Karen A. Longman, PhD
Azusa Pacific University
Telephone: (626) 387-5706; e-mail: klongman@apu.edu

EDUCATION
The University of Michigan
> PhD - The Center for the Study of Higher Education
> MA - Guidance and Counseling

Trinity Evangelical Divinity School
> MA – Graduated *Summa Cum Laude*; one year of coursework in Jerusalem

Albion College
> BA - Graduated *Magna Cum Laude*; Phi Beta Kappa; Member of *Psi Chi* - National Honor Society in Psychology. One year of study in Norway and ½ year in Austria

EMPLOYMENT
Azusa Pacific University, Azusa, CA: 2006 – Present. Professor of Higher Education and PhD Program Director
> Responsibilities: Serving as PhD Program Director and teaching in the Department of Higher Education (100+ doctoral students), chairing dissertation committees, and advising students; served seven years on Faculty Senate; continuous on Doctoral Studies Council; service on numerous committees.

Greenville University, Greenville, IL: 1999 - 2005. Vice President for Academic Affairs and Dean of Faculty
> Responsibilities: Supervisory responsibilities for Academic Affairs, Student Development, Library, Athletics, Adult and Graduate Studies, Cross-Cultural and Multicultural Programs, and Spiritual Formation.

Council for Christian Colleges & Universities, Washington, DC: 1980 - 1999. Vice President for Professional Development and Research
> Responsibilities: Faculty development, annual conferences of administrative peer groups, oversight of numerous special projects and research initiatives.

PROJECT OVERSIGHT
Co-Editor (2016 - 2018). Perspectives on Women's higher education leadership from around the world. Special Issue of *Administrative Sciences, 8,* https://doi.org/10.3390/admsci8020008

Series Editor (2013 - 2018) Women and Leadership. Seven-volume book series being produced by the International Leadership Association and published by Information Age Publishing

Co-Editor – *Christian Higher Education: An International Journal of Research, Theory, and Practice* (2011 -)

Guest Editor - (2011, July-October). *Christian Higher Education: An International Journal of Research, Theory, and Practice. 9*(3).

Director – CCCU Women's Leadership Development Institutes (Offered biannually 1998 -)

Director – CCCU Women's Advanced Leadership Institutes (Offered biannually 2009 -)

Co-Director -*"Affirming Students Strengths: A Campus-Wide Approach to Student Success and Retention"* (2000 - 2004). Supported by a $464,000 grant from the Fund for the Improvement of Postsecondary Education (FIPSE), this initiative involved Greenville College partnering with The Gallup Organization to identify the strengths of first-year students, linking that awareness with an understanding of vocation and a commitment to service in the sophomore through senior years.

Co-Director *"Women & Minorities in Leadership: Professional Development & Service-Learning"* (1999 - 2002). This three-year project, supported by a grant of $199,000 from the W.K. Kellogg Foundation, included funding for women and ethnic-minorities to participate in leadership development activities and in two cross-cultural service-learning experiences in South Africa.

Steering Committee Coordinator – *CCCU Executive Leadership Development Institutes* (1994 - 2002). This project involved five-day professional development seminars and mentoring for new presidents, chief academic officers, and "emerging leaders" across Christian higher education. Project involvement continued with responsibility for directing the Women's Leadership Development Institutes and Resource Leadership Team responsibilities with emerging leaders and new chief academic officers. The project was supported by $300,000+ in grant funds and involved 300+ participants.

Series Advisory Board Member and Project Coordinator – *CCCU Supplemental Textbook Series: "Through the Eyes of Faith"* (San Francisco: HarperCollins, Nicholas Wolterstorff, editor-in-chief, 1987 - 1999). Over 100,000 copies have been sold, with translations from the series into Danish, Dutch, French, Korean, and Russian. The preparation of each of these eight volumes included the solicitation of funding for, and coordination of, a national discipline-specific faculty conference.

Co-Director: "*Taking Values Seriously: Assessing the Mission of Church-Related Higher Education.*" Supported by two grants totaling $480,000 from the Fund for the Improvement of Postsecondary Education (FIPSE), this Collaborative Assessment Project involved 50+ institutions in tracking the impact of a Christian liberal arts education on 10,500 students over seven years, beginning in 1994. The project design involved both quantitative and qualitative research.

Editorial Board Member and Reviewer - *Research on Christian Higher Education* (1994 - 1999). Launched in 1994 and published in cooperation with Messiah College (PA), this annual journal disseminated research related to Christian liberal arts colleges and universities.

CCCU Staff Liaison - *"Faithful Change"* Project (1997 - 1999). This project involved nine campuses in the U.S. and Korea that examined the maturation of students' faith during and after the college years. A $200,000 grant from the Templeton Foundation supported this initiative, based on the stages of faith identified by Dr. James Fowler.

Faculty Development Coordinator (1980 - 1999) – Responsible for professional development workshops and conferences, generally grant funded, that served 3,000+ CCCU faculty. Programs were supported by the National Endowment for the Humanities, the Maclellan Foundation, the M. J. Murdock Charitable Trust, the Pew Charitable Trusts, the Crowell Trust, the Templeton Foundation, and various corporate gifts. Also secured a $1 million contribution to establish an endowment for faculty development.

Coordinator – *Peterson's Guide to Christian Colleges & Universities* (Princeton, NJ: Peterson's Guides, 1988 - 1996 – five editions).

PUBLICATIONS (chronological from most recent)

Longman, K. A., (2021). Fresh strategies for empowering women's leadership development: Spirituality as an untapped tool. *Journal of College and Character, 22*(2), 87-97.

Longman, K. A., Terrill, K., Mallet, G., Tchindebet, J., & Fernando, R. (2021). Developing a leader identity: The lived experiences of people of color. *Journal of Ethnographic and Qualitative Research. 15,* 264-283.

Hernandez, K. A., & Longman, K. A. (2021). Changing the face of leadership in higher education: "Sponsorship" as a strategy to prepare emerging leaders of color. *Journal of Ethnographic & Qualitative Research. 15,* 117-136.

Dahlvig, J., & Longman, K. (2021). Women's leadership in higher education: Addressing glass ceilings and sticky floors. In N. S. Niemi & M. Weaver-Hightower (Eds.), *The handbook of gender equity in higher education* (pp. 29-52).Wiley-Blackwell.

Madsen, S. R., & Longman, K. (2020). Women's leadership in higher education: Status, barriers, and motivators. *Journal of Higher Education Management. 35(1),* 13-24.

Longman, K., Drennan, A., Beam, J., & Marble, A. (2019). The secret sauce: How developmental relationships shape the leadership journeys of women leaders in Christian higher education. *Christian Higher Education: An International Journal of Research, Theory, and Practice. 18*(1-2), 54-77.

Longman, K. (2018). Looking back and looking ahead: Major contributors to faith integration in the context of U.S. Christian higher education. In W. T. Leung, P. Ng, & V. Mak, *Christian mind in the emerging world: Academic faith integration in Asian contexts from a global perspective.* Cambridge Scholars Publishing.

Longman, K. (2018). Introduction: Perspectives on women's higher education leadership from around the world. *Administrative Sciences. 8*(2), 1-6. https://doi.org/10.3390/admsci8030035

Jones Jolivet, T., & Longman, K. (2018). Solidarity and mutuality as an ethical of care with students of color. In T. Herrmann & K. Riedel (Eds.). *A calling to care: Nurturing college students toward wholeness* (pp. 119-140). Abilene Christian University Press.

Longman, K., Stockton, C., Bolger, A., Castro, A., & Hough, S. (2018). Defining moments: Aspects of a four-day women's leadership development institute that changed participants' self-perceptions of leadership capacity. In S. Tam & L. DeFrank-Cole, *Women's leadership journeys: Stories, research, and novel perspectives* (pp. 140-161). Routledge.

Longman, K., Lamm Bray, D., Liddell, W., Hough, S., & Dahlvig, J. (2018). Relational responsibility as a motivator for women to lead. *Journal of Leadership Studies, 12*(1), 42-48.

Longman, K., Daniels, J., Lamm Bray, D., & Liddell, W. (2018). How organizational culture shapes women's leadership experiences. *Administrative Sciences. 8*(2), 8; https://doi.org/10.3390/admsci8020008

Longman, K. (Ed.). (2017). *Diversity matters: Race, ethnicity, and the future of Christian higher education.* Abilene Christian University Press.

Egan, C., Shollen, L., Campbell, C., Longman, K., Fisher, K., Fox-Kirk, W., & Neilson, B. (2017). Capacious model of leadership identities construction. In J. Storberg-Walker & P. Haber-Curran (Eds.), *Theorizing women & leadership: New insights & contributions from multiple perspectives* (pp. 121-140). Information Age Publishing.

Longman, K., & Lamm Bray, D. (2017). The role of purpose and calling in women's leadership experiences. In S. R. Madsen (Ed.), *Handbook of research on gender and leadership* (pp. 207-222). Edward Elgar Publishing

Dahlvig, J., & Longman, K. (2016). Influences of an evangelical Christian worldview on women's leadership development. *Advances in Developing Human Resources. 18*(2), 243-259.

Longman, K., Daniels, J., O'Connor, C. M., Wikkerink, R. J., Dahlvig, J. E., & Fritz, J. M. H. (2015). Gendered definitions and self-perceptions of leadership in Christian higher education: The centrality of relationships, authenticity, and communicative influence. *Journal of Communication and Religion, 38*(2)*,* 20-41.

Longman, K., & Anderson, P. A. (2016). Women in leadership: The future of Christian higher education. *Christian Higher Education: An International Journal of Research, Theory, and Practice, 15*(1-2), 24-37.

Ngunjiri, F. W., Longman, K., & Madsen, S. R. (2015). Lessons to enhance women's effectiveness in leadership. In International Leadership Association (Ed.), *Becoming a better leader: Applying key strategies* (pp. 150-158). Routledge E-Book.

Longman, K., Chang, H., & Loyd-Paige, M. (2015). *Critical reflection, collaboration, and empowerment:* Collaborative autoethnography of leaders of color in higher education. *Journal of Qualitative and Ethnographic Research, 9*(4), 268-285.

Madsen, S. R., Ngunjiri, F. W., Longman, K., & Cherrey, C. (Eds.) (2015). *Women and leadership around the world.* Information Age Publishing.

Madsen, S. R., Longman, K., & Ngunjiri, F. (2015). Introduction. In *Women and leadership around the world* (pp. xv-xxvi). Information Age Publishing.

Longman, K., & Madsen, S. R. (Eds.) (2014). *Women in Leadership in Higher Education.* Information Age Publishing.

Chang, H., Longman, K., & Franco. M. (2014). Leadership Development through Mentoring in Higher Education: A Collaborative Autoethnography of Leaders of Color. *Mentoring & Tutoring: Partnership in Learning, 22*(4), 373-389.

Longman, K., & Madsen, S. R. (2014). Introduction. In *Women in Leadership in Higher Education* (pp. ix-xvii). Information Age Publishing.

Schreiner, L. A., & Longman, K. (2014). Positive perspectives and strengths development: Keys to leadership resilience. *Concepts & Connections: A Journal for Leadership Educators, 20*(2), 10-13.

Dahlvig, J., & Longman, K. (2014, Spring). Contributions to women's leadership development in Christian higher education: A model and emerging theory. *Journal of Research on Christian Education, 23*(1), 5–28.

Longman, K. (2013, July). What helps a senior leader to thrive? *Women in Higher Education, 22*(7), 13-14.

Longman, K. (Ed.). (2012). *Thriving in leadership: Strategies for making a difference in Christian higher education.* Abilene Christian University Press.

Longman, K. (2012). Leadership Literature: Implications for Christian higher education. In K. Longman (Ed.), *Thriving in leadership: Strategies for making a difference in Christian higher education* (pp. 21-38). Abilene Christian University Press.

Ressler, L., Longman, K., & Cantwell, L. D. (2012). Honoring strengths in ways that honor Christ: A fresh mindset on conflict resolution and team building. In H. Heie & M. Sargent (Eds.). *Soul care: Christian faith and academic administration.* Abilene Christian University Press.

Longman, K. & Lafreniere, S. L. (2012, February). Moving beyond the stained glass ceiling: Preparing women for leadership in faith-based higher education, *Advances in Developing Human Resources, 14*(1), 45-61.

Madsen, S. R., Longman, K., & Daniels, J. (2012, February). Women's leadership development in higher education: Conclusion and implications to HRD. *Advances in Developing Human Resources, 14*(1).

Longman, K., & Anderson, P. S. (2011, November-December). Gender trends in senior-level leadership: A 12-year analysis of the CCCU U.S. member institutions. *Christian Higher Education 10*(5), 422-443.

Longman, K., Dahlvig, J. E., Wikkerink, R., Cunningham, D., & O'Connor, C. M. (2011, July-October). Conceptualization of calling: A grounded theory exploration of CCCU women leaders. *Christian Higher Education. 10*(3-4), 254-275.

Dahlvig, J. E., & Longman, K. (2010, July-August). Women's leadership development: A study of defining moments. *Christian Higher Education. 9*(3), 238-257.

Longman, K. (2009). Maximizing the college experience: Drawing out the best in students. In C. J. Lambert (Ed.), *Doing good, departing from evil: Research findings in the twenty-first century* (pp. 113-134). Peter Lang.

Longman, K. (2008/ December - 2009/January). Affirming women's call to lead: How to develop next-generation leaders for Christian non-profits. *Outcomes*, *32*(6), 24-26.

Lafreniere, S. L. & Longman, K. (2008, November). Gendered realities and women's leadership development: Participant voices from faith-based higher education. *Christian Higher Education*, *7*(5), 388-404.

Longman, K. (1999). Dreaming big dreams together. In D. Dockery & D. Gushee (Eds.), *The future of Christian higher education* (pp. 37-54). Broadman & Holman.

Longman, K. (1997, Fall). "Taking values seriously: Assessing the mission of church-related higher education." *Research on Christian Higher Education*. *4*, pp. 101-106.

RECENT PRESENTATIONS (chronological from most recent)

Egan, C., Madsen, S. R., Longman, K., Castellon, A. (2021, October). *Leadership for women through a spiritual lens: How worldviews influence leader identity and aspirations.* Symposium presentation at the International Leadership Association conference, Geneva, Switzerland.

Lee-Chuvala, C., Longman, K., Patton, C., Webster, N., & Zieba, K., & Chang, H. (2021, October). *Reimagining leadership development paradigms: Perspectives on identity formation and relational empowerment.* Symposium presentation at the International Leadership Association conference, Geneva, Switzerland.

Longman, K. (2021, June). *Gleanings from the latest leadership literature: The process of claiming and granting.* Presentation at two CCCU Leadership Development Institutes, Sumas, WA.

Madsen, S. R., Arora, A., Ngunjiri, F. W., Longman, K., (2020, November). *Pushing the edges of spiritual worldviews to enhance women's leadership advancement.* Symposium presentation at the International Leadership Association conference, San Francisco, CA.

Gallagher, C. C., Scott, H. I., Longman, K., Castellon, A., Egan, C., & Daniels, E. (2020, November). *Pushing the edges of spiritual worldviews to enhance women's leadership advancement.* Panel presentation at the International Leadership Association conference, San Francisco, CA.

Longman, K. A., Sanfilippo, J., & Tchindebet, J. (2020, February). *Fresh approaches needed: Research-based strategies for advancing more women into leadership.* Presentation at the American Association of Behavioral and Applied Sciences conference, Las Vegas, NV.

Chang, H., & Longman, K. A. (2020, February). *From draft to press: Pre-conference seminar.* Ethnographic and Qualitative Research conference, Las Vegas, NV.

Hernandez, K. A., Dowdy, C., Estevez, E., & Longman, K. (2019, October). *Engaging difficult conversations around race/ethnicity in the context of higher education.* Presentation at the bi-annual CCCU Diversity conference, Newburg, OR.

Longman, K., Carter, T., Hernandez, N., Johnson, T., & Jones, E. (2019, October). *Being seen as a leader: How change agents have impacted CCCU campuses.* Presentation at the bi-annual CCCU Diversity conference, Newburg, OR.

Longman, K. (2019, June). *The latest leadership literature: What should we know?* Presentation at the CCCU Multi-Ethnic Leadership Development Institute, Sumas, WA.

Longman, K. (2019, March). *Embracing your strengths & calling with confidence: Motivators for women to lead.* Presentation at the Advancing Women in Leadership conference, Costa Mesa, CA.

Longman, K., Cox, M., Higuera Smith, K., Wu, F., & Echevarria, A. (2019, March). *Successful practices for women leaders.* Panel presentation for Women's History Month. Azusa, CA.

Chang, H., & Longman, K. (2019, February). *From draft to press: Article or book.* Pre-conference seminar at the Ethnographic and Qualitative Research Conference, Las Vegas, NV.

Longman, K. (2019, February). *Leadership development and/or leader identity development:* Paper presented at the Ethnographic and Qualitative Research Conference, Las Vegas, NV.

Hernandez, K. A., & Longman, K. (2019, February). *Interrogating self: A critical step to leadership development for people of color.* Paper presented at the Ethnographic and Qualitative Research Conference, Las Vegas, NV.

Longman, K., & Tchindebet, J. (2019, February).*Claiming and Granting" leader identity: The lived experiences of people of color in PWIs.* Paper presented at the Ethnographic and Qualitative Research Conference, Las Vegas, NV.

Tan, S., Longman, K., & Hoyt, C. (2018, October). *Navigating the journey of women leaders.* Panel presentation at the International Leadership Association conference, Tampa, FL.

Longman, K. (2018, April). *Sticky floors? Stained glass ceilings?* Presentation at the Wesleyan Holiness Women Clergy conference, Estes Park, CO.

Longman, K. (2018, April). *Preparing to offer our best selves: The process of "claiming" and "granting" leader identity.* Keynote address at the 2018 Women in the Academy Conference, Waco, TX.

Longman, K. (2018, March). *The process of "claiming" and "granting" leader identity: What will it take to advance more women into leadership?* Presentation at the Advancing Women in Leadership conference, Azusa, CA.

Longman, K., Hernandez, K., Barger, P., & Case, F. (2018, February). *Collaborative autoethnography: A pathway to leadership identity development for emerging minority leaders in the academy.* Paper presented at the Ethnographic and Qualitative Research Conference, Las Vegas, NV.

Marble, A., Beam, J., Drennan, A., & Longman, K. (2018, February). *Equipping women for leadership: The role of mentors, coaches, and sponsors.* Paper presented at the Council for Christian Colleges & Universities' 2018 International Forum, Dallas, TX.

Longman, K., Lamm Bray, D., Hough, S., & Lindsey, K. (2018, February). *Advancing women into leadership: The motivators and barriers that shape women's aspirations and experiences in the CCCU.* Paper presented at the Council for Christian Colleges & Universities' 2018 International Forum, Dallas, TX.

Longman, K. (2018, January). *What makes Christian higher education distinctive? How faith integration in the U. S. context shapes the minds and souls of students.* Paper presented at the 2018 international conference "Christian Mind in the Emerging World: Academic Faith Integration in Asian Contexts from a Global Perspective," Hong Kong, PRC.

Longman, K. (2018, January). *Developing the next generation of leaders: Why, how, and God's purposes.* Seminar presentation at Union Church, Hong King, PRC.

Schreiner, L., Longman, K., Jones Jolivet, T. (2017, October). *Thriving in turbulent times: Higher education leadership at a crossroads.* Session presented at the International Leadership Association conference, Brussels, Belgium.

Marble, A., Beam, J., Drennan, A., & Longman, K. (2017, October). *Equipping women for leadership: The power of mentoring, coaching, and sponsorship.* Paper presented at the International Leadership Conference, Brussels, Belgium.

Madsen, S., & Longman, K. (2017, October). *Leading with impact in higher education: Strategies for current and aspiring leaders.* Pre-conference session presented at the International Leadership Conference, Brussels, Belgium.

Longman, K., & Chang, H. (2017, September). *Getting published: Strategies to support doctoral faculty and students.* Presentation at CCCU Doctoral Education Forum, La Mirada, CA.

Longman, K., & Hernandez, K. A. (2017, April). *"Sponsorship" within the academy: A strategy for advancing ethnic-minority leaders?* Paper presented at the annual meeting of the American Educational Research Association, San Antonio, TX.

Longman, K. (2017, March). *Sticky floors? Stained-glass ceilings? Addressing barriers that deter women from leadership.* Presentation at the "Advancing Women into Leadership" conference, La Mirada, CA.

Longman, K., Guzman, C., Gala, S., Petridis, H., & Slaughter, A. (2017, March). *Sponsors: A step beyond mentors.* Presentation at Women's History Month luncheon, Azusa, CA.

Longman, K., Valdovinos, R., & Hernandez, K. A. (2017, January). *Leadership development for diverse leaders in higher education through sponsoring: Another example of collaborative autoethnography.* Paper presented at the Ethnographic and Qualitative Research Conference, Las Vegas, NV.

Longman, K., & Chang, H. (2017, January). *From draft to press. Becoming journal-published in graduate school.* Presentation at the 20th annual conference of the American Association of Behavioral and Social Sciences. Las Vegas, NV.

Longman, K., Chang, H., Hernandez, K., & Robalino, G. (2016, November). *How a collaborative autoethnography of "sponsorship" enhanced ethnic-minority participants' leader identity: Lessons from a year-long research project.* Paper presented at the International Leadership Association annual conference, Atlanta, GA.

Longman, K. et al. (2016, September). *Sponsorship and networking: Critical contributors to multi-ethnic leadership development?* Sponsorship panelists: Guzman, C., Ishihara, L., Lowe, A., Turner, A., Wilburn, R., & Williams, K.; Networking Panelists: Fernando, R., Valdovinos, R., Velez, W. Presentation at the bi-annual CCCU Diversity conference, New York, NY.

Chang, H., Longman, K., & Crumpton, A. D. (2016, June). *Innovative doctoral leadership education in a globalizing world.* Presentation at the Eighth International Conference of the International Association for the Promotion of Christian Higher Education, Cheonan City, South Korea.

Longman, K., Chang, H., & Schreiner, L. (2016, June). *Promoting Christian scholarship via publishing.* Presentation at the Eighth International Conference of the International Association for the Promotion of Christian Higher Education, Cheonan City, South Korea.

Longman, K. (2016, April). *Calling Christian scholars who seek to get published in U.S. journals.* Presentation at the 2016 Europe Conference of the International Association for the Promotion of Christian Higher Education, Biezenmortel, Netherlands.

Longman, K., Stockton, C., Bolger, A., & Hough, S. (2016, April). *Women's leadership identity development: A phenomenological study of how a leadership development institute changes self-perceptions.* Paper presented at the annual meeting of the American Educational Research Association, Washington, DC.

Longman, K. (2016, March). *Advancing women's leadership in higher education:A status report.* Plenary session presentation at the Women in Leadership in Higher Education Conference, Malibu, CA.

Stockton, C., & Longman, K. (2016, February). *Women's leadership identity development: A phenomenological study of how a leadership development institute changes self-perceptions.* Paper presented the Ethnographic and Qualitative Research Conference, Las Vegas, NV.

Longman, K., Madsen, S., & Ngunjiri, F. W. (2015, October). *Transformational insights on crossing borders and generations.* Symposium presentation at the International Leadership Conference, Barcelona, Spain.

Longman, K. A., & Fox Kirk, W. (2015, October). *The capacious model of leadership identities construction: This new model's purpose and roots.* Workshop presentation at the International Leadership Conference, Barcelona, Spain.

Longman, K. A., & Schreiner, L. (2015, October). *Thriving in leadership: An innovative approach for bringing out the best in a new generation of leaders.* Presentation at the International Leadership Conference, Barcelona, Spain.

Longman, K. A., & Hernandez, R. (2015, September). *"The fragile process" of seeing ourselves as leaders and being seen as leaders: A case study of the CCCU's 2015 Multi-Ethnic Leadership Development Institute.* Presentation at the CCCU Diversity Conference, Chicago, IL.

Longman, K. A., & Neller, I. (2015, September). *Gender and stories: Realities and dynamics.* Seminar at Fuller Theological Seminar Staff Development Day. Monrovia, CA.

Longman, K. A., (2015, August). *Needed: A more capacious definition of leadership.* Keynote speaker – Trinity Western University Opening Faculty Workshop. Sumas, WA.

Longman, K. A. (2015, July). *Barriers to women's leadership at the highest levels: Where we are & what to do about that reality.* Seminar presentation at Christians for Biblical Equality National Conference. Los Angeles, CA.

Longman, K. A. & Lafreniere, S. L. (2015, June). *Lessons from a 14-year women's leadership development initiative in Christian higher education.* Paper presented at the International Leadership Association's Women and Leadership conference. Pacific Grove, CA.

Longman, K. A., Lamm Bray, D., Hough, S., Lindsey-Lloyd, K., Liddell, W., & Cowen, J. (2015, June). *Relationships as a motivator for women's leadership aspirations in evangelical organizations.* Paper presentation at the International Leadership Association's Women and Leadership conference. Pacific Grove, CA.

Egan, C., Campbell, C., Shollen, L., Longman, K., Fisher, K., Fox-Kirk, W., Neilson, B. *Breaking new ground: A capacious, fluid model of leader(ship)identities.* Presentation at the International Leadership Association's Women and Leadership conference. Pacific Grove, CA.

Longman, K. A. (2015, May). *Your one wild and precious life*. Commencement address at Bluffton University (OH).

Longman, K. A., Lamm Bray, D., Liddell, W., Hough, S., & Cowen, J., & Lindsey-Lloyd, K. (2015, April). *Motivators for women to consider advancement into senior-level leadership: The role of relational responsibility*. Roundtable session at the American Educational Research Association, Chicago, IL.

Longman, K. A. (2015, March). *Why and how to diversify senior-level leadership: Transferable insights from the experiences of women.* Presentation at Christians on Diversity in the Academy annual conference. Claremont, CA.

Longman, K. A. (2015, March). *Half the sky: What's the current picture of women in leadership?* Keynote address at Fuller Theological Seminary – Mentoring and Supporting Women to Move into Levels of Leadership and Influence symposium, Pasadena, CA.

Chang, H., Longman, K. A., & Loyd-Paige, M. (2014, December). *Sharing power in producing anthropology: Collaborative autoethnography.* Paper presented at the American Anthropological Association annual conference, Washington, D.C.

Longman, K. (2014, November). *Why advancing women into leadership matters (& why reaching that goal is challenging)*. Invited address: American Academy of Religion/Society of Biblical Literature – Women in the Profession.

Allen, S., Hyatt, L., Longman, K., & Barnes, J. (2014, October). *Emerging doctoral pedagogies in technology-mediated leadership programs.* Paper presented at the International Leadership Association annual conference, San Diego, CA.

Longman, K. A., Lamm-Bray, D., Hough, S., Cowen, J., & Lindsey-Lloyd, K. (2014, October). *Women's leadership development: The role of relational responsibility in an emerging theory*. Paper presented at the International Leadership Association annual conference, San Diego, CA.

Longman, K., & Franco, M. (2014, April). *Leadership development through mentoring in higher education.* Paper presented at the American Educational Research Association annual meeting, Philadelphia.

Longman, K., Lamm Bray, D., & Liddell, W. (2014, April). *Implications of organizational culture for women's leadership aspirations and experiences in faith-based higher education.* Roundtable presentation at the American Educational Research Association annual meeting, Philadelphia, PA.

Longman, K. (2014, March). *Long faithfulness in the same direction: Insights and impact related to the CCCU's leadership development institutes.* Paper presented at the Christians on Diversity in the Academy conference, Arcadia, CA.

Longman, K. (2014, February). *Advancing women in leadership matters: Presidents tell us why.* Presentation at the Council for Christian College's & Universities LA 2014 conference, Los Angeles, CA.

Longman, K. (2014, February). *Leadership development initiatives – A 12-year review.* Presentation at the Council for Christian College & Universities LA 2014 conference, Los Angeles, CA.

Chang, H., Longman, K., & Loyd-Paige, M. (2013, October). *Autoethnographic reflections, analyses, and critiques of multicultural leaders in our shifting world.* Paper presented at the International Leadership Association annual conference, Montreal.

Longman, K., & Wikkerink, R. (2013, October). *High-potential women and resilient leadership in male-normed organizational cultures.* Paper presented at the International Leadership Association annual conference, Montreal.

Schreiner, L., Longman, K., & Edwards, S. (2013, October). *Resilient student leaders: Applying positive psychology to leadership development.* Paper presented at the International Leadership Association annual conference, Montreal, Quebec.

Schreiner, L., & Longman, K., & Hoogstra, S.V. (2013 October). *From surviving to thriving in leadership: Creating healthier organizations.* Paper presented at the International Leadership Association annual conference, Montreal, Quebec.

Longman, K., & Hall, K. (2013, October). *An impossible dream? Developing a comprehensively strengths-based campus.* Presentation at the Thriving in College: Developing Students' Strengths to Succeed conference, Azusa, CA.

Longman, K., Daniels, J., Lamm Bray, D., & Liddell, W. (2013, June). Women's leadership aspirations in male-normed cultures: What can we learn from Christian higher education? Paper presented at the International Leadership Association's Women and Leadership conference, Pacific Grove, CA.

Longman, K., Daniels, J., & O'Connor, C. (2013, June). *Gendered leadership in faith-based higher education: Relationships, authenticity, and communicative influence.* Paper presented at the International Leadership Association's Women and Leadership conference, Pacific Grove, CA.

Longman, K., Tharp, J., & Dalske, J. (2013, May). *Discovering your strengths: The key to effective leadership.* Presentation at the International Women's Symposium, Sias University, Zhengzhou, PRC.

Longman, K., & Campbell, J. (2013, March). *Mentoring for leadership: A qualitative study of 14 leaders of color in the CCCU.* Paper presented at the Christians on Diversity in the Academy conference, Arcadia, CA.

Schreiner, L., & Longman, K. (2012, December). *Thriving in university: Global perspectives on undergraduate student success.* Paper presented at the World Educational Research Association international conference, Sydney, Australia.

Longman, K., O'Connor, C., & Wikkerink, R. (2012, October). *The role of calling in leadership development and effectiveness*. Paper presented at the International Leadership Association, Denver, CO.

Chang, H., Longman, K., Hernandez, R., & Loyd-Paige, M. (2012, October). *Leaders of color in academe: The role of mentors*. Paper presented at the International Leadership Association, Denver, CO.

Chang, H., Longman, K., Loyd-Paige, M., Dyben, A., Acosta, L., & Woo, D., (2012, May). *Mentoring of leaders in higher education: Methodological insights from collaborative autoethnography*. Paper presented at the International Congress on Qualitative Inquiry, Urbana-Champaign, IL. Urbana-Champaign, IL.

Longman, K., Chang, H., Loyd-Paige, M., Dyben, A., & Acosta, L.A. (2012, May). *The making of leaders of color in higher education: Collaborative autoethnography.* Paper presented at the International Congress on Qualitative Inquiry, Urbana-Champaign, IL.

Petridis, H., & Longman, K. (2012, April). *Enhancing graduate student academic and co-curricular support services.* Paper presented at the annual WASC Academic Resource Conference, Costa Mesa, CA.

Longman, K., & Lafreniere, S. (2012, February). *Preparing women for leadership in faith-based higher education*. Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Denver, CO.

Madsen, S. R., Longman, K., & Daniels, J. R. (2012, February). *Leadership programs for women in higher education.* Paper presented at the Academy of Human Resource Development International Research Conference in the Americas, Denver, CO.

Longman, K., O'Connor, C. M., Wikkerink, R. (2011, October). *Women's Leadership in an Evangelical Christian Context: Gendered Realities.* Paper presented at the International Leadership Conference, London, England.

Longman, K. (2011, June). *Understanding the Latest Leadership Literature and Research*. Presentation at the CCCU Multi-Ethnic Leadership Development Institute, Sumas, WA.

Longman, K. (2011, June). *Decision Making: When Little Things are Big Things.* Presentation at the CCCU Multi-Ethnic Leadership Development Institute, Sumas, WA.

Schreiner, L., & Longman, K. (2011, April). *Student success: Measuring it, tracking it, enhancing it.* Presentation at the annual Academic Resource Conference of the Western Association of Schools and Colleges, San Francisco, CA.

Tsai, A. Y., Houston, J., Spink, L. & Longman, K. (2011, April). *The tools in my toolbox: Empowering students through strengths-focused service-learning*. Paper presentation at 14th annual Continuums of Service Conference, Washington Campus Compact, San Diego, CA.

Longman, K. (2011, February). *Strengths awareness and development: Building blocks to affirming purpose and calling*. Session presentation at the 21st Annual Jon C. Dalton Institute on College Student Values, Florida State University, Tallahassee, FL.

Longman, K. (2010, October). *Changing the face of Christian higher education leadership: Assessing the impact of a ten-year women's leadership development initiative*. Paper presented at the International Leadership Association Conference, Boston, MA.

Tangenberg, K. & Longman, K**.** (2010, October). *Gendered aspects of women's leadership within the CCCU*. Roundtable presentation at the International Leadership Association Conference, Boston, MA.

Longman, K. (2010, October). *Changing the face of Christian higher education leadership: Assessing the impact of the CCCU's women's leadership development institute*. Paper presented at the Council for Christian Colleges & Universities (CCCU) Changing Faces Conference, Abilene, TX.

Tangenberg, K., & Longman, K. (2010, October). *Gendered aspects of women's leadership within the CCCU*. Paper presented at the Council for Christian Colleges & Universities (CCCU) Changing Faces Conference, Abilene, TX.

Longman, K., & Porterfield, D. (2010, April). *Individual and institutional sustainability through strengths-based leadership.* Presentation at the third annual WASC Academic Resource Conference, Long Beach, CA.

Bergen, R., Longman, K., & Schreiner, L. (2010, February). *Delivering on our promises: Key findings from the CCCU's Comprehensive Assessment Project.* Paper presented at the International Forum of the Council for Christian Colleges & Universities, Atlanta, GA.

Longman, K. (2010, February). *Supporting women's leadership development in the CCCU: What have we learned?* Presentation at the International Forum on Christian Higher Education, sponsored by the Council for Christian Colleges & Universities, Atlanta, GA.

Longman, K., & Schreiner, L. (2010, February). *Helping more students stay and succeed: The role of spiritual fit.* Paper presented at the Institute for College Student Values, Tallahassee, FL.

Lafreniere, S., & Longman, K. (2010, February). *Trends in leadership development theory: How the transformational leadership characteristic of women values individuals and processes.* Presentation at the Institute for College Student Values, Tallahassee, FL.

Longman, K., Lafreniere, S., & Tangenberg, K. (2009, November). *Women leaders in higher education.* Roundtable presentation at the Annual Conference of the International Leadership Association, Prague, Czech Republic.

Tangenberg, K. & Longman, K. (2009, October). *Women's leadership development in Christian higher education.* Presentation given at the Society for the Scientific Study of Religion Annual Conference, Denver, CO.

Schreiner, L. & Longman, K. (2009, June). *Building faculty ownership for strengths: Philosophical and practical considerations.* Paper presented at the Gallup Organization's Building a Strengths-Based Campus Conference, Omaha, NE.

Henck, A., & Longman, K. (2009, February). *Creating a strengths-based campus culture.* Paper presented at the Institute for College Student Values, Tallahassee, FL.

Longman, K., & Henck, A. (2009, February). *How strengths awareness can make a difference in the lives of our students.* Paper presented at the Institute for College Student Values, Tallahassee, FL.

Longman, K., & Hill, B. (2009, February). *Lessons learned on the journey: How one college became comprehensively strengths-Based.* Paper presented at the Institute for College Student Values, Tallahassee, FL.

Henck, A., & Longman, K. (2008, June). *Collaborative leadership: A strengths-based approach for higher education.* Paper presented at the Gallup Organization's Building a Strengths-Based Campus Conference, Omaha, NE.

Longman, K., & Henck, A. (2008). *A brief, yet practical, review of the latest leadership literature: Making the case for strengths.* Paper presented at the Gallup Organization's Building a Strengths-Based Campus Conference, Omaha, NE.

DISSERTATION SERVICE

Dissertation Chair

Webb, C. C. (2022). *The lived experiences of "first or only" executive-level women leaders who broke through the stained-glass ceiling in Christian higher education.*

Tchindebet, J. L. (2021). *Women's professional relationships with women in higher education: A phenomenological study.*

Bethke, R. J. (2021). *A structural model of global citizenship: The role of campus ecology.*

Vance, R. (2019). *Characteristics of Christian college faculty who prioritize students' development of vocational calling.*

VanDerWerf Carroll, A. (2019). *Fostering seamless learning: Structures and practices that promote the integration of academic and student affairs.*

Valdois, A. (2019). *An investigation of native English-speaking content professors' pedagogical beliefs, attitudes, awareness, and practice in a Chinese university setting.*

Stockton, C. (2018). *Negotiating gender and reciprocity: A phenomenological study of male advocacy of women presidents in CCCU institutions.*

Ladd, K. S. (2018). *The experiences of students who increased curiosity during their first year of college: A grounded theory study.*

Rucks, L. N. (2018). *The motivators of women in large public universities to lead from the top student government position: A grounded theory study.*

Fisher, D. (2017). *Anchors of engagement: Factors leading to exemplary engagement among non-alumni board members of CCCU institutions.*

Liddell, W. (2017). *A study of the lived experiences of female administrative leaders in U.S. Bible Colleges who orchestrated institutional changes.*

Mahl, A. (2017). *Understanding the lived experiences of executive college leaders who receive a vote of no confidence from their faculty.*

Powell, A-E. (2017). *Racial identity development of transracial adoptees during college: A narrative inquiry.*

Sparks, L. O. (2017). *Mentoring as a predictor of student success among first-generation and continuing generation students enrolled in a public four-year university.*

Steele, C. (2017). *"The process of letting go": A grounded theory study of female leaders who voluntarily left Christian higher education.*

Kitomary, A. (2016). *A grounded theory analysis of Tanzanian students' successful transition through the non-formal route into university education.*

Lamm Bray, D. (2016). *Women undergraduate experiences in developing a sense of calling.*

Pothoven, S. (2015). *Exploring the complexity of first-generation college students: A psychosocial model of student success.*

Wikkerink, R. (2015). *How experiences and perceptions shape the career aspirations of midlevel student affairs and services practitioners.*

Daniels, J. (2015). *An exploratory comparative case study of employee engagement in Christian higher education.*

O'Connor. C. M. (2015). *Women of vision: The process of envisioning and implementing an institutional change at faith-based institutions.*

Hall, D. S. (2014). *The impact of college student indebtedness on persistence.*

Cunningham, D. J. (2013). *How female professionals successfully process and negotiate involuntary job loss at faith-based colleges and universities: A grounded theory study.*

Thomason, Jr. R. R. (2013). *Integrity in presidential leadership: Principles related to maintaining integrity for college presidents in the Council for Christian Colleges & Universities.*

Kortenhoeven, S. B. (2012). *Students' experiences of a college short-term mission trip: A phenomenological study.*

Th, J. M. (2012). *A comparative case study of partnership development between Christian institutions of higher education located in the United States and Eastern Europe.*

Dahlvig, J. E. (2011). *A narrative study of women leading within the Council for Christian Colleges & Universities.*

Olson, C. G. (2009). *Measures of relational spirituality for adult students in non-traditional programs within the Council for Christian Colleges & Universities.*

Person, R. A. (2009). *The religious and spiritual development of Nazarene students interested in missions and ministry.*

Dissertation Committee Member

Groom, D. (2019). *A framework for courage: The characteristics, behaviors, and developmental experiences of executive administrators who exhibited courageous leadership during a change process.*

Nussbaum, K. B. (2019). *Diversity stewards: A multi-site case study of governing boards in Christian higher education.*

Sampson, J. (2019). *How teams lead change: A comparative case study analysis of university senior leadership teams.*

Bilgen, W. (2018). *An autoethnography of a female Jewish Christian social worker living in Turkey.*

DuMez, M. (2018). *Mission, money, and motivation: A case study of traditional and adult undergraduate programs at a Christian college.*

Rennick, L. (2018). *The effect of engagement on cognitive skills development among Latino transfer students at selective four-year universities: A comparison to their native peers.*

Roth, B. (2018). *A grounded theory study of characteristics and pedagogical practices of highly curious faculty.*

Sereni, A. (2017). *The perceived role of emotional intelligence on the leadership effectiveness of executive-level women community college leaders.*

Bolger, A. (2016). *Higher education and employability: A case study of debt and justice in the process to becoming a work college.*

Thomas, B. L. (2016). *Characteristics of higher education environments conducive to adaptive change.*

Armstrong, C. (2015). *Measuring the educational outcomes of Southern Baptist universities: A comparison to other CCCU institutions, Catholic institutions, and nonsectarian institutions.*

Nelson, D. D. (2015). *The role of thriving in student satisfaction with college.*

Walters, E. (2014*). Narratives of Black men in college*.

Gross, J. C. (2013). *From orphans to scholars: Narratives of educational mobility of Khmer international students*.

McIntosh, E. J. (2012). *Thriving in college: The role of spirituality and psychological sense of community in students of color*.

Shoemaker, S. N. (2012). *Predictors of persistence for first-generation students attending Christ-center baccalaureate colleges*.

Pullins, T. L. (2011). *Predicting the retention of college sophomores: The importance of satisfaction*.

McDowell, S. A. (2009). *Desired outcomes for college students' spiritual development in select Church of Christ universities*.

Phillips, S. L. (2009*). Predictors of vocational calling in Christian college students: A structural equation model*.

Broderson, D. J. (2008). *Predictors of peer leader success as strengths counselors in a first-year seminar*.

Lafreniere, S. L. (2008). *Navigating the labyrinth: A study of gender and positional effects on individuals' perceptions of ideal leadership qualities within evangelical Christian higher education.*

PROFESSIONAL RECOGNITIONS/SERVICE

American Association of University Administrators, 2021 Neuner Award for Excellence in
	Scholarly-Professional Publication
Issachar Fund 2019 Scholarship Grant of $10,000, Affirming Giftedness & Calling: Keys to
	Leadership Development
International Leadership Association, Women and Leadership Affinity Group, 2019 Award
	for Outstanding Established Scholar
Azusa Pacific University, 2018 Mary Hill Award – Advocacy for Women
Ethnographic and Qualitative Research Conference, 2018 Distinguished Scholar Award
Azusa Pacific University, 2017 Rose Liegler Graduate Scholarly Achievement Award
Azusa Pacific University, School of Behavioral & Applied Sciences, 2017 Faculty of the Year
	Award
Christians for Biblical Equality, 2017 Lifetime Achievement Award
Issachar Fund 2017 Scholarship Grant of $10,000, Christ-Like Virtues in Emerging Leaders
Council for Christian Colleges & Universities, 2016 Dellenback Global Leadership Award
Council for Christian Colleges & Universities, Senior Fellow, 1999 – Present
English Language Institute International Board (1993-Present)
Greenville University (IL) Board of Trustees (2015-Present)
International Association for the Promotion of Christian Higher Education (2012-2018)
Western Association of Schools and Colleges (WASC) – Accreditation Visit Team Member
	and/or Report Author - 7 team visits since 2007
International Leadership Association, Women and Leadership Affinity Group Executive
	Leadership Team Member; Conference Committee Chair – 2010 - 2015
InterVarsity Christian Fellowship National Board (2006-2012)
The Gallup Organization, 2004 Greatest Contribution – Strengths Architect Award

Updated 01-2022