

John W. Lee II, PhD(c)

Organizational Science Practitioner/Scholar

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EDUCATION

2022 Ph.D. Strategic Leadership Studies (2026*)

James Madison University, College of Business

Dissertation Topic: Application of Self Authored and Peer Reviewed

Computer Mediated Measurement Theory. 3.959 GPA at ABD

Chair: Adam Vanhove, Ph.D., Industrial and Organizational Psychology

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. 4.0GPA with one publication.

Advisor: Keston Fulcher, Ph.D., Assessment and Measurement

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., Assessment and Measurement

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., Cognitive Neuroscience

EXPERIENCE, LAST 10 YEARS

James Madison University, Harrisonburg, VA

Director of Engagement & Assessment, The Honors College: May 2024-June 2026

- Innovated strategic assessment by spearheading the development of a comprehensive assessment framework optimizing data collection.
- Champion of student success through pioneering research on student success metrics, influencing policy and practice improvements.
- Data driven leadership leveraging advanced assessment and statistical software to drive data informed decision making.

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

- Provide continuous evaluation of JMU Honors College program goals and objectives, serving as assessment consultant for Honors Staff/Faculty
- Guide the development of measurable outcomes and goals
- Design, implement, and analyze measurement instruments and surveys

*Projected Graduation Date

Veteran Funding and Support Coordinator: Summer 2023 (TNT summer employee)

- Foster collaborative partnerships with JMU VALOR representatives to enhance synergy between CLCV and VALOR programs.
- Scope and secure funding opportunities for CLCV, leading the preparation and submission of grant proposals.
- Strategize and implement a comprehensive transition plan for CLCV, focusing on optimizing support from graduate assistants, staff, and administration, as well as refining course content.

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-Spring 2022

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

Admiralty Consulting, LLC Luray, VA

Consultant and Director, 2020 to Present

- 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
- Perform data analysis, interpretations, summary reports
- Report findings of evaluation to key stakeholders
- Pitch selected by Bluestone Seed Fund Investment Committee
- Received equity investment/partnership from James Madison Innovation, Inc.

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, USCGC DOUGLAS MUNRO 2018-2020

- Supervise three 0-1 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 exceeding \$2.7M.
- Responsible for unit and personnel security at the command level including the fiscal oversight (budget), maintenance, and employment of weapon systems & small arms, deck gear, totaling estimated \$10M in critical 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 of Federal Regulations, IMO Regulations, NAVICS and Policy Letters in order to evaluate application of regulation to particular vessel.
- *2013-2015 Seaman, Coxswain, Boatswains Mate on CGC TAMPA, CGC H. HERNANDEZ

RESEARCH EXPERIENCE

**2022 - Present Strategic Leadership Studies/Assessment and Measurement Ph.D. Programs
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 Emilia 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

- 2024** Research Scholarship of initial funding(\$11,000) to carry out novel dissertation pilot study, provided through REDI, The Graduate School, and SSLS.
- 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

SERVICE

- 2025-Present** Member of Winchester Rotary Club, and Rotary International
- 2024-2026** Advisory Board Member, Madison Center for Civic Engagement, JMU
- 2023 – 2024** Committee Member, President Alger’s Veteran History Project, JMU
- 2023 – Present** Committee Member, Provost Committee for Evaluation of Teaching, JMU
- 2022 – 2025** Congregation Council Member, Grace Lutheran Church, Winchester VA
- 2021 – Present** Advisory Board Member, JMU Valor, (data collection team facilitator)
- 2021 – Present** Board Member, Page Alliance for Community Action

- 2021 – Present** Faculty/Graduate Fellow for VA Iota chapter of Sigma Phi Epsilon, JMU
2021 – 2024 Founder/President Page County Lacrosse
2015 – Present Youth Sports Coach; Soccer, T-Ball, Hockey, Lacrosse
2009 – 2010 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.

Licenses and Membership

- Licensed Commercial Vessel Captain: Current MMC 500GT Oceans License with STCW and endorsements; over 11 years licensed and 1,500+ days at sea.
- Member: American Psychological Association
- Member: Society for Industrial and Organizational Psychologist
- Member: American Evaluation Association
- Member: National Collegiate Honors Council
- Member: Phi Kappa Phi National Honors Society
- Faculty Fellow: Sigma Phi Epsilon VA Iota Chapter, JMU

SCHOLARLY ACTIVITY

Publications

Fulcher, K. & Lee, J. W. (2022). *Making Learning Visible: A Strategy Worth Sharing. Assessment Update*, 34(6), 12–13. <https://doi.org/10.1002/au.30325>

Davis, A. & Lee, J. W. (2024). *Writing Attitudes and ePortfolio Sentiment: A Survey of Honors College Students at JMU*. Manuscript in preparation. IRB#24-4529

Lee, J. W., (2024). *College Students and the California Mental Measurement Three (CMIII): Critical thinking as a learning objective of Honors Education*. Manuscript in preparation. IRB#24-4566

Presentations/Seminars (Last three years)

Lee, J. W., Montoya, F.A., Wang, F., & Blackstone, B. (2024). "Strategic Development and Implementation of an Assessment Plan for the JMU Honors College: A Comprehensive Approach to Enhancing Educational Outcomes" [General Session]. National Collegiate Honors Council Annual Conference, Kansas City, MO United States.

Lee, J. W., (2024). ePortfolio's success in demonstrating learning within honors college education: Writing attitudes can impact student feelings toward practical applications. [General Session]. National Collegiate Honors Council Annual Conference, Kansas City, MO United States.

Lee, J. W., (2024). Computer Mediated Measurement: Digital Data Collection and Virtual Human Interviewers [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL United States.

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). *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). *Video Enhanced Measurement*. Graduate Student Showcase, James Madison University, 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