

## **DHARMA JAIRAM, Ph.D.**

Department of Psychology  
Fort Hays State University  
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### **EDUCATION**

2005 – 2009            **The University of Nebraska – Lincoln**  
Major: Educational Psychology  
Concentration: Cognition, Learning, & Development  
**Degree: Ph.D.**

**Dissertation:** *Helping Students SOAR to Success: A Mixed Methods Approach to Investigate and Test an Integrated Study Strategy System*

2008 – 2009            **Doctoral Fellow**  
Department of Psychology  
Colorado College

2000 – 2004            **The State University of New York at Buffalo**  
Major: Counseling Psychology  
Degree: M.Ed.

1994 – 1998            **Keuka College**  
Major: Psychology    Minor: History  
Degree: B.A., Graduated with Division Honors

### **EXECUTIVE SUMMARY**

I am an innovative and effective leader with 15 years of experience in leadership, student success and retention, student engagement, assessment and accreditation compliance, teaching, and scholarships. I am currently the Chair of the Department of Psychology at Fort Hays State University.

I have served in several administrative positions in higher education, such as Lead Academic Coordinator (department chair) and Director of the Applied Research Center at Morningside College, and Administrative Fellow at Penn State University. I am currently on my second term for an elected seat on the Faculty Senate at Morningside College. The faculty Senate is an Executive Cabinet and advisory committee to the college President and VPAA.

I am skilled at developing academic programing and student support services. I am experienced in program review and assessment. I am the recipient of 2 separate awards in 2017 (i.e., William C. Yockey Individual Course Assessment Award and the Program Assessment Award) and I was recognized for outstanding efforts in course design and improving student learning. In addition, I have several publications in top journals in my field and numerous conference presentations that highlight my scholarship in student learning and retention.

I served on the Executive Steering Committee at Morningside College for the Higher Learning Commission accreditation review and site visit in 2017. I am currently a Peer Reviewer for the Higher Learning

Commission and I review colleges and universities in a 19-state region in the Midwest for accreditation.

## ADMINISTRATIVE EXPERIENCE IN HIGHER EDUCATION

**2020 – Present**

**Chair – Department of Psychology**

Fort Hays State University  
Hays, KS

Chief representative of the Department of Psychology at Fort Hays State University. Facilitates the long-range development of the Department of Psychology in the context of the University mission, goals, and strategic plan. Serve as the primary voice for communicating the vision and mission of the department within the context of Fort Hays State University. Oversees a team of full-time faculty, part-time faculty, and staff towards achieving the teaching, scholarship, and service goals relative to strategic plans of the University and Department.

- Oversee a department with 13 full-time faculty, 19 adjunct faculty, 25 graduate teaching assistants and 6 staff members.
- Manage the department budget.
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- Complete performance evaluations for all faculty and staff within the department.
- Complete recommendations for promotion and tenure.
- Schedule and preside of department and committee meetings.
- Mediate conflicts between department faculty and staff.
- Manage student appeals.
- Teach 18 credit hours per year.

**2016 – 2020**

**Lead Academic Coordinator & Lead Instructor**

Graduate Education Department  
Morningside College  
Sioux City, IA

Oversee the education of 900+ graduate students annually who are enrolled in 76+ sections of the research courses taught by a team of 12 faculty with doctoral degrees. Managed the daily operations of the Applied Research Center. Responsible for the training, development and supervision of the research and data analysis consultants. Lead supervisor for the research core in the graduate education program.

- Hire, train, and supervise a team of 12 graduate instructors & 15 doctoral level research and data analysis consultants.
- Supervised over 6000 research & data analysis consultations since 2016.
- Responsible for instructor teaching assignments each semester.
- Complete annual performance evaluations of the team of research faculty
- Supervise a team of three Assistant Academic Coordinators who provide an additional layer of oversight and support of the graduate faculty.
- Prepare and present materials and recommendations to our department & division throughout the year.
- Responsibilities include budget management, team building, and conflict resolution.
- Lead in the annual program assessment. Conduct quantitative, qualitative, and mixed-methods research and program assessment.
- Developed research partnerships with 3 school districts to engage innovative research.

- Created a peer-reviewed research journal recognized by the U.S. Library of Congress.
- Analyze current educational practices and ensure they align with goals for student learning outcomes.

**2018 – Present**                      **Peer Reviewer for Accreditation**  
Higher Learning Commission

Assess and review colleges and universities in a 19-state region for accreditation for the Higher Learning Commission.

**2018 – Present**                      **Chair – Institutional Review Board**  
Morningside College

Responsible for oversight and review of all research conducted by Morningside faculty and students (graduate and undergraduate). Ensure the safety and protection of human and animal subjects.

**2013 – 2014**                      **Administrative Fellow**  
Penn State University – Erie  
Erie, PA

- Selected for a competitive program for which fellows are selected based on their leadership qualities.
- Strategic initiatives included student recruitment, retention, and developing new research and outreach opportunities.

## ADMINISTRATIVE ACCOMPLISHMENTS AND INITIATIVES

- **Developed New Academic Programming for Non-Degree (Micro-Credential) Programs.** Led the process of creating non-degree academic programming to appeal to a broader market. Created the four new non-degree micro-credentials within the Graduate Education Department. The programs are set to start in Fall 2020.
- **Developed Academic Programming for Degree Programs.** Part of the leadership team that redesigned the graduate education programs at Morningside. Met with communications and marketing team to design a marketing campaign and rebrand the program. Maintained a student completion rate of 99%. Created a new ungraduated Criminal Justice major. The degree is set to start in Fall 2020.
- **Redesigned the Educational Research Department.** Completely redesigned the courses to ensure best practices and rigor. Maintained a student completion rate at 99%.
- **Created a Culture of Assessment.** Facilitated faculty discussions, curriculum mapping, evaluation of program goals, objectives, and learning outcomes; preparation of materials. Assess 5 SLO's on a rotating basis. Awarded the William C. Yockey Program Assessment award in 2017 and was recognized for my outstanding efforts in improving academic programming and assessment.
- **Developed an Administrative Oversight of the Graduate Education Dept.** Created a new organizational structure in the department to provide much needed faculty oversight of

the academic programming. The new system ensures instructor accountability and student learning.

- **Mentored and Supervised Faculty.** Oversee 24+ sections of graduate classes in the educational research department in the Graduate Education program. Mentor and supervise a team of 12+ graduate faculty, 9 data analysis consultants, and 3 Assistant Academic Coordinators.
- **Created a Faculty Evaluation System.** Prior to 2016, adjunct faculty were not assessed in the Graduate Education Dept. Created a new system for their review, and it has served as a model for the entire college.
- **Executive Advisory Committees.** Served on the Executive Steering Committee at Morningside for the 2017 HLC Review. Served on the committee responsible for providing assurance documents for the Department of Education review in 2017. Currently serve on the Faculty Senate.
- **Research Partnerships.** Established strategic research partnerships with 3 separate area school districts to engage in innovative research. The research studies are aimed at improving student learning outcomes.
- **Established a Peer-Reviewed Journal.** Created a peer-reviewed journal recognized by the U.S. Library of Congress. The Journal of Applied and Educational Research is aimed at showcasing outstanding graduate student research.
- **Created a Graduate Research Fellowship.** Designed and established a research fellowship program for graduate student scholars. The program has grown from one fellow in 2017 to 9 fellows in 2019. Two of the fellows have presented their research at international conferences, such as the American Psychology Association and the Association for Psychological Science.
- **Faculty Development Program.** Collaborated with faculty and staff to develop a catalog of offerings that are aimed at professional development and based on assessment of faculty needs.
- **Redesigned the IRB Process.** As Chair of the IRB, I created a new online system to streamline the student submission and review process for research. The Morningside IRB reviews approximately 600 research submissions annually.

## FACULTY AND TEACHING EXPERIENCE

**2020 – Present**

**Associate Professor**

Department of Psychology  
Fort Hays State University  
Hays, KS

Designed and taught a General Psychology class that could be delivered in-person, hybrid, or totally online. Monitor 6 sections of undergraduate and graduate level independent studies courses. Monitor one section of a graduate thesis course. Supervise a Graduate Teaching Assistant in the instruction of one section of Statistics for Behavioral Sciences.

**2015 – 2020**

**Associate Professor (Tenured)**

Graduate Program in Education  
Morningside College  
Sioux City, IA

Designed and taught 6 research courses in the graduate education program and ensure the courses align with student learning outcomes.

- Designed and created a new sequence of research methods courses in a graduate education program.
- Significantly improved student learning outcomes and awarded the William Yockey Course Assessment Award.
- Created a series of videos on how to conduct research and analyze data with a worldwide watchtime of over 245,000 minutes.
- Taught undergraduate courses in general psychology, abnormal psychology, research methods, and statistics.

**2009 – 2015**

**Assistant Professor of Psychology**

School of Humanities and Social Sciences  
Pennsylvania State University – Erie  
Erie, PA

- Taught undergraduate courses in general psychology, educational psychology, and statistics.

**2013 – 2015**

**Educational Consultant and Subject Matter Expert**

O'Donnell Learn  
Stamford, CT

- Provided consultation services and served as a subject matter expert on a project to create online classes in educational psychology.

**2012 (Summer)**

**Adjunct Graduate Professor (Visiting Summer Professor)**

The University of Nebraska – Lincoln  
Lincoln, NE

- Taught a graduate course in cognitive psychology.

**2008 – 2009** **Riley Scholar-in-Residence/Doctoral Fellow**  
Colorado College  
Colorado Springs, CO

- Taught undergraduate courses in general psychology and educational psychology.

**2007 – 2008** **Psychology Instructor**  
Northern State University  
Aberdeen, SD

- Taught undergraduate courses in general psychology, educational psychology, and developmental psychology.

**2006 – 2007** **Adjunct Professor**  
Southeast Community College  
Lincoln, NE

- Taught undergraduate courses in general psychology via face-to-face and distance learning.

**2005 – 2008** **Graduate Instructor**  
The University of Nebraska – Lincoln  
Lincoln, NE

- Taught undergraduate courses in educational psychology.

## CLINICAL EXPERIENCE

**2010 – 2012** **Behavior Specialist & Mobile Therapist**  
Sarah Reed Children's Center  
Erie, PA

- Completed Functional Behavioral Assessments and counseling for an agency that served under-privileged children in Western Pennsylvania.

**2006 – 2007** **Psychometrist**  
Nebraska Pain Consultants  
Lincoln, NE

- Completed neuropsychological batteries to assess the neurocognitive functioning of clients.

**2004 – 2005** **Behavior Specialist**  
Dutchess County ARC  
Poughkeepsie, NY

- Completed Functional Behavioral Assessments and counseling for an agency that served individuals with mental impairments.

2000 – 2003

**Mental Health Counselor**Sister's Hospital  
Buffalo, NY

- Provided individual and group counseling for clients from diverse populations and who suffered from mental illness.

<b>PROFESSIONAL ORGANIZATIONS</b>
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2015 – Present	American Psychological Association
2010 – Present	Association for Psychological Science
2006 – 2015	American Educational Research Association

<b>GRANTS</b>
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2020	Principal Investigator Topic: Validating a Graduate Writing Self-Efficacy Scale Funding Agency: Morningside College Award: \$1000
2016	Co-Investigator Topic: Comparing Modalities of Discussion Forums in Online Classes Funding Agency: Ver Steeg Scholarship Award: \$2700
2014	Co-Investigator Topic: Peer Victimization Prevention for Preschool Programs Funding Agency: Captain McFinn LLC <b>Award: \$25,000</b>
2014	Co-Investigator Topic: Creating a Community Response to Cyberbullying Funding Agency: National Institute of Health (NIH) <b>Award: \$6,000</b>
2013	Principal Investigator Topic: Speed Networking for Researchers Funding Agency: Research Office, Penn State University-Erie <b>Award: \$4000</b>
2012	Principal Investigator Topic: Study Strategies for College Students Funding Agency: Penn State University-Erie <b>Award: \$700</b>
2011	Principal Investigator Topic: Cognitive Training and Self-Efficacy Funding Agency: Lumosity, Lumos Labs, Inc. <b>Award: \$1500</b>

### PEER-REVIEWED PUBLICATIONS

- Jairam, D. (2019). First-year seminar focused on study skills: An ill-suited attempt to improve student retention. *Journal of Further and Higher Education*.  
DOI: 10.1080/0309877X.2019.1582757
- Nixon, C., **Jairam**, D., Linkie, C., Chatters, S., Hodge, J., & Davis, S. (2019). Effects of students' grade level, gender, and form of peer victimization on coping strategy effectiveness. *International Journal of Bullying Prevention*. 1-15.  
DOI: <https://doi.org/10.1007/s42380-019-00027-5>
- Jairam, D., Kiewra, K. A., Rogers, S., Patterson-Hazley, M., & Marxhausen, K. (2014). SQ3R vs. SOAR: A test of two study systems. *Instructional Science*, 42, 409-422.
- Jairam, D. (2014). The effects of cognitive training on academic self-efficacy in college students. *International Journal of Sciences: Basic and Applied Research*, 15(2), 126-139.
- Jairam, D, Kiewra, K. A., & Ganson, K. (2012). The SOAR study system: Theory, research, and implications." In M. Edwards & S. O. Adams (Eds.), *Learning Strategies, Expectation, and Challenges* (pp. 71 - 92). Hauppauge, NY: Nova Science Publishers.
- Jairam, D., Kiewra, K., & Kauffmann, D. (2012). How to study a matrix. *Contemporary Educational Psychology*, 37(2), 128-135.
- Jairam, D., & Kahl, D. (2012). How to navigate a doctoral education: The role of social support. *International Journal of Doctoral Studies*, 7, 312-329.
- Jairam, D., & Kiewra, K. (2010). Helping students soar to success on computers: An investigation of the SOAR study method. *Journal of Educational Psychology*, 102(3), 601-614.
- Jairam, D., & Kiewra, K. (2009). An investigation of the SOAR study method. *Journal of Advanced Academics*, 20(4), 602-629

### CONFERENCE PRESENTATIONS

- Jairam, D., Christopherson, K., Hardesty, C., Marx, C., & Maloney, K. (2020). *The Effects of a Mindfulness Teaching Intervention Among Elementary Student's Executive Functioning*. Poster presented at the American Psychological Association Annual Conference, Chicago, IL. *The venue of the conference was changed to virtual due to COVID-19.*
- Jairam, D., & Cribbs, A. (2020). *How to Improve Writing Self-Efficacy in Online Graduate Student*. Poster presented at the American Psychological Association Annual Conference, Chicago, IL. *The venue of the conference was changed to virtual due to COVID-19.*



- Jairam, D. (2019). *The Graduate Writing Self-Efficacy Scale: Validating a New Component Specific Assessment*. Poster presented at the American Psychological Association Annual Conference, Chicago, IL.
- Conklin, M., & Jairam, D. *The effects of the Zones of Regulation Elementary Class wide Intervention on Student Risk Behaviors*. Poster presented at the American Psychological Association Annual Conference, Chicago, IL.
- Jairam, D. (May 2018). *The Effect of a Study-Skills Focused First-Year Seminar on College Students' Study Habits?* Poster presented at the Association for Psychological Science Annual Conference, San Francisco, CA
- Jairam, D., & Christopherson, K. (2017, May). *Evaluating the Impact of Alternative Discussion Forum Modalities on Student Perceived Student Engagement and Satisfaction*. Poster presented at the Association for Psychological Science Annual Conference, Boston, MA.
- Flynn, J., & Jairam, D. (2017, May). *Art Integration in Urban Elementary Schools: Can It Improve Student Learning Outcomes in Other Subject Areas?* Poster presented at the Association for Psychological Science Annual Conference, Boston, MA.
- Jairam, D. (August, 2016). *The Effects of Neurocognitive Functioning and Working Alliance on Outpatient Substance Abuse Treatment*. Poster presented at the American Psychological Association Annual Conference, Denver, CO.
- Jairam, D. (August, 2016). *The Relationships Among Working Alliance, Personality Traits, and Substance Abuse Treatment*. Poster presented at the American Psychological Association Annual Conference, Denver, CO.
- Pinto, J., Stout, A., & Jairam, D. (2016, May). *The Relationship Between Academic Challenge, Faculty Support, and Course Evaluations*. Poster presented at the Association for Psychological Science Annual Conference, Chicago, IL.
- Jairam, D., & Hetzel-Riggin, M. D. (2014, November). *Cyberbullying on campus: Conference Presentations Prevalence and impact on mental health in college students*. Poster presented at the International Society for Traumatic Stress Studies Annual Conference, Miami, FL.
- Jairam, D. (2014, April). *How faculty can support doctoral degree completion: Advice from former students*. Paper presented at the American Educational Research Association Annual Conference, Philadelphia, PA.
- Jairam, D., & Campbell, K. (2014, April). *Can high school students SOAR to success?* Poster presented at the American Educational Research Association Annual Conference, Philadelphia, PA.
- Jairam, D., & Anderson, E. C., (2013, May). *The effects of brain training on the skill and will to study in college students*. Poster presented at the Association for Psychological Science Annual Conference, Washington, D.C.

- Jairam, D. & Kiewra, K. (2012, May). *SOAR vs. SQ3R: A test of two study systems*. Poster presented at the Association for Psychological Science Annual Conference, Chicago, IL.
- Jairam, D., & Kahl, D., (2012, May). *The role of social support in the completion of a doctoral degree*. Poster presented at the Association for Psychological Science Annual Conference, Chicago, IL.
- Jairam, D. (2011, April). *The matrix reloaded*. Paper presented at the American Educational Research Association Annual Conference, New Orleans, LA.
- Jairam, D. (2011, April). *The matrix unloaded*. Paper presented at the American Educational Research Association Annual Conference, New Orleans, LA.
- Jairam, D. (2010, April). *Helping students soar to success on computers*. Paper presented at the American Educational Research Association Annual Conference, Denver, CO.
- Jairam, D. (2009, December). *Student's study strategy errors*. Paper presented at the Northwestern Pennsylvania Psychological Association Annual Conference, Erie, PA.
- Jairam, D. (2008, October). *To protect and serve on a college campus: An ethnographic investigation*. Paper presented at the Mid-Western Educational Research Association Annual Conference, Columbus, OH.
- Jairam, D., & Kiewra, K. (2008, March). *The SOAR study method*. Paper presented at the American Educational Research Association Annual Conference, New York, NY.
- Jairam, D., & Kiewra, K. (2007, October). *An investigation of the SOAR study method*. Paper presented at the Mid-Western Educational Research Association Annual Conference, St. Louis MO.
- Jairam, D., & Zumbrunn, S., & Kiewra, K. (2007, October). *Developing volleyball talent: A qualitative investigation of volleyball stars*. Paper presented at the Mid-Western Educational Research Association Annual Conference, St. Louis MO.
- Pytlík Zillig, L.M., Doll, B., Bruning, R., Horn, C., Jairam, D., Kurien, S., Champion, A., Mills, L., Smith, K., & LeClair, C. (2007, June). *Capturing change in an inquiry-based professional development project*. Paper presented at the Institute of Education Sciences Research Conference, Washington, D.C.

### INVITED PRESENTATIONS

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|---------|---|
| 04/2012 | Research and Psychology<br>Keuka College                        |
| 09/2011 | Strategies for Academic Success<br>Penn State University – Erie |
| 03/2010 | Getting into Graduate School<br>Penn State University – Erie    |

10/2009	College for Every Student Saratoga Springs, NY
09/2009	Educational Psychology Penn State University - Erie
10/2007	Teaching Skills for Academic Success Upward Bound University of Nebraska – Lincoln, Lincoln, NE
02/2007	Study Skills Seminar US ARMY ROTC University of Nebraska – Lincoln, Lincoln, NE
10/2006	Study Skills Seminar Delta Tau Elipson University of Nebraska – Lincoln, Lincoln, NE

### PROFESSIONAL SERVICE AND REVIEWS

2018 – Present	Peer Reviewer Higher Learning Commission
2017 – Present	Editor-in-Chief <i>Journal of Applied and Educational Research</i>
2016 – Present	Editor-in-Chief <i>Journal of Developmental and Educational Psychology</i>
2011 - 2015	Treasurer, Northwestern Pennsylvania Psychological Association
2014	Discussant Chair American Education Research Association Annual Conference
2014	Manuscript Reviewer American Education Research Association Annual Conference
2011 - 2015	Editorial Board Member <i>Journal of Developmental and Educational Psychology</i>
2011 - 2013	Editorial Board Member <i>Journal of Experimental Education</i>
2012	Manuscript Reviewer Informing Science Institute
2011	Manuscript Reviewer American Educational Research Association Annual Conference

2010	Discussant Chair American Educational Research Association Annual Conference
2008	Manuscript Reviewer Mid-Western Educational Research Association Annual Conference
2007	Manuscript Reviewer American Educational Research Association Annual Conference
2006	Content Reviewer Western Governor's University, Salt Lake City, UT

### **Fort Hays State University Service**

2020 - Present	Graduate Council, Department of Psychology
2020 - Present	Graduate Committee, Department of Psychology

### **Morningside College Service**

2018 – 2020	Chair, Institutional Review Board, Morningside College
2017 – 2020	Faculty Senator
2016 – 2017	Member, Higher Learning Commission Sub-committee
2016 – 2017	Member, Higher Learning Commission Steering Committee
2016	Member, Academic Challenge Task Force
2016 (June)	Led the Graduate Education Program Assessment
2016 (Spring)	Member, Graduate Program in Education Chair Search Committee
2016 (Spring)	Strategic Initiatives Task Force

**Past College Service****Penn State University - Erie**

2013 - 2014	Member, Recruitment and Retention Committee
2013 - 2014	Member, Education Search Committee
2012 - 2014	Member, Elementary Education Search Committee
2012 - 2014	Member, Annual Review Committee
2012	Representative, Penn State - Erie Adult Learner Open House
2012	Member, Psychology Program Search Committee
2011	Chair, H&SS Computer Committee
2011	Member, Psychology Department Search Committee
2010	Chair, H&SS Computer Committee
2012 - 2014	College Representative, Educational Professionals
2012	Member, Faculty Affairs Committee
2011	Member, Mathematics Department Search Committee
2011	Member, Smoking on Campus Survey Committee
2010 – 2012	Member, Faculty Council Student Life Committee
2009 – 2010	College Ambassador, College for Every Student

<b>AWARDS &amp; HONORS</b>
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2017	William C. Yockey Individual Course Assessment Award Morningside College	Award Recipient
2017	William C. Yockey Program Assessment Award Morningside College	Award Recipient
2014	Administrative Fellowship Pennsylvania State University - Erie	Award Recipient
2014	Excellence in Teaching Pennsylvania State University - Erie	Award Nominee

2013	Excellence in Teaching Pennsylvania State University - Erie	Award Nominee
2013	Best Reviewer for the Conference Informing Science Institute	Award Recipient
2012	Excellence in Teaching Pennsylvania State University - Erie	Award Nominee
2009	College for Every Student Erie, PA Chapter	Elected Ambassador
2008	Doctoral Fellowship	Award Recipient
2005-2009	Chancellor's Fellowship  University of Nebraska - Lincoln	Award Recipient
2005-2009	Graduate Fellowship  University of Nebraska - Lincoln	Award Recipient