

John W. Curtis, PhD
Research and Evaluation Consulting

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Current Positions

Program evaluation and research consulting for organizations in education, community services, labor, and international development. Extensive experience in surveys, gender equity analysis, secondary data analysis, and qualitative research (interviews and document reviews).

Recent clients include American Psychological Foundation, American Political Science Association, American Academy of Arts and Sciences, Association of American Colleges and Universities, Council of Graduate Schools.

Faculty Affiliate, Department of Economics and the Center for the Study of Academic Labor, Colorado State University. Faculty Affiliate, Maryland Population Research Center, University of Maryland-College Park.

Previous Professional Experience

Director of Research on the Discipline and Profession, American Sociological Association, Washington DC, 2014-2017.

Research on careers of sociologists and aspects of sociological education. Principal investigator of two NSF-funded projects. Directed surveys of ASA members and sociology departments; extensive secondary analysis of federal datasets. Research on academic career progression for women of color. Led pilot mentoring program for early-career minority researchers. Gender and LGBTQ committees.

Director of Research and Public Policy, American Association of University Professors, Washington DC, 2002-2014.

Director, AAUP Faculty Compensation Survey, with direct responsibility for all aspects of data collection, validation, and analysis. Lead author of premier annual report on faculty compensation. Nationally recognized authority on academic employment and gender equity. Federal and state government relations.

Director of Institutional Research and Planning, Germanna Community College, Locust Grove, Virginia, 1995-2002.

Senior administrator responsible for a comprehensive program of institutional effectiveness assessment and strategic planning for a mid-size college. Coordinator of reporting and liaison to external agencies. Member of President's Cabinet.

Research and Development Officer, Dawson Community College, Glendive, Montana, 1991-1995.

Designed and implemented assessment of student learning and institutional effectiveness for a small rural college. Developed and coordinated an interactive television distance learning system. Taught undergraduate courses in sociology, anthropology and geography.

Research Fellow, Sociology of Development, Universität Bayreuth, Germany, 1987-1991.

Research Associate, Pelavin Associates, Washington, DC, 1985-1987.

Educational Qualifications

Ph.D. in Sociology, Program in Comparative International Development, Johns Hopkins University, 1993. Dissertation Title: "Rural Ties Among Men Working in Nairobi: Social Networks and Differentiation in the Political Economy of Kenya."

B.A. in Sociology, University of Wyoming, 1984.

Northwestern University, 1979-82; major coursework in German language and literature

Projects Supporting Diversity in Higher Education (Evaluation and Research)

Co-Principal Investigator, “Faculty Diversity and Minority Student Outcomes: An Analysis of Institutional Factors.” Spencer Foundation grant, \$49,950 to Colorado State University, 2018-2020.

(Proposed) External Evaluator, US Department of Education Title VI International Education projects. Georgetown University, Walsh School of Foreign Service. 2019-2022.

(Proposed) External Evaluator, “Saint Paul College Science Technician: Enhancing Minnesota’s Workforce.” NSF Advanced Technological Education. Saint Paul College, Minneapolis, MN. 2019-2022.

Lead Organizer, “Mentoring for Success in Research” (with Jean Shin and Margaret Vitullo). American Sociological Association, 2015-2016. (Mentoring for minority early-career researchers)

Advisory Committee, “Breaking Through the Glass Ceiling in Academic Science and Engineering.” NSF ADVANCE. Center for Work/Life Law at University of California, Hastings College of the Law, 2007-09.

Principal Investigator, “Access to the Profession.” Alfred P. Sloan Foundation grant to the American Association of University Professors, 2003-2006. (Work and family balance; contingent employment)

Selected Publications and Presentations on Diversity in Higher Education

“Measuring Capacity for Inclusivity.” (with Kate Winter) Presentation to the Association of American Colleges and Universities TIDES Summer Institute. Washington, DC, June 28, 2017.

“Diversifying the Faculty in Sociology and Other STEM Disciplines.” Women of Color in the Academy Conference, University of Delaware-ADVANCE, April 30, 2016

Curtis, John W., Cynthia Mahabir, and Margaret Weigers Vitullo. 2016. “Sociology Faculty Members Employed Part-time in Community Colleges: Structural Disadvantage, Cultural Devaluation, and Faculty-Student Relationships.” *Teaching Sociology* 44(4):270-86.

“The Faculty Pipeline in Sociology and Other STEM Disciplines.” Panel presentation, Southern Sociological Society Annual Meeting, New Orleans, March 26, 2015.

Curtis, John W. 2014. *The Employment Status of Instructional Staff Members in Higher Education, Fall 2011*. American Association of University Professors.

Curtis, John W. 2013. “What Roles Are We Modeling? Gendered Academic Employment and its Consequences.” *Peer Review*, Summer.

Coalition on the Academic Workforce [joint authorship]. 2012. *A Portrait of Part-Time Faculty Members*.

“Higher Education and the Gender Pay Gap.” Panel presentation, National Council for Research on Women Annual Conference, Washington DC, June 2012.

Curtis, John W. 2011. *Persistent Inequity: Gender and Academic Employment*. American Association of University Professors.

“Transforming the 21st Century Workplace: Women and Men as Allies” (with Joan Williams). American Association of University Women National Convention, Washington DC, June 18, 2011.

Curtis, John W. 2010. “Faculty Salary Equity: Still a Gender Gap?” *On Campus With Women* (Association of American Colleges and Universities), Spring (39,1).

West, Martha S. and John W. Curtis. 2006. *AAUP Faculty Gender Equity Indicators 2006*. Washington, DC: American Association of University Professors.

Curtis, John W. and Monica F. Jacobs. 2006. *AAUP Contingent Faculty Index 2006*. Washington, DC: American Association of University Professors, December.

Curtis, John W. (Editor) 2005. *The Challenge of Balancing Faculty Careers and Family Work*. New Directions for Higher Education, Number 130. San Francisco: Jossey-Bass.

Additional Skill Summary

- Delivered approximately 60 presentations at professional conferences and agency hearings on academic labor, gender equity, higher education policy, and social networks in Kenya.
- Advanced quantitative data analyst with more than 30 years of experience across platforms (Stata, SAS, SPSS). Qualitative data analysis using Dedoose.
- Taught workshops on key higher education issues and data analysis, and undergraduate courses in sociology, anthropology, and world regional geography.
- Languages: English (native speaker), German (fluent), Swahili (rudimentary conversation).

Professional and Community Service

- Member: DC Sociological Society, American Evaluation Association, American Sociological Association, Association for the Study of Higher Education (2002-2017), Association for Institutional Research (1996-2014).
- American Association for the Advancement of Science (AAAS), Science and Human Rights Program, project team for webinar series “Evaluation for Human Rights Organizations,” 2017-18.
- National Science Foundation, Division of Graduate Education: proposal review, 2018.
- United Staff of the AAUP (staff labor union): Treasurer, 2009-2013; Chief Negotiator, 2011-2013.
- National Science Foundation, ADVANCE: Participation and Advancement of Women in Academic Science: University site visit, 2015; Committee of Visitors, 2008 and 2005; proposal review, 2011.
- US Department of Education, Technical Review Panels: IPEDS Human Resources, 2010 and 2004; National Study of Postsecondary Faculty, 2003-2006; IPEDS Instructional Activity, 2002.
- Nonprofit boards: Thomas Circle Singers (2009-2010); College and University Work/Family Ass’n (2006-2008); Camerata Cantores (Treasurer, 1998-2004); Culpeper Career Partners, Inc. (1998-2002).