

SONIA Z. SCHAIBLE
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EDUCATION

Ph.D. University of Colorado, Denver Educational Leadership, Research

Dissertation Title: Evaluating the Impact of Colorado's Higher Education Admission Requirements: The Unintended Consequences of Increased Standards on Marginalized Populations

M.A. University of Colorado, Colorado Springs Sociology, Criminology
B.A. University of Colorado, Colorado Springs Dist Studies, Criminal Justice

PROFESSIONAL EMPLOYMENT

Colorado Mesa University, Grand Junction CO

7/2016 - present Assistant Vice President of Institutional Research and Sponsored Programs

Key Projects Institutional Research:

- Conduct analyses requiring advanced statistical techniques including Hierarchical Linear modeling, structural equation modeling, data mining techniques including CHAID and neural networks, path analyses
- Conduct ongoing student life-cycle analyses to inform student success outcomes to include student athletes, first-generation, underrepresented populations
- Select peers for analysis of success, faculty salaries, housing needs, etc.
- Construct and analyze several surveys on student satisfaction, needs, etc.
- Report data for college including IPEDS, state reporting, and Common Data Set
- Supervise professional staff and work-study students

Key Projects Sponsored Programs:

- Manage administration of all sponsored programs
- Review terms and conditions and coordinate all aspects of award administration
- Assist in the development of proposals and budgets
- Manage all aspects of compliance for research projects, including IRB and IACUC
- Ensure all technical reports and deliverables are completed
- Administer and develop the implementation of research policies and procedures in accordance with federal, state and institutional regulations and policies
- Supervise professional staff and work-study students

7/2004 – 7/2016 Director of Institutional Research and Assessment

Key Projects:

- HLC Accreditation Steering Committee and Federal Compliance Committee member
- Conduct ongoing student life-cycle analyses to inform student success outcomes
- Chair Student Services Assessment committee
- Analyze success of all students, including student athletes
- Analysis and selection of peers for analysis of success, faculty salaries, housing needs, etc.
- Construction and analyses of several surveys on student satisfaction, needs, etc.
- Implementation of online faculty evaluation
- Reporting for college including IPEDS, state reporting, and Common Data Set.

- Implement changes related to HEA
- Conduct analyses requiring advanced statistical techniques including Hierarchical Linear modeling, structural equation modeling, data mining techniques including CHAID and neural networks, path analyses
- Supervise professional staff and work-study students

Colorado Commission on Higher Education, Denver CO

3/2001 – 7/2004 Research and Statistical Analyst/Student and Academic Affairs

Key Projects:

- Demographic Analysis for restructuring of Colorado funding options.
- Analyses and restructuring of several academic policies including remediation and assessment, admissions, low-enrollment, diversity, including analyses and implementation of the Higher Education Admission requirements.
- First and third year teachers' survey and analysis.
- Analysis for Quality Indicator report, Continuing Education report, as well as several other legislative and commission reports.
- Validation of performance models for retention and graduation.

SHL, Boulder, CO

11/1999 – 3/2001 HR Statistical Consultant

Key Projects:

- Created and validated HR criterion performance models for United Airlines, Pepsi, Enterprise, AOL, etc.
- Conducted item analyses on psychological and ability tests.
- Constructed scoring models
- Provided statistical validation for hiring practices, identified potential adverse impact
- Conducted reliability analyses on scoring models
- Created norm groups for ability tests

Colorado Mesa University

3/2006- present Instructor of Sociology, Criminal Justice and Research Methods

University of Colorado at Denver

5/2004- 5/2008 Instructor of Statistics

SOFTWARE SKILLS

SPSS - 22 years of programming

AMOS – 10 years

MPlus – 10 years

Clementine/Modeler – 4 years

SAS – 7 years

SQL – Can code in both T-SQL and PL-SQL (Oracle and SQL Server environments) – 17 years

Microsoft Office Suite - 22 years

Adobe Acrobat Professional – 12 years

Tableau – 1 year

SCT Banner – 12 years

Various Survey Packages – Qualtrics, Survey Monkey, SurveyTracker – 14 years

NATIONAL CERTIFICATIONS

United States Department of Education, National Center on Education Statistics Integrated Postsecondary Educational Data Surveys (IPEDS) Western Regional Trainer (2002)

United States Department of Education, National Center on Education Statistics National Education Longitudinal Study of 1988 (NELS:88) (2001)

AFFILIATIONS

American Educational Research Association
Association of Institutional Research
2011-present Proposal Reviewer
2002-2015 IPEDS Trainer
2008-2015 National Trainer
Rocky Mountain Association of Institutional Research
Colorado Association of Planners and Institutional Researchers
2008 President
2009-present Immediate Past President
Society of Research Administrators International
National Council of University Research Administrators

PUBLICATIONS

Brandon, S.. (2011). *Revisiting Colorado's Admission Standards*. Paper presented at the May meeting of the Colorado Commission on Higher Education, May 2011, Denver, CO.

Brandon, S. & Almaraz, S. (2006). *Targeting Minority Recruitment Efforts Using No Child Left Behind State Data*. Paper presented at the annual meeting of the Association for Institutional Research, May 2006, Chicago, IL.

Brandon, S. & Muth, R. (2004). Path-Goal Theory. In F. W. English, (Ed.), *The SAGE Handbook of Educational Leadership*. Thousand Oaks, CA: Sage.

Brandon, S. & Muth, R. (2004). Portfolios. In F. W. English, (Ed.), *The SAGE Handbook of Educational Leadership*. Thousand Oaks, CA: Sage.

Brandon, S. (July, 2004). *First Year Teacher's Survey*. Denver, CO: Colorado Commission on Higher Education.

Futhey, C. & Brandon, S. (November, 2003). *2004 Legislative Report on Remedial Education*. Denver, CO: Colorado Commission on Higher Education.

Brandon, S. (October, 2003). *Technical Appendix to the Colorado Admissions Policy*. Denver, CO: Colorado Commission on Higher Education.

PRESENTATIONS/WORKSHOPS CONDUCTED

"IPEDS Upload File Formats: Leveraging Technology to Reduce Reporting Burden", Association for Institutional Research Annual Forum, May 29, 2014, Orlando, FL.

"New Keyholder Training" Association for Institutional Research Meeting, May 8, 2014, Atlanta, GA.

"Best Practices for Reporting and Using IPEDS Data to Improve Office Efficiencies" Indiana Association of Institutional Research, March 25-26, 2014, Indianapolis, IN.

"New Keyholder Training" Association for Institutional Research Meeting, March 13, 2014, Orlando, FL.

"New Keyholder Training" Association for Institutional Research Meeting, March 11, 2014, Atlanta, GA.

“Student Financial Aid – What Survey Respondents Need to Know”, Association for Institutional Research Train the Trainers Annual Meeting, July 20, 2013, Washington, DC

“IPEDS Data and Benchmarking: Supporting Decision Making and Institutional Effectiveness- Module 2”, Mississippi Association for Institutional Research Annual Meeting, April 13, 2013, Jackson, MS.

“New Keyholder Training” Tennessee Board of Regents Meeting, March 20, 2013, Chattanooga, TN.

“IPEDS Finance Training for IR Professionals”, Hispanic Association of Colleges and Universities Annual Meeting, October 20, 2012, Washington, DC.

“IPEDS Data and Benchmarking: Supporting Decision Making and Institutional Effectiveness- Module 1”, Rocky Mountain Association for Institutional Research Annual Meeting, October 2, 2012, Laramie, WY.

“Six Technical Efficiencies for Submitting IPEDS Data: 10 Minutes or Less”, Association for Institutional Research Train the Trainers Annual Meeting, July 20, 2012, Washington, DC.

“IPEDS Data and Benchmarking: Supporting Decision Making and Institutional Effectiveness- Module 1”, Association of Private Sector Colleges and Universities Annual Meeting June 19, 2012, Las Vegas, NV.

“Six Technical Efficiencies for Submitting IPEDS Data: 10 Minutes or Less”, Association for Institutional Research Annual Forum, June 5, 2012, New Orleans, LA.

“IPEDS and the Public Face of an Institution”, Louisiana Association for Institutional Research Annual Meeting, May 13, 2012, Monroe, LA.

“Assessing the Validity and Predictive Value of the LASSI”, Colorado Mesa University Faculty Development Workshop, April 27, 2012.

“IPEDS and the Public Face of an Institution”, Kentucky Association for Institutional Research Annual Meeting, March 14, 2012, Louisville, KY.

“IPEDS Data and Benchmarking: Supporting Decision Making and Institutional Effectiveness- Module 2”, California Association for Institutional Research Annual Meeting, November 12, 2011, Rohnert Park, CA.

“IPEDS Data and Benchmarking: Supporting Decision Making and Institutional Effectiveness- Module 2”, Rocky Mountain Association for Institutional Research Annual Meeting, October 25, 2011, Albuquerque, NM.

“IPEDS Leading and Managing an IPEDS Cycle”, Ohio Association for Institutional Research and Planners Annual Meeting, October 13, 2011, Columbus, OH.

“IPEDS and the Public Face of an Institution”, Association of Private Sector College and Universities Annual Meeting, June 5, 2011, Grapevine, TX.

“Finance for Institutional Research”, Indiana Association for Institutional Research Annual Meeting, February 15, 2011, Indianapolis, IN.

“Finance for Institutional Research”, Texas Association for Institutional Research Annual Meeting, March 2, 2011, Austin, TX.

“IPEDS Leading and Managing an IPEDS Cycle”, Kentucky Association for Institutional Research Annual Meeting, October 12, 2010, Louisville, KY.

“IPEDS Special Topics”, Mississippi Association for Institutional Research Annual Meeting, April 8, 2010, Columbus, MS.

“IPEDS Higher Education Opportunity Act”, Michigan Association for Institutional Research Annual Meeting, October 15, 2009, Lansing, MI.

“IPEDS Higher Education Opportunity Act”, Louisiana Association for Institutional Research Annual Meeting, April 28, 2009, Lake Charles, LA.

“IPEDS Race and Ethnicity Changes”, Colorado Association for Planners and Institutional Researchers Annual Meeting, April 4, 2009, Colorado Springs, CO.

“IPEDS Race and Ethnicity Changes”, Rocky Mountain Association of Institutional Research Annual Meeting, October 15, 2008, Missoula, MT.

“IPEDS Data Center”, Hispanic Association of Colleges and Universities 22nd Annual Meeting, October 11, 2008, Denver, CO.

“IPEDS Workshop”, North Dakota University System Meeting, July 24, 2008, Bismark, ND.

“IPEDS Workshop”, Rocky Mountain Association of Institutional Research Annual Meeting, October 17, 2007, Reno, NV.

“IPEDS Peer Analysis System”, Rocky Mountain Association of Institutional Research Annual Meeting, October 15, 2006, Park City, UT.

“Teacher Education Data Review”, Colorado Commission on Higher Education, April 8, 2004, Denver, CO.

“B2 – Extended Studies Data Review”, Colorado Commission on Higher Education, December 15, 2003, Denver, CO.

“IPEDS Peer Analysis System”, Rocky Mountain Association of Institutional Research Annual Meeting, October 15, 2003, Santa Fe, NM.

SERVICE

Colorado Mesa University, (2017-present), Faculty Load and Compensation Lead (FLAC)

Colorado Department of Higher Education, (2011-present), Remedial Task Force

Colorado Department of Higher Education (2001-present), Data Advisory Group

Criminal Justice Review (2016), Manuscript Reviewer

Colorado Mesa University (2016), Working Group to Improve Academic Success Committee

Colorado Mesa University (2011-2014), HLC Accreditation Steering Committee

Colorado Mesa University (2011-2016), HLC Federal Compliance

Colorado Department of Higher Education (2014), Higher Education Leadership Team

Colorado Department of Higher Education (2014), Policy Implementation Committee

Colorado Department of Higher Education (2013), Cut-Score Committee

Colorado Department of Higher Education, (2013), Performance Contract Metric Committee

Colorado Mesa University (2012), CMU Admissions Policy Working Group

Colorado Mesa University (2011), Working Group to Improve Academic Success

Colorado Mesa University (2009), Academic Program Quality Committee

Colorado Mesa University (2006), NSSE Result Committee

Colorado Mesa University (2005), CMU Admissions Policy Working Group