

John W. Lee, M. S.

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EDUCATION

- 2022 Ph.D. Strategic Leadership Studies (2025/26)**
James Madison University, College of Business
Dissertation Topic: *Multi-Modal Survey Measurement and Organizational Assessment Methodology.*
Advisors: Margaret Sloan, Ph.D, Keston, Fulcher, Ph.D.
- 2021 Doctoral Student, Assessment & Measurement Ph.D Program**
(Interdisciplinary Emphasis Year)
James Madison University, Graduate School of Psychology
Completed 20 credit hours of doctoral course work in Quantitative Psychology and Assessment. GPA. 4.0 with one publication.
Advisor: Keston Fulcher, Ph.D.
- 2020 M. S. Industrial/Organizational Psychology**
Southern New Hampshire University
Capstone: *Aptitude and Overconfidence via Self Assessment: A Survey Based Experiment on Prediction and the BAROCO Short.*
Advisor: Alicia Harris, Ph.D.
- 2005 B. S. Psychology,**
The College of Charleston
Focus: *General Psychology with emphasis in Behavioral Neuroscience*
Leadership School Participant, 2004-2005
Member: Jazz Ensemble, Symphony Orchestra, University Chorus
Advisor: Michael M. Marcell, Ph.D.

EXPERIENCE, LAST 10 YEARS

Admiralty Consulting, LLC Luray, VA

Consultant

- Manage day to day operations of organizational development consulting firm
- Design assessment products for public and private sector clients
- Produce needs assessment data to support client initiatives
- Awarded Project Evaluator for \$4M Federal SAMHSA Grant at 120k per year
- Perform data analysis, interpretations, summary reports
- Report findings of evaluation to key stakeholders

James Madison University, Harrisonburg, VA

Assessment Specialist, The Honors College: Summer 2022-Present (Doctoral Assistantship)

- Provide continuous evaluation of JMU Honors College program goals and objectives directly to Honors College leadership
- Guide the development of measurable outcomes and goals
- Serve as independent assessment consultant to the Dean of Honors College
- Design, implement, and analyze measurement instruments and surveys
- Collect, analyze, and manage data using assessment and statistical software
- Develop comprehensive technical reports outlining findings
- Establish systematic evaluation and data collection policies and procedures
- Report findings of evaluation to key stakeholders

Consultant, Program Assessment Support Services: Summer 2021-Summer 2022

- Conduct consultations with academic degree program faculty and leadership regarding program assessment and evaluation
- Guide programs in designing and selecting assessment instruments
- Assist programs with articulating student centered, measurable, and specific goals and objectives
- Estimate reliability and validity information through analysis of assessment data. Provide guidance to programs regarding these analysis.
- Conduct cross-walk processes to evaluate accreditation requirements to assessment processes being carried out by academic degree granting programs

External Evaluator, JMU Music Dept., Grey Catbird Project: Fall 2022-Present

- Design survey instrument to evaluate project outcomes
- Collect and analyze Data
- Present findings according to grant requirements

Department of Homeland Security, United States Coast Guard Commissioned Officer

Assistant Base Operations Officer, USCG Base Kodiak: 2020-2021

- Work directly with base Operations Officer in management and maintenance of 22,000acre property with 6k employees, extensive contracting obligations, and multifaceted jurisdiction of vast Pacific area of responsibility
- Provide evaluation, administration process implementation support and review/revision of published operating procedures, manuals, and technical reports.

Department Head, USCG Cutter DOUGLAS MUNRO: 2018-2020

- Supervise three O-1 Commissioned officers (Annual Salary Range: 63K-74K), one Warrant officer (68K-76K), three 1st Class Petty Officers (62K-69K), 16 Petty Officers (48K-56K), and 33 Seamen (46K), representing direct management of federal employee human resources valued over \$2,729,000.
- Responsible for unit and personnel security at the command level including the maintenance and employment of weapon systems & small arms, deck gear, totaling estimated \$10M in vital government assets

Marine Inspector, Marine Inspections Division, Sector San Juan: 2013-2018*

- Enforce United States maritime regulations and laws on domestic and international shipping fleet as the ranking U. S. commissioned officer acting as direct agent of the Captain of the Port, with authority to detain vessels averaging \$50,000,000 in value
- Interpret U.S. Code, Code of Federal Regulations, IMO Regulations, NAVICS and Policy Letters in order to evaluate application of regulation to particular vessels
- *2013-2015 Seaman and Coxswain on *CGC TAMPA, CGC H. HERNANDEZ*

RESEARCH EXPERIENCE

**2022 - Present Strategic Leadership Studies Ph.D. Program
James Madison University**

Doctoral Assistant

- Conducted survey measurement study of Honors College undergraduates
- Prepared research proposals based on established criteria
- Presented findings of survey measurement study
- Individual research proposal titles:
 - *“Respondent Motivation and Survey Administration Methods: Does Video Enhancement Impact Motivation on Computer Based Surveys”*
 - *“A Novel Approach to Followership and Motivation: Leader Messaging’s Fit to Leader/Follower Psychological Distance”*
 - *“Institutional Spending and Military Connected Student Enrollment: Exploring the Impact of Resource Allocation on Student Identity Outcomes”*

**2021-2022 Assessment and Measurement Ph.D. Program
James Madison University**

Doctoral Assistant

- Oversaw large scale program assessment and evaluation
- Provided consulting services to academic programs to identify research questions, design studies, collect data, analyze and interpret data, and implement interventions
- Managed research teams as Principal Investigator for both quantitative and qualitative studies

**2019 - 2020 Master of Science in Psychology Program
Southern New Hampshire University**

Graduate Student

- Designed studies; recruited respondents; collected data with both quantitative and qualitative methodology
- Developed surveys utilizing Qualtrics Software
- Managed and analyzed data with SPSS Statistical Software
- Individual research paper titles:
 - *"Aptitude and Overconfidence via Self Assessment: A Survey Based Experiment on Prediction and the BAROCO Short."*
 - *"Intergroup Conflict Comparison: Historical Research on Superordinate Goals and a Contemporary Violence Study"*
 - *"Decision Making and Technology: Human to Computer Interactions Viewed Through the Impact of Warnings and Overconfidence"*
 - *"Overconfidence via Self Assessment: Prediction Accuracy & Pre-test Self-Assessment Survey Administration"*
 - *"Public Sector Workers Motivation, Mission Alignment, and Pay: Review of Three Studies and a Systematic Literature Review"*
 - *"Genuine Smiles and Hand Mimicry: A limited Experiment"*

Coast Guard General Research Experience

**2015 - 2018 Sector San Juan-Prevention Department
United States Coast Guard**

Marine Inspector

- Conducted in depth research into contemporary application, and historical context of maritime code of federal regulations.
- Conducted over 198 detailed vessel inspections, each requiring varied levels of research into applicable regulations

Undergraduate Research Experience

2002 - 2005 Bachelor of Science in Psychology Program College of Charleston

Undergraduate Psychology Student

- Participated as student researcher in psychological research laboratories
- Managed and analyzed data with SPSS Statistical Software

PSYCHOLOGY FIELD EXPERIENCE

2012 Counselor

Attention Homes Runaway and Homeless Youth Shelter, Boulder, CO

- Oversaw safety, organization, structure, programing
- Provided group and individual life sustaining guidance
 - *Population:* 11-21 year old homeless youth

2007 - 2008 Supervising Counselor

Family Preservation Services, Front Royal, VA

- Site supervisor of therapeutic day treatment program
- Implemented daily adherence to guidelines established by U.S. Medicare Law regarding students determined to be at risk
 - *Population:* K-6 grade public school students

2005 - 2007 Senior Group Leader/Counselor

The Discovery School of Virginia, Dillwyn, VA

- Led groups of 12 boys with various disorders through 24-hour, 365 day wilderness survival.
- Hand built permanent shelters with primitive tools, overseeing safety and therapy objectives while documenting group dynamics.
- Organized and led groups on unassisted 200 mile canoe trips on James River, and 70 mile hiking trips on the Appalachian Trail, while continuing to oversee therapy objectives.
 - *Population:* 11-18 year old boys

TEACHING EXPERIENCE

Military and K-12 Teaching

Present Officer Candidate School Information Sessions

United States Coast Guard, San Juan, PR and Kodiak, AK

- Designed and implemented novel training for prospective applicants
- In-person course
 - *Class size:* 20 students

- 2012-2013 Lectures on Decreasing Teen Pregnancy**
Red Ribbon Project, Vail, CO
- Motivational speaker on teen health and prevention measures
 - In-person auditorium lectures, K-12
 - *Class size:* 100+ students
- 2012-2013 Regio Emelia Pre-School Classroom and Music Teacher**
Children’s Garden of Learning, Vail, CO
- Designed school wide music curriculum
 - In-person classes
 - *Class size:* 12 students
- 2010-2012 Middle and High School Music Teacher**
The Gift Hill School, St. John, USVI
- Designed and implemented novel music courses for grades 6-12
 - In-person classes
 - *Class size:* 25 students

HONORS AND AWARDS

- 2022** Inducted into National Honors Society, Phi Kappa Phi, GPA 4.0
- 2020** Honor Graduate, 3.98 GPA M. S. Industrial/Organizational Psychology
- Southern New Hampshire University
- 2018** United States Coast Guard Commendation Medal
-Liaison Officer to USVI in aftermath of Hurricanes IRMA and MARIA.
Directly led forward operating base that conducted search and rescue, assessed critical infrastructure, and evacuated over 600 U.S. Citizens to safety.
- 2015** Selection to United States Coast Guard Officer Candidate School
- 2004** Deans List, Fall Semester
-College of Charleston

VOLUNTEER SERVICE

- 2022 - Present** Board Member, Page Alliance for Community Action
- 2021 - Present** Founder/President Page County Lacrosse
- 2015 - Present** Youth Sports Coach; Soccer, T-Ball, Hockey
- 2009 - Present** Kiwanis International
- 2002 - 2021** Volunteer Fire Service; Boyce, VA; Dillwyn VA; Kodiak, AK

*Self-Published Singer Songwriter; Merchant Marine Officer; Member-Sigma Phi Epsilon; Small Business Owner.

SCHOLARLY ACTIVITY

Publications

Fulcher, & Lee, J. W. (2022). *Making Learning Visible: A Strategy Worth Sharing. Assessment*

Update, 34(6), 12–13. <https://doi.org/10.1002/au.30325>

Presentations/Seminars (Last three years)

- Lee, J. W., Fulcher, K., Mabry, P. (2023). *Leading Learning Improvement at Scale*. Presentation for Leading Change Conference, Harrisonburg, VA.
- Lee, J. W. (2023). *Mapping Objectives to Learning Activities*. Seminar for Academic College Leadership Team, Harrisonburg, VA.
- Lee, J. W. (2023). *Military Connected Students and Civic Engagement*. Presentation for Faculty, Harrisonburg, VA.
- Lee, J. W. (2023). *Developing Objectives*. Seminar for Academic College Leadership Team, Harrisonburg, VA
- Lee, J. W. (2023). *Computer Mediated Communication: A Psychobiology Model*. Presentation for Faculty, Harrisonburg, VA
- Lee, J. W. (2023). *Assessment Cycle for Leadership*. Seminar for Academic College Leadership Team, Harrisonburg, VA
- Lee, J. W. (2023). *Program Evaluation of Project LAUNCH*. Presentation for Faculty, Harrisonburg, VA
- Lee, J. W. (2023). *Assessment Practices and Data Collection*. Workshop for Page Alliance for Community Action, Luray, VA
- Lee, J. W. (2023). *Data Collection for Organizational Change*. Focus Group Facilitation for Faculty Advisory Board, Harrisonburg, VA
- Lee, J. W. (2022). *Assessment Cycle for Leadership*. Seminar for Academic College Leadership Team, Harrisonburg, VA
- Lee, J. W. (2022). *Institutional Spending and Military Connected Student Programing*. Presentation for Faculty, Harrisonburg, VA
- Lee, J. W. (2022). *Team Building for Non-Profit Board*. Seminar for Executive Board, Winchester, VA
- Lee, J. W. (2022). *Construal Level and Message Fit*. Presentation for Faculty, Harrisonburg, VA
- Lee, J. W. (2022) *The Assessment Cycle and Organizational Objective Development*. Seminar for Academic College Leadership Team, Harrisonburg, VA
- Lee, J. W. (2022). *Video Enhanced Measurement*. Presentation for Faculty, Harrisonburg, VA
- Lee, J. W. (2021). *Sustainability of COVID-19 Team*. Presentation to Base Kodiak Command, Kodiak, AK

Lee, J. W. (2021). *Base Operations Objectives and Strategic Planning*. Presentation to Base Kodiak Command, Kodiak, AK