting of the Association for the Study of Higher Education, Baltimore, MD
- Twombly, S. (April, 1987). The importance of beginnings: The relationship of entry position to future career prospects in two-year college administration. Paper presented at the annual meeting of the American Educational Research Association, Washington, DC.
- Twombly, S. (February, 1986). Boundaries of the top-level two-year college administrative labor market: Implications for leadership and cooperation. Paper presented at the Annual Meeting of the Association for the Study of Higher Education, San Antonio, TX.
- Twombly, S. (February, 1986). Career lines of top-level two-year college administrators: Implications for leadership in a new era. Paper presented at the Annual Meeting of the Association for the Study of Higher Education, San Antonio, TX.
- Twombly, S. (April, 1986). Theory and administrative career mobility in higher education. Paper presented at the annual meeting of the American Educational Research Association, San Francisco, CA.

#### Invited Presentations

- Twombly, S.B. Higher Education in the US. Presentation for JFDP Scholar Orientation. KU, January 2011, 2011, 2009.
- Twombly, S.B. (Summer 2010). Assessment: An Overview for Metropolitan Community College—Blue River.
- Twombly, S.B. (May, 2010). Division J Vice Presidential Address. Moving Beyond a Culture of Defense and Critique Toward More Theoretically Oriented, Policy Relevant Research on Community Colleges. AERA, Denver, Co.
- U.S. Higher Education: An Overview. Presentation for Foreign Service Nationals. KU, March 12, 2007
- U.S. Higher Education: An Overview. Presentation for Junior Faculty Development Fellow Orientation. University of Kansas. January, 2006.
- Assessment in Student Affairs. Three seminars during September and October, 2006

The role of student affairs in the civil rights era. Presentation for Student Success Professional Development Day, January 2004. With Kathryn Tuttle and Lisa Wolf-Wendel.

Higher education in the US: An overview for Fulbright scholars, July 8, 2003.

How to conduct focus groups. February 18, 2003. Presentation for Student Affairs Assessment Committee.

University accreditation and evaluation. March, 2002. Quito, Ambato, Loja and Guayaquil, Ecuador.

Presentation for Latin American Studies Workshop for Teachers, April 1, 2000. With Manuela González-Bueno, Ann Hunt, Khalila Blosser and Bonnie Orozco.

Putting faces on Ecuador: Educating Kansas teachers for diversity. Waggoner Research Colloquium, October 21, 1999.

Creating the responsive Ecuadorian university through evaluation. Presentation to Ecuadorian University Rectors, Quito, Ecuador, June, 1999.

Building the responsive university through self-study. Presentation to La Escuela Politécnica del Ejército, Quito, Ecuador, July 2, 1999.

Establishing an assessment program: The basics. Haskell Indian Nations University, January 22, 1998.

Institutional self-study. Workshop for Ecuadorian university faculty. Quito, Ecuador, June 25-28, 1996 and Guayaquil, Ecuador, July 1-4, 1996.

Gold, jade and forests. Teacher In-Service sponsored by Spencer Museum of Art, March 2, 1996.

Educational reform in Ecuador, International Studies, World View, September 28, 1995

Teaching democracy in Costa Rica, KAW Valley In-Service Day, Lawrence High School, October 9, 1995.

Piropos and friendships: Gender and culture clash in Costa Rica, Latin American Studies *Merienda*, October 21, 1993.

Assessment Workshop for College of Liberal Arts and Sciences Department Chairs, July 10, 1990.

Assessment: Perspectives and options. College of Liberal Arts and Sciences, University of Kansas, October 3, 198.



Survey research in education. Phi Delta Kappa, Lawrence Chapter, November 11, 1987.

How to get there from here: Women in college administration. Kansas State University, Women's Caucus, February 28, 1987.

Developing leaders in community colleges: Career patterns, development activities and strategies for getting to the top. Kansas Association of Community Colleges Meeting, October, 1986.

Today's academic leaders: Career paths of two-year college administrators. American Association of Community and Junior Colleges National Convention, San Diego, CA, April, 1985. (With S.V. Martorana).

#### Technical Reports

Twombly, S., Wolf-Wendel, L., and Morpew, C. (2004) Final report for Haskell Indian Nations University Title III grant.

Wolf-Wendel, L., Morpew, C. & Twombly, S. (2003). Interim report on Haskell Indian Nations University Title III grant.

Wolf-Wendel, L, Morpew, C., & Twombly, S. (2003). Year II report for KC REACHE Brick and Click Initiative.

Twombly, S.B., Wolf-Wendel, L and Morpew, C.M. 2002. Report on Haskell University, Title III Progress.

Twombly, S.B. (March 2001). Report of the Equity Study Committee, University of Kansas.

Tollefson, N. and Twombly, S.B. (1997). An evaluation of the University of Kansas Eisenhower Professional Development Grant: Second Year.

Twombly, S.B. (1996). Evaluation of Sistema Nacional de Evaluación y Acreditación submitted to Engineer Guillermo Falconí, August, 1996.

Twombly, S.B. (1996). Accreditation and program evaluation in Ecuador: Obstacles and opportunities." Written for Fulbright Commission, Quito, Ecuador.

Twombly, S.B. and Johnson, B. (1990). Early and continuous enrollment: An update prepared for College of Liberal Arts and Science.

Twombly, S.B. and Rubin, L. (1989). Early and continuous enrollment: An Update Prepared for College of Liberal Arts and Sciences.

Twombly, S.B. (1988). Effects of early and continuous enrollment requirement on percentage of students completing English and mathematics by the end of the first year: New Frosh 1986 and New Frosh 1987. Prepared for College of Liberal Arts and Sciences.

Twombly, S.B. (1987). Seven County Service Area Survey, Pratt Community College, Pratt, KS.

Moore, Kathryn M. and Twombly, Susan B. (January, 1985). Administrator mobility: Crossing and boundary between two-year and four-year colleges and universities. A study completed for the Ford Foundation, the Exxon Education Foundation, and the Teachers Insurance Annuity Association.

Moore, Kathryn, M., Twombly, Susan B., and Martorana, S.V. (1985). Today's academic leaders: A national study of administrators in two-year colleges. University Park, PA: Center for the Study of Higher Education, The Pennsylvania State University.

#### Consulting Activities

Haskell Indian Nations University Title III evaluator (with Lisa Wolf-Wendel and Christopher Morpew.) 2001-2004.

KC-REACH. Project evaluator, with Lisa Wolf-Wendel and Christopher Morpew, 2001-2004.

U.S. State Department. Quito, Ecuador, March-April 2002. Consulted with over 30 universities on university program review and accreditation.

Southwest Texas State University. Developing a general education assessment plan.

Haskell Indian Nations University. Developing an outcomes assessment plan.

With G. Woodyard. Consulting with Consejo Nacional de Universidades y Escuelas Politecnicas on institutional self-study. Quito and Guayaquil, Ecuador. June-July, 1996.

Rockhurst College, Kansas City, MO. Consulting on general education curriculum revision, October-December, 1990.

St. Mary's College, Winona, MN. Consulting on Core Curriculum.

#### University Service

##### Department

Personnel Committee, 2002-2005

Chair, 2002-2005

Chair, Curriculum Committee, 1997-98, 1998-99

Foreign Language Search Committee, 1997

Merit Review Committee, Chairperson, 1993-94

Acting Department Chairperson, Spring 1992

Coordinator, Higher Education Program, Fall 1988 - present

Danforth Foundation Program for Professors of Educational Administration - KU Lead Team, January 1988 - January 1990  
Chairperson, Higher Education Search Committee, Spring 1989  
Admissions and Exceptions Committee, 1985-89, 1990-1991  
Merit Review Committee, 1986-87, 1988-89, 1989-90  
Chairperson, 1989-90.

### School of Education

Governance Task Force, chair, 2008-2010  
Dean's leadership advisory committee, 2004-2005  
Assessment Task Force, 2002-2003  
Code Revision Committee, 2001-2002  
Member, PRE Faculty Search Committee, 2001  
Lead person on International Issues for School, 2000  
Representative to Dean's International Studies Advisory Committee, 1998-00  
Promotion and Tenure Committee, 1999-2000  
Ad hoc Committee on Research Skills, 1998-99  
Secretary, School Assembly, 1997-98  
Technology Fee Committee, 1997  
Search Committee for Assistant to Dean, 1996  
Space Committee, 1994-95  
Ad hoc Committee on Graduate Study, 1990-1991, 1991-1992  
Resource Committee, 1986-90  
Chairperson, 1987-88, 1988-89  
Faculty Development Committee, 1987-88  
Dean's ad hoc Kansas State University - University of Kansas Cooperation Committee 1986-87

### University

Senate Committee on Promotion and Tenure Policies, 2009-present  
Provost's Committee to review program review documents, fall 2010  
SenEx Basketball Committee, 2005-present  
Chair, 2005-present  
Graduate Studies Task Force, 2007-2008, Chair  
University Strategic Planning Committee, 2008  
University Senate Organization and Administration Committee, 2006-07  
Chair  
Graduate School Strategic Planning Task Force, 2005-2007  
Co-chair, Assessment Committee  
Faculty Senate Task Force on Teaching, 2006-08  
Documenting Academic Success Steering Committee, 2006-08  
KU Center for Research Promotion and Tenure Committee, 2004-2007  
Provost Search Committee, 2005-06  
President, University Senate/Faculty Senate, 2004-2005  
University Committee on Sabbatical Leaves, 2005

Graduate School Committee on Outcomes Assessment, 2005-06  
Co-chair with Barbara Romzek  
KU Center for Research Promotion and Tenure Committee, 2004-2006  
Dean of Architecture review committee, 2004  
General Education Review Steering Committee, 2004-  
Chair, Curriculum Coordination Sub-Committee  
North Central Self-Study Committee, 2002-2004  
University/Faculty Council, 2002-2005  
President, 2004-2005  
President-elect, 2003-2004  
Senate Executive Committee, 2002-2004  
Faculty Executive Committee, 2002-2003  
Tenure and Related Problems Committee, 2000-2003  
KU-University of Costa Rica Symposium, 2003-2004  
Task Force on Graduate Education, 2002-2003  
School of Education Dean Search Committee, 2000-2001  
Chair, 2000-2001  
Provost's Committee on Equity, Chair 1999-2001  
Task Force on Internationalization, Subcommittee on Study Abroad, 2000-2001  
General Education Goals Assessment Committee, 1999-2000  
Co-Chair, Committee to Review School of Education Dean, 1998  
University Council, 1997-2000  
Chair, Committee on Organization and Administration, 1997, 1998  
University Committee on Sabbatical Leaves, 1997-2000  
Co-organizer, Faculty Women's Forum, 1999-2000  
Faculty Women's Caucus, Steering Committee, 1998-99  
KU-University of Costa Rica Anniversary Committee, 1996-  
Chair, Funding Subcommittee  
General Education Interview Team, 1997, 1998  
Minority Fellowship Selection Committee, 1997  
Fulbright/GDX Selection Committee, 1996-1997, 1998, 1999  
Fulbright Reunion, Session Chair, April 1996  
Latin American Studies, Editorial Board of occasional paper series, 1995-  
Latin American Studies, Reviewer, Tinker Grant Applications, 1996  
University Committee on Promotion and Tenure, 1994-1997  
Freshman and Sophomore Experience Committee, 1993-1995  
Reviewer, National Security Education Program graduate grant applications, 1994, 1995.  
Group leader, Gendered Knowledges Workshop, February, 1994.  
Outstanding Librarian Selection Committee, 1992  
Graduate Research Fund, First-Level Review Committee, 1992  
Graduate Summer Fellowship Review Committee, 1991, 1992  
University Governance Library Committee, 1990-91, 1991-92  
Graduate Council Executive Committee, 1989-91  
Goal Attainment Survey Committee, Co-Chair, 1989-90  
University Assessment Committee, 1988-Present  
Chairperson, General Education Subcommittee, 1989  
Women's Studies Advisory Board, 1986-present

Curriculum Committee, 1989  
SIMPL (College Algebra) Evaluation Team, 1988-89  
College of Liberal Arts and Sciences Ad Hoc Committee, Evaluation of New Curriculum,  
1986-88  
University Senate Faculty Rights, Privileges, and Responsibilities, 1987-88  
Graduate Council Program Review Committee, 1986-88  
Residence Program Advisory Board, 1986-88  
Student Affairs Research Committee, 1987-88  
University representative to Kansas Association of Community Colleges Annual  
Meeting, 1985-present

### **Professional Activities**

#### **Editorial**

Editorial Board, ASHE Higher Education Report Series, current  
Editorial Board, Community College Review, current  
Co-editor with Barbara Townsend, *Journal about Women in Higher Education*, 2006--2010  
Advisory Board, *ASHE Reader on Curriculum*, 2007  
Occasional manuscript reviewer, *ASHE-ERIC Report Series*, 2006  
Occasional manuscript reviewer, *The Review of Higher Education*  
Occasional manuscript reviewer, *Higher Education*  
Occasional manuscript reviewer, *The Journal of Higher Education*  
Occasional reviewer, *National Women's Study Association Journal*, 2006-07  
Advisory Board, *ASHE Reader on Community Colleges*, 2004  
Advisory Board, *ASHE Reader on Academic Programs*, 2000-2001  
Advisory Board, *ASHE Reader on Women in Higher Education*, 1999  
Associate Editor, *Journal of General Education*, 1991 - 1996.  
Editorial Board, *ASHE Reader Series*, 1993-1998  
Advisory Board, *ASHE Reader on Academic Programs*, 1989, 1994.  
Advisory Board, *ASHE Reader on Community Colleges*, 1988-present.  
Associate Editor, *Educational Administration Abstracts Quarterly*, 1986-1990.  
Co-editor, Learning Resources (Book Reviews) *Community/Junior College Quarterly of  
Research and Practice*, 1990-1993.

#### **Professional Associations**

Association for the Study of Higher Education  
Board of Directors, 2003-2006  
Chair, Site Selection Committee, 2002-2004  
Proposal reviewer, Annual Meeting, 2003  
Session Discussant, Annual Meeting, 2001  
Research Paper Reviewer for Annual Meeting, 1987-2001, 2002  
Focused Dialogue Reviewer, 2002  
Program Chair, Focused Dialogues for Annual Meeting, 1996  
Chair, Research paper session, 1987-88  
Symposia Reviewer for Annual Meeting, 1986-87

- Nominations Committee, 1986-87
  - Publications Committee, 1986-87
  - Board of Directors, 1985-87
  - Chairperson, Graduate Student Committee, 1985-87
- Association for the Study of Higher Education International Forum, Chair-elect, 1998-99; Chair, 1999-2000; Past-Chair, 2000-2001  
Proposal reviewer, 2001, 2002
- American Educational Research Association, Division J  
Past-vice president, AERA, Division J, 2010-  
Vice President, AERA Division J 2007-2010  
Chair, Division J Nominating Committee, 2001  
Proposal reviewer, 2003  
Division J Annual Meeting Program Chair, 1997-1998  
AERA J Council, 1997-2000  
Session chair and discussant, Annual Meeting, 1997  
Chair, International Committee, Division J, 1994-1997  
Proposal Reviewer, 1988-present  
Executive Committee, Division J, 1990-92  
Session discussant - Annual Meeting, 1990  
Session Chair at Annual Meeting, 1988  
Session critic, "Career Patterns of Women Administrators," Annual Meeting, 1986
- American Educational Research Association  
International Relations Committee-1996-1998  
Session discussant, Annual Meeting 1997  
Proposal reviewer, Annual Meeting 1996, 1997
- Higher Learning Commission (accreditation activities)
- Served on several readers panels in 2010.
  - Higher Learning Commission, Consultant Evaluator, Fall 2010, Western Michigan University
  - Higher Learning Commission, Consultant Evaluator, Spring 2010, University of Michigan
  - Higher Learning Commission, Consultant Evaluator, Spring 2009, University of Wisconsin-Madison
  - Higher Learning Commission, Consultant Evaluator, May, 2007, Kaplan University.
  - Higher Learning Commission, Consultant Evaluator, February, 2007, Grand Canyon University.
  - Higher Learning Commission (North Central Association), Consultant Evaluator, 2006, Focus visit to University of Minnesota-Duluth.
  - Higher Learning Commission, Consultant Evaluator, 2006, evaluation panel, Marywood College.

Higher Learning Commission (North Central Association), Consultant Evaluator,  
2003. Site visit to West Virginia University, April 2004

### **Other**

Universidad Casa Grande, Guyaaquil, Ecuador, Guest professor, May-June, 2006.

Fulbright Senior Specialist Program, Education Evaluation Panel, 2002-2006

Junior Faculty Development Program Advisory Board. American Councils for  
International Education. 2000

Fifth International Interdisciplinary Congress on Women, University of Costa Rica,  
February, 1993.

Proposal reader and editor (150 proposals)

Coordinator of voluntary translators (45 people)

### Awards

School of Education Service Award, May 2001

### Professional Development Activities

Have attended a number of activities sponsored by the Center for Teaching Excellence.  
Life Course Research Workshop, Henry A. Murray Research Center, Radcliffe College,  
June 1989.

American Association of Higher Education, Workshop on Peer Review of Teaching,  
March 1996.

### Active Memberships

American Educational Research Association  
Association for the Study of Higher Education

**Languages:** Spanish, high intermediate level proficiency

