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Educational History

Ed.D. 1999	West Virginia University Morgantown, West Virginia Special Education (Major) Education Administration (Minor) Dissertation: <i>Effects of faculty senate's site-based management practice on restructuring school to facilitate inclusion</i>
M.A. 1991	West Virginia University Morgantown, West Virginia Special Education Specific Learning Disabilities (certification)
B.A. 1987	Denison University Granville, Ohio Art History
Language Certificate 1986	Nanjing University People's Republic of China Chinese Language Program

Employment History

Present-2015	<i>Professor</i>
2015-2006	<i>Associate Professor</i>
2006-2000	<i>Assistant Professor</i>
University of South Carolina Upstate College of Education, Human Performance, and Health (COEHPH)	
• Curriculum for Students with Learning Disabilities, EDLD 414 (Designed course) Fall 2025, Spring 2025-2017; 2016-2001	
• Practicum for Students with Learning Disabilities, EDLD 440 (Designed course) Fall 2025, Spring 2025-2001; Fall 2024, 2021, 2019, 2012, 2010, 2006, 2003; Summer 2006	
• Issues and Trends in Learning Disabilities, EDLD 449 (Designed course) Spring 2025-2005; Fall 2024-2002	
• Assessment for Students with Learning Disabilities, EDLD 483 (Designed course) Spring 2025-2023, 2003 and 2002	
• Educational Procedures for Exceptional Children, EDFO 341 Fall 2025-2022, 2007-2000; Spring 2025-2022, 2007, 2005, 2004, 2001;	
• Teaching Methods in Learning Disabilities, EDLD 410 (Designed course) Fall 2025-2000	
• Characteristics of Students with Learning Disabilities, EDLD 412 (Designed course)	

Fall 2025-2000

- Practicum in Learning Disabilities I, EDLD 411 (Designed course)
Fall 2025-2022; 2019-2011
- Practicum in Reading and Language, EDLD 425 (Co-designed course) Fall 2025-2022
- Research in Education, SERM 700-- Graduate Class
Spring 2008-2007; Summer 2007; Summer 2002
- Resources and Technology for Students with Learning Disabilities, SEDC 402
Spring 2001
- Behavior Management in Special Education, EDLD 485 (Co-designed course)

Present-2005 ***Project CREATE (Centers for the Re-Education and Advancement of Teachers) in Special Education***, USC Upstate Center Director, and Primary Investigator of the Project Create Grant (\$1,353,019.00).

2016-2009 ***USC Upstate Learning Disability OSEP Program Improvement Project***, Director and Primary Investigator of the Department of Education Office of Special Education Grant (\$499,861).

2006-2001 ***USC Upstate Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP)***, USC Upstate Center Director and Primary Investigator of the GEAR UP Grant (\$469,707).

2003-2002 ***Legal Consultant*** (Special Education)
Leatherwood Walker Todd & Mann PC, Spartanburg, SC

2001-2000 ***USC Upstate Collaborative Teacher Training Program in Learning Disabilities***.
Director and Primary Investigator Professional Development School Grant (\$5,000).

2000-1995 ***Special Education Practicum Placement Coordinator***, West Virginia University
• Learning Disabilities, Mental Retardation, Behavior Disorders, and Gifted Education Student Teaching Certification Programs.

2000-1995 ***University Instructor, Graduate and Undergraduate***
West Virginia University: Special Education Program.

2000-1994 ***University Practicum Supervisor***, West Virginia University
• Supervised student teachers seeking certification in Learning Disabilities, Intellectual Disabilities, Behavior Disorders, and Gifted Education.

1999-1998, 1996 ***Research Assistant*** Energy Express, West Virginia University
• Summer program for over 1700 children-- provided print-rich learning experiences and nutrition, involved parents and community in developing state and local collaborations, and supported AmeriCorp volunteers' service.
• Implemented quantitative and qualitative data collection strategies.
• Prepared and co-wrote reports, evaluations, and case-studies.

1997 ***Legal Consultant*** (Special Education)
J. Lawrence Hajduk, Attorney at Law, Markleysburg, Pennsylvania

1993-1990 ***Special Education Teacher***
Musselman Middle School
Berkeley County, West Virginia

Scholarly, Creative, and Professional Activities

Book Chapters and Edited Book

- Pae, H. Freeman, G., and Wash, P. (Eds.). (2015). *What was I thinking? Stories from teachers*. Inman, SC: PHG Publishing.
- Pae, H. (1999). West Virginia University's teacher training inclusion efforts. In T. P. Lombardi (Ed.), *Inclusion Policy and Practice*. Bloomington, IN: Phi Delta Kappa International. (Refereed book).

Journals Articles

- Whitaker, S., & Pae, H. (2020, Spring). Top ten tips for beginning teachers. *New Teacher Advocate*. (Refereed Journal). Request to reprint.
- Whitaker, S. D., Pae, H., & Jones, J. P. (2016, published January 2017). The Effects of Using Self-Modeling Narratives for Behavior Change. *Journal of the International Association of Special Education*, (16)1, 42-50 (Refereed Journal).
- Pae, H. (2016). Evaluating special education teacher preparation programs: Examining graduates' test and GPA performances. *Teacher Education Journal of South Carolina*, 16(1), 44-53
- Whitaker, S., & Pae, H. (2016, Spring). Top ten tips for beginning teachers. *New Teacher Advocate*. (Refereed Journal).
- Sutton, J., Bausmith, S., O'Conner, D., Pae, H., & Payne, P. (2014). Building special education teacher capacity in rural schools: Impact of a grow your own program. *Rural Special Education Quarterly*, (33)4, 14-23. (Refereed Journal—30% acceptance rate, It received the *Rural Special Education Quarterly* Outstanding Research Article Award).
- Pae, H., Freeman, G., & Wash, P. (2014, Fall). Pre-service teacher preparation for common core standards and assessments: A pilot study. *The Association of Independent Liberal Arts Colleges for Teacher Education*, (11)1, 73-90. (Refereed Journal).
- Sutton, J., Pae, H., Bausmith, S., Bishop, M., & Boshamer, C. (2013, Fall). A decade of growing our own in South Carolina: Efficacy studies on Project CREATE. *Teacher Education Journal of South Carolina*, 13(1), 14-28. (Refereed Journal).
- Pae, H., Whitaker, S., & Gentry, R. (2012, Fall). USC Upstate: A journey toward improving a learning disability teacher preparation program to meet the diverse needs of today's classrooms. *Interdisciplinary Journal of Teaching and Learning*, 2(3), 88-101. (Refereed Journal).
- Sutton, J., Pae, H., Bausmith, S., & O'Connor, D. (2010, Fall). Accreditation and policy: The Project Create statewide partnership for producing highly qualified special educators. *Teacher Education Journal of South Carolina*, 10(1), 122-129. (Refereed Journal).
- Pae, H., & Combes, R. (2004). The next step: Linking professional portfolios to classroom student performance. *Teacher Education Journal of South Carolina 2003/2004*, 42-47. (Refereed Journal).
- Hooks, L., & Pae, H. (2004, Winter). Improving teacher quality begins at the university. *Journal of the Southeastern Regional Association of Teacher Educators*, 13(1), 52-56. (Refereed Journal).
- Butera, G., Klein (Pae), H., McMullan, L., & Wilson, B. (1998). A statewide study of FAPE and school discipline policies. *Journal of Special Education*, 32(2), 108-114. (Refereed Journal).
- Lombardi, T., Klein (Pae), H., & Savage, L. (1998). Expanding and enriching a teacher-training program to better meet special education needs: A strand approach. *International Journal of Special Education*, 13(2), 1-15. (Refereed Journal).
- Butera, G., Belcastro, R., Friedland, B., Henderson, J., Jackson, C., Klein (Pae), H., McMullan, L., & Wilson, B. (1996). Suspension, discipline, and disabilities: Perspectives from practice. *Special Education Leadership Review*, 3(1), 77-90. (Refereed Journal).

Other: Educational Resources Information Center Publications

- Pae, H. (2001). Reform theory into practice: A case study examination of West Virginia's efforts to promote inclusive schooling through site-based partnership decision-making practices. *Educational Resources Information Center*, Accession Number: ED453020.
- Pae, H. (2000). School reform: Effects of site-based management reform practices on restructuring schools to facilitate inclusion. *Educational Resources Information Center*, Accession Number: ED451612.
- Ludlow, B., Wienke, W., Henderson, J., & Klein (Pae), H. (1998). A collaborative program to prepare mainstream teachers: Using peer supervision by general and special educators. *Educational Resources Information Center*, Accession Number: ED417884.

Other: Technical Report Publications

- Sutton, J. P., McKay, S. J., Adams, S. E., Beck, J. A., Graham-Bethea, J., Hanchon, T. A., Hill- Chapman, C. R., Holt, A. K., Hubbard, R., Hyatt, J. S., Jordan, A. W., Miller, R. D., Mustian, A. L., Neils-Strunjas, J., Nixon, C. A., O'Connor, D. M., Pae, H. A., Park, M. E., Stecker, P. M., Stuart, J. L., & West, T. N. (2025). SC-CREATE: Centers for the Re- Education and Advancement of Teachers in Special Education and Related Services personnel of South Carolina: Annual report for Year 21, 2023–2024 (Technical report No. 24-01). Columbia, SC: South Carolina Department of Education, Office of Special Education Services.
- Sutton, J. P., McKay, S. J., Apel, K. A., Boggs, A. H., Hanchon, T. A., Hanson, K. E., Hill- Chapman, C. R., Jedlicka, K. O., Jordan, A. W., Marshall, K. J., Nixon, C. A., O'Connor, D. M., Pae, H. A., Stecker, P. M., Stuart, J. L., Thomas-Richmond, J. M., & West, T. N. (2022). *SC-CREATE: Centers for the Re-Education and Advancement of Teachers in Special Education and Related Services Professionals of South Carolina: Final report for Year 17, 2020–2021* (Technical report No. 20-01). Columbia, SC: South Carolina Department of Education, Office of Special Education Services.
- Sutton, J. P., McKay, S. J., Apel, K. A., Boggs, A. H., Hanchon, T. A., Hanson, K. E., Hill-Chapman, C. R., Jedlicka, K. O., Jordan, A. W., Marshall, K. J., Nixon, C. A., O'Connor, D. M., Pae, H. A., Stecker, P. M., Stuart, J. L., Thomas-Richmond, J. M., & West, T. N. (2021). *SC-CREATE: Centers for the Re-Education and Advancement of Teachers in Special Education and Related Services Professionals of South Carolina: Final report for Year 16, 2019–2020* (Technical report No. 20-01). Columbia, SC: South Carolina Department of Education, Office of Special Education Services.
- Sutton, J. P., McKay, S. J., Apel, K. A., Ashworth, K. M., Boggs, A. H., Hanson, K. E., Hill-Chapman, C. R., Marshall, K. J., Nixon, C. A., O'Connor, D. M., Pae, H. A., Stecker, P. M., Stuart, J. L., Thomas-Richmond, J. M., West, T. N., & Woods, J. Y. (2020). *SC-CREATE: Centers for the Re-Education and Advancement of Teachers in Special Education and Related Services Professionals of South Carolina: Final report for Year 16, 2018–2019* (Technical report No. 19-01). Columbia, SC: South Carolina Department of Education, Office of Special Education Services.
- Sutton, J. P., McKay, S. J., Apel, K. A., Ashworth, K. M., Boggs, A. H., Fries, K. M., Hanson, K. E., Jeffries, C. H., Johnson, G. L., Marshall, K. J., O'Connor, D. M., Pae, H. A., Richter, S. R., Stecker, P. M., Stuart, J. L., Woods, J. Y., & West, T. N. (2019). *SC-CREATE: Centers for the Re-Education and Advancement of Teachers in Special Education and Related Services Professionals of South Carolina: Final report for Year 15, 2017–2018* (Technical report No. 18-01). Columbia, SC: South Carolina Department of Education, Office of Special Education Services.
- Sutton, J. P., McKay, S. J., Apel, K. A., Ashworth, K. M., Boggs, A. H., Fries, K. M., Jeffries, C. H., Johnson, G. L., Marshall, K. J., McCuen, L. K., O'Connor, D. M., Pae, H. A., Richter, S. R., Stecker, P. M., Stuart, J. L., Woods, J. Y., & West, T. N. (2018). *CREATE: Centers for the Re-Education and Advancement of Teachers in Special Education and Related Services Professionals of South Carolina: Final report for Year 14, 2016–2017* (Technical report No. 17-01). Columbia, SC: South Carolina Department of Education, Office of Special Education Services.

- Sutton, J. P., McKay, S. J., Apel, K. A., Ashworth, K. M., Bausmith, S. C., Boggs, A. H., Delport, J. L., Jeffries, C. H., Johnson, G. L., Mackiewicz, S. M., Marshall, K. J., McCuen, L. K., O'Connor, D. M., Pae, H. A., Stuart, J. L., Wagner, J. Y., & West, T. N. (2017). *CREATE: Centers for the Re-Education and Advancement of Teachers in Special Education and Related Services Professionals of South Carolina, final report for Year 13, 2015–2016* (Technical report No. 16-01). Columbia, SC: South Carolina Department of Education, Office of Special Education Services.
- Sutton, J. P., Wieler, A. J., Apel, K. A., Ashworth, K. M., Bausmith, S. C., Boggs, A. H., Flynn, S. D., Jeffries, C. H., Johnson, G. L., Mackiewicz, S. M., Marshall, K. J., McCuen, L. K., O'Connor, D. M., Pae, H. A., Stuart, J. L., Wagner, J. Y., & West, T. N. (2016). *CREATE: Centers for the Re-Education and Advancement of Teachers in Special Education and Related Services Professionals of South Carolina, final report for Year 12, 2014–2015* (Technical report No. 15-01). Columbia, SC: South Carolina Department of Education, Office of Special Education Services.
- Sutton, J. P., Wieler, A. J., Apel, K. A., Bausmith, S. C., Boggs, A. H., Flynn, S. D., Jeffries, C. H., Johnson, G. L., Marshall, K. J., McCuen, L. K., O'Connor, D. M., Pae, H. A., Skinner, M. E., Stecker, P. M., Stuart, J. L., Wagner, J. Y., & West, T. N. (2015). *CREATE: Centers for the Re-Education and Advancement of Teachers in Special Education and Related Services Professionals of South Carolina, final report for Year 11, 2013–2014* (Technical report No. 14-01). Columbia, SC: South Carolina Department of Education, Office of Special Education Services and Office of Educator Evaluation and Effectiveness.
- Sutton, J., Bausmith, S., Boggs, A., Frank, E., Hayes-Smith, G., Leach, D., Marshall, K., O'Connor, D., Pae, H., Skinner, M., Stecker, P., Stuart, J., Waters, H., West, T., Wilson, G. (2014). *Project CREATE: Centers for the Re-Education and Advancement of Teachers in Special Education of South Carolina, Final Report for Year 10, 2012–2013* (Technical Report No. 13-01). Columbia, SC: South Carolina Department of Education, Office of Exceptional Children and Office of Instructional Practices and Evaluations.
- Sutton, J., Bausmith, S., Boggs, A., Hayes-Smith, G., Leach, D., Marshall, K., O'Connor, D., Pae, H., Skinner, M., Stecker, P., Stuart, J., Waters, H., & West, T. (2013). *Project CREATE: Centers for the Re-Education and Advancement of Teachers in Special Education of South Carolina, Final Report for Year 9, 2011–2012* (Technical Report No. 12-01). Columbia, SC: South Carolina Department of Education, Office of Exceptional Children and Office of Teacher Effectiveness.
- Sutton, J., Bausmith, S., Boggs, A., Hayes-Smith, G., Hodge, J., Hodges, D., Leach, D., Marshall, K., O'Connor, D., Pae, H., Skinner, M., & West, T. (2012). *Project CREATE: Centers for the Re-Education and Advancement of Teachers in Special Education of South Carolina, Final Report for Year 8, 2010–2011* (Technical Report No. 11-01). Columbia, SC: South Carolina Department of Education, Office of Exceptional Children and Division of Educator Quality and Leadership.
- Sutton, J. P., Bausmith, S., Boggs, A., Fields, E., Hodge, J. P., Marshall, K. J., O'Connor, D., Pae, H., Skinner, M., West, T., & West, T. (2011). *Project CREATE: Centers for the Re-Education and Advancement of Teachers in Special Education in South Carolina, Final Report for Year 7, 2009–2010*. (Technical Report No. 10-01). Columbia, SC: South Carolina Department of Education, Office of Exceptional Children, Division of Educator Quality and Leadership.
- Grant H325T090012 University of South Carolina Upstate (2010). *325T Year One Review Report*. Reviewed by: Petrykowska, I., Mark, A., Milligan, D., Shami, M., & Jackson, S. (Contract No. ED-OSE-09-o-0058). American Institutes for Research, Washington D.C.
- Sutton, J. P., Bausmith, S., Boggs, A., Fields, E., Hodge, J. P., Marshall, K. J., O'Connor, D., Pae, H., Skinner, M., West, T., & Witzel, B. (2010). *Project CREATE: Centers for the Re-Education and Advancement of Teachers in Special Education in South Carolina, Final report for Year 6, 2008–2009* (Technical Report No. 09-01). Columbia, SC: South Carolina Department of Education, Office of Exceptional Children, Division of Educator Quality and Leadership.
- Sutton, J. P., Bausmith, S., Boggs, A., Engelhard, J., Hodge, J. P., Marshall, K. J., McIntyre, L., O'Connor, D., Pae, H., Skinner, M., West, T., & Witzel, B. (2009). *Project CREATE: Centers for the Re-*

Education and Advancement of Teachers in Special Education in South Carolina, Final Report for Year 5, 2007–2008 (Technical Report No. 08-01). Columbia, SC: South Carolina Department of Education, Office of Exceptional Children, Division of Educator Quality and Leadership.

- Sutton, J. P., Bausmith, S., Hodge, J. P., Louis-Nance, T., Marshall, K. J., O'Connor, D., Pae, H., Skinner, M., & Witzel, B. (2007). *Project CREATE: Centers for the Re-Education and Advancement of Teachers in Special Education in South Carolina, Final Report for Year 4* (Technical Report No. 07-1). Columbia, SC: South Carolina Department of Education, Office of Exceptional Children, Division of Educator Quality and Leadership.
- Sutton, J. P., Bausmith, S., Hodge, J. P., Marshall, K. J., O'Neal, B. J., Pae, H., & Witzel, B. (2006). *Project CREATE: Centers for the Re-Education and Advancement of Teachers in Special Education in South Carolina, Final Report for Year 3* (Technical Report, SDE Grants 06-CO-302, 06-CO-304-01, 06-CO 308-02, 06-CO-308-3, 06-TQ-309). Columbia, SC: South Carolina Department of Education, Office of Exceptional Children, Division of Educator Quality and Leadership.
- Pae, H. (2006). Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) USC Upstate Financial Status And Program Performance Closeout Report For State and Partnership GEAR UP Grants (Technical Report OMB Approval No: 1840-0782 Award, 84.334A). Washington, DC: U.S. Department of Education.
- Butera, G., Bonnett, B., McMullan, L., Pae, H., & Richason, D. (1999). Energy Express Case-Study Report. In *1999 Energy Express Evaluation: Design and Findings*. Governor's Cabinet on Children and Families. Charleston, West Virginia. (Technical Report).
- Butera, G., Pae, H., McMullan, L., & Richason, D. (1999). Building community within community: Energy Express at Beards Fork. In *Energy Express Case Studies 1999: Kermit, Beards Fork, Kingwood, Keyser I & II*. Governor's Cabinet on Children and Families. Charleston, West Virginia. (Technical Report).
- Butera, G., Klein (Pae), H., Metheny, A., & Wilson, B. (1996). Frametown and Wade Elementary: Energy Express case-study reports. In *1996 Energy Express Evaluation: Design and Findings*. Governor's Cabinet on Children and Families. Charleston, West Virginia. (Technical Report).
- Klein, H. (Pae). (1995). Monongalia County Schools Division of Special Education: Motor skill training. In *Team Effort Applying Motor Skills: Project Team Report*. (Technical Manual).

Other: Accreditation Reports

2024 *Learning Disability Council for Exceptional Children (CEC) Learned Society Folio Report* prepared for Council of the Accreditation of Educator Preparation, Nationally Recognized.

2015 *Learning Disability Council for Exceptional Children (CEC) Learned Society Folio Report* prepared for Council of the Accreditation of Educator Preparation, Approved.

USC Upstate Education Professional Program National Council for Accreditation of Teacher Education Board of Examiners and South Carolina Department of Education Response Report, submitted to the National Council for Accreditation of Teacher Education (NCATE) on January 16, 2011. (Co-prepared with Dr. Pam Wash).

University of South Carolina Upstate Institutional Report, submitted to the National Council for Accreditation of Teacher Education (NCATE) on August 27, 2010. (Author).

USC Upstate South Carolina State Standards Institutional Report, submitted to the South Carolina Office of Educator Preparation, Support, and Assessment Division of Educator Quality and Leadership on October 11, 2010. (Co-prepared with Dr. Pam Wash).

2009 *Learning Disability Council for Exceptional Children (CEC) Learned Society Folio Report* prepared for National Council for Accreditation of Teacher Education, Approved

2002 *Learning Disability Council for Exceptional Children (CEC) Learned Society Folio Report* prepared for National Council for Accreditation of Teacher Education, Approved

Manuscripts Submitted for Peer-Review

Papers Presented at Professional Meetings

Pae, H. (2015, June). *Children with Disabilities*. A peer-reviewed paper presentation at the 14th Biennial International Association of Special Education Conference, Wroclaw, Poland.

Pae, H. (2015, June). *Special Education Teacher Training Programs: Do Licensure Scores and GPAs Predict Teacher Effectiveness?* A peer-reviewed paper presentation at the 14th Biennial International Association of Special Education Conference, Wroclaw, Poland.

Pae, H. (2015, June). *Special Education Teacher Training Programs: Do Licensure Scores and GPAs Predict Teacher Effectiveness?* In the *International Association of Special Education 14th Biennial Conference Proceedings* (pp. 93-95). An Independent Publication of the International Association of Special Education.

The proceedings editorial committee selected this manuscript for an award as an Outstanding Research Presentation at the IASE conference in Poland.

Pae, H. (2015, February). *Behavior Modification Intervention for Mild Disabilities*. A peer-reviewed paper presentation at the South Carolina Council for Exceptional Children Conference, Myrtle Beach, SC.

Pae, H. (2014, April). *Evaluating teacher-training programs: Do praxis II scores and GPAs predict teacher effectiveness?* A peer-reviewed paper presentation and Session Leader at the Tenth Annual SC Upstate Research Symposium, Spartanburg, SC.

Pae, H. (2014). *Evaluating teacher-training programs: Do praxis II scores and GPAs predict teacher effectiveness*. In the *Tenth Annual SC Upstate Research Symposium Proceedings* (pp. 121-123). Spartanburg, SC: USC Upstate.

Jones, J., Pae, H., & Whitaker, S. (2014, April). *Using self-modeling narratives to shape the behavior of students with disabilities*. A peer-reviewed lecture session at The Council for Exceptional Children Annual Convention and Expo, Philadelphia, PA.

Sutton, J., Pae, H., Bausmith, S., & Skinner, M. (2014, April). *Project CREATE: Evidence of a decade of success in growing your own in South Carolina*. A peer-reviewed lecture at The Council for Exceptional Children Annual Convention & Expo, Philadelphia, PA.

Pae, H. (2013, July). *Cultural and linguistic diversity: A three-step process for program revisions*. A peer-reviewed poster session presented at The Office of Special Education Programs (OSEP) Project Directors' Conference, Washington, DC.

Pae, H., Whitaker, S., & Gentry, R. (2013, April). *Preparing culturally and linguistically responsive special educators*. A peer-reviewed poster session presented at The Council for Exceptional Children Annual Convention and Expo, San Antonio, Texas.

Pae, H. (2012, November). *Improving field experiences to prepare teachers for tomorrow's challenges*. Invited presenter at The Monarch Center Improving Quality Field Experiences Seminar, Chicago, Illinois.

Pae, H., & Sutton, J. (2012, July). *Project CREATE: Statewide partnership for producing highly qualified special education teachers*. A peer-reviewed poster session presented at The Office of Special Education Programs Project Directors' Conference, Washington, DC.

- Sutton, J., O'Conner, D., Pae, H., Bausmith, S., & Skinner, M. (2012, April). *Impact of traditional and alternative teacher preparation on behavior of students with emotional and behavioral disorders*. A peer-reviewed poster session presented at The Council for Exceptional Children Annual Convention and Expo, Denver, Colorado.
- Pae, H. (2011, July). *Special education teacher preparation recruitment and retention: A model for increasing diversity*. The Office of Special Education Programs (OSEP) Project Directors' Conference, Washington, DC.
- Sutton, J., O'Conner, D., Pae, H., & Bausmith, S. (2010, April). *Praxis II: Knowledge barometer for special educators in alternative licensure programs?* A peer-reviewed paper presented at The Council for Exceptional Children Annual Convention and Expo, Nashville, Tennessee.
- Pae, H. (2010, April). *Special education teacher preparation recruitment and retention: A model for increasing diversity*. A peer-reviewed paper presented at The Council for Exceptional Children Annual Convention and Expo, Nashville, Tennessee.
- Sutton, J., Bausmith, S., O'Conner, D., & Pae, H. (2009, April). *Competency differences among special educators prepared through alternative and traditional licensure programs*. A peer-reviewed paper presented at The Council for Exceptional Children Annual Convention and Expo, Seattle, WA.
- Pae, H. (2006, December). *Literacy instruction for students with learning disabilities: What matters in teacher certification preparation?* A peer-reviewed paper presented at the American Reading Forum Conference, Sanibel Island, Florida.
- Pae, H., & Combes, R. (2005). *Reform theory and practice: Efforts to create inclusive schooling*. A peer-reviewed paper presented at The International Association of Special Education 9th Biennial Conference, Halifax, Nova Scotia.
- Pae, H., & Combes, R. (2005). Reform theory and practice: Efforts to create inclusive schooling. In *Sailing the Sea of Knowledge Proceedings for the Ninth Biennial Conference of the International Association of Special Education* (pp. 52-63). An Independent Publication of the International Association of Special Education: Carbondale, IL.
- Pae, H., & Hooks, L. (2003). *Pre-service teacher training accountability: Issues and challenges of portfolio assessments*. A peer-reviewed paper presented at the Southeastern Association of Teacher Educators 50th Annual Conference, Savannah, GA.
- Pae, H. (2003). *Division of teacher quality: Grant evaluations*. (Invited Speaker). The South Carolina Association of Teacher Educators and South Carolina Association of Colleges for Teacher Education Conference, Litchfield Beach, SC.
- Pae, H. (2003). *Diversity, K-12 partnership, and pre-service education collaboration with PDS schools*. A peer-reviewed paper presented at The Association of Teacher Educators 83rd Annual Meeting, Jacksonville, FL.
- Pae, H. (2001). *Collaborative PDS teacher training program in special education*. A peer-reviewed paper presented at The Council for Exceptional Children Teacher Education Division 24th Annual Conference, St. Petersburg, FL.
- Pae, H. (2001). *How to write a successful grant application*. (Invited Speaker). The South Carolina Department of Education Professional Development Schools Leadership Academy, Columbia, SC.
- Butera, G., & Pae, H. (2001). *Community response to child and family need after school consolidation: The case of Blakes Run*. A peer-reviewed paper presented at The American Educational Research Association Annual Meeting 2001, Seattle, WA.
- Pae, H. (2001). *Reform theory into practice: A case-study examination of West Virginia's efforts to promote inclusive schooling through site-based management decision-making practices*. A peer-reviewed paper presented at The American Council on Rural Special Education 2001 National Conference, San Diego, CA.

- Butera, G., & Pae, H. (2001). *Building capacity within: A rural community's response to school consolidation*. A peer-reviewed paper presented at The 14th Annual Conference on Interdisciplinary Qualitative Studies, University of Georgia, Athens, GA.
- Pae, H. (2000). *School reform: Effects of site-based management reform practices on restructuring schools to facilitate inclusion*. A peer-reviewed paper presented at The American Educational Research Association Annual Meeting 2000, New Orleans, LA.
- Pae, H. (1999). *Special education competencies in general teacher training programs: Design and initial feedback*. A peer-reviewed paper presented at The Council for Exceptional Children Annual Convention, Charlotte, NC.
- Butera, G., & Pae, H. (1999). *Building community on behalf of West Virginian school children and their families: Energy Express*. A peer-reviewed paper presented at The American Education Research Association Annual Meeting 1999, Montreal, Canada.
- Pae, H. (1997). *Reforming a special education leadership program: Participant reactions and program outcomes*. A peer-reviewed paper presented at The Council for Exceptional Children Teacher Education Division Annual Conference, Savannah, GA.
- Pae, H., & Lombardi, T. (1997). *Inclusion: Its impact and ramifications on education*. (Invited Speaker). The Phi Delta Kappa Leadership Skill Institute, West Virginia University, Morgantown, WV.
- Lombardi, T., & Pae, H. (1996). *Restructuring general teacher training: Strands in special education, multiculturalism, and technology*. A peer-reviewed paper presented at The Council for Exceptional Children Annual Convention, Orlando, FL.
- McMullen, L., Butera, G., & Pae, H. (1996). *IEP process and school discipline policies: Special and general education intersect*. A peer-reviewed paper presented at The West Virginia Federation Council for Exceptional Children Annual Conference, Huntington, WV.
- Butera, G., McMullen, L., & Pae, H. (1996). *West Virginia teachers and administrators speak out about suspension*. A paper presented at The Continuing Education Conference for Social Workers, Charleston, WV.
- Butera, G., Pae, H., & McMullen, L., (1996). *West Virginia teachers and administrators speak out about suspension*. A paper presented at The Research and Development Colloquium Series, West Virginia University, Morgantown, WV.
- Pae, H. (1995). *Suspension: Perspectives and practitioners*. A peer-reviewed paper presented at The West Virginia Federation Council for Exceptional Children Annual Conference, Parkersburg, WV.
- Pae, H. (1995). *How professionals view suspension*. A peer-reviewed paper presented at The American Association on Mental Retardation Annual Conference, Lancaster, PA.

External Grants: Federal and State Level Total: \$2,327,587.00

- Pae, H. (2025). *Centers for the Re-Education and Advancement of Teachers in Special Education (Project Create) Grant: University of South Carolina Upstate*. State of South Carolina Department of Education and the United States Department of Education. Approved 6-month application, \$39,942.
- Pae, H. (2025-2024). *Centers for the Re-Education and Advancement of Teachers in Special Education (Project Create) Grant: University of South Carolina Upstate*. State of South Carolina Department of Education and the United States Department of Education. Approved one-year application, \$44,389.
- Pae, H. (2024-2023). *Centers for the Re-Education and Advancement of Teachers in Special Education (Project Create) Grant: University of South Carolina Upstate*. State of South Carolina Department of Education and the United States Department of Education. Approved one-year application, \$23,339.

- Pae, H. (2023-2022). *Centers for the Re-Education and Advancement of Teachers in Special Education (Project Create) Grant: University of South Carolina Upstate*. State of South Carolina Department of Education and the United States Department of Education. Approved one-year application, \$28,105.
- Pae, H. (2022-2021). *Centers for the Re-Education and Advancement of Teachers in Special Education (Project Create) Grant: University of South Carolina Upstate*. State of South Carolina Department of Education and the United States Department of Education. Approved one-year application, \$44,920.
- Pae, H. (2021-2020). *Centers for the Re-Education and Advancement of Teachers in Special Education (Project Create) Grant: University of South Carolina Upstate*. State of South Carolina Department of Education and the United States Department of Education. Approved one-year application, \$48,107.
- Pae, H. (2020-2019). *Centers for the Re-Education and Advancement of Teachers in Special Education (Project Create) Grant: University of South Carolina Upstate*. State of South Carolina Department of Education and the United States Department of Education. Approved one-year application, \$94,131.
- Pae, H. (2019-2018). *Centers for the Re-Education and Advancement of Teachers in Special Education (Project Create) Grant: University of South Carolina Upstate*. State of South Carolina Department of Education and the United States Department of Education. Approved one-year application, \$103,931.
- Pae, H. (2018-2017). *Centers for the Re-Education and Advancement of Teachers in Special Education (Project Create) Grant: University of South Carolina Upstate*. State of South Carolina Department of Education and the United States Department of Education. Approved one-year application, \$98,748.
- Pae, H. (2017-2016). *Centers for the Re-Education and Advancement of Teachers in Special Education (Project Create) Grant: University of South Carolina Upstate*. State of South Carolina Department of Education and the United States Department of Education. Approved one-year application, \$76,231.
- Pae, H. (2016-2015). *Centers for the Re-Education and Advancement of Teachers in Special Education (Project Create) Grant: University of South Carolina Upstate*. State of South Carolina Department of Education and the United States Department of Education. Approved one-year application, \$75,213.
- Pae, H. (2016-2009). *Special Education Pre-service Training Improvement Grant (CDFA 84.325T): University of South Carolina Upstate Learning Disability Program: Preparing Highly Qualified Learning Disability Teachers to Close Student Reading Achievement Gaps*, United States Department of Education Office of Special Education. Approved five-year application, \$499,861. (Two year no-cost extension was granted)
- Pae, H. (2015-2014). *Centers for the Re-Education and Advancement of Teachers in Special Education (Project Create) Grant: University of South Carolina Upstate*. State of South Carolina Department of Education and the United States Department of Education. Approved one-year application, \$124,411 & \$4,993.
- Pae, H. (2014-2013). *Centers for the Re-Education and Advancement of Teachers in Special Education (Project Create) Grant: University of South Carolina Upstate*. State of South Carolina Department of Education and the United States Department of Education. Approved one-year application, \$42,998.
- Pae, H. (2013-2012). *Centers for the Re-Education and Advancement of Teachers in Special Education (Project Create) Grant: University of South Carolina Upstate-- Impact of Traditional and Alternative Teacher Preparation on Student Behavior Outcomes*. State of South Carolina

- Department of Education and the United States Department of Education. Approved one-year application, \$21,903 and \$764.
- Pae, H. (2012). *Doing What Works (DWW) Implementation Award: University of South Carolina Upstate-- Bridging Research to Practice*. United States Department of Education, \$54,869. Not approved.
- Pae, H. (2012-2011). *Centers for the Re-Education and Advancement of Teachers in Special Education (Project Create) Grant: University of South Carolina Upstate*. State of South Carolina Department of Education and the United States Department of Education. Approved one-year application, \$24,480.
- Pae, H. (2011-2010). *Centers for the Re-Education and Advancement of Teachers in Special Education (Project Create) Grant: University of South Carolina Upstate*. State of South Carolina Department of Education and the United States Department of Education. Approved one-year application, \$29,465.
- Pae, H. (2010-2009). *Centers for the Re-Education and Advancement of Teachers in Special Education (Project Create) Grant: University of South Carolina Upstate-- Praxis II: Knowledge Barometer for Special Educators in Alternative Licensure Programs*. State of South Carolina Department of Education and the United States Department of Education. Approved one-year application, \$47,266.
- Pae, H. (2009-2008). *Centers for the Re-Education and Advancement of Teachers in Special Education (Project Create) Grant: University of South Carolina Upstate-- Competency Differences Among Special Educators Prepared through Alternative and Traditional Licensure Programs*. State of South Carolina Department of Education and the United States Department of Education. Approved one-year application, \$96,920.
- Pae, H. (2008-2007). *Centers for the Re-Education and Advancement of Teachers in Special Education (Project Create) Grant: University of South Carolina Upstate-- Special Education Teachers on Temporary Licenses: Curbing the Count Through Project CREATE*. State of South Carolina Department of Education. Approved one-year application, \$79,028.
- Pae, H. (2007-2006). *Centers for the Re-Education and Advancement of Teachers in Special Education (Project Create) Grant: University of South Carolina Upstate*. State of South Carolina Department of Education. Approved one-year application, \$58,212.
- Pae, H. (2006-2005). *Centers for the Re-Education and Advancement of Teachers in Special Education (Project Create) Grant: University of South Carolina Upstate*. State of South Carolina Department of Education. Approved one-year application, \$145,533.
- Pae, H. (2005). *Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) Extension Grant: University of South Carolina Upstate*. South Carolina Commission on Higher Education. Approved one-year application, \$52,000.
- Pae, H. (2004). *Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) Grant: University of South Carolina Upstate*. South Carolina Commission on Higher Education. Approved one-year application, \$136,702.
- Pae, H. (2004). *Higher Education Awareness Programs (HEAP) Incentive Grant: University of South Carolina Upstate*. South Carolina Commission on Higher Education. Approved one-year application, \$1,000.
- Pae, H. (2003). *Improving the Preparation of Personnel to Serve Children with High-Incidence Disabilities (CFDA 84.325H)*. United States Department of Education Office of Special Education Programs. \$800,000. Not approved.
- Pae, H. (2003). *Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) Grant: University of South Carolina Spartanburg*. South Carolina Commission on Higher Education. Approved one-year application, \$128,977.

- Pae, H. (2002). *Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) Grant: University of South Carolina Spartanburg*. South Carolina Commission on Higher Education. Approved one-year application, \$126,684.
- Pae, H. (2002). *Professional Development School Grant. University of South Carolina Spartanburg and District VII Special Education Programs: Collaborative Teacher Training Program in Learning Disabilities*. South Carolina Department of Education. Funding not available.
- Pae, H. (2001). *Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) Mini Grant Application: University of South Carolina Spartanburg*. South Carolina Commission on Higher Education. Approved one-year application, \$24,344.
- Pae, H. (2001). *Professional Development School Grant. University of South Carolina Spartanburg and District VII Special Education Programs: A collaborative teacher-training program in Learning Disabilities*. South Carolina Department of Education. Approved one-year application, \$2,000.
- Pae, H. (2000). *University of South Carolina Spartanburg and The South Carolina School for the Deaf and the Blind: A collaborative teacher-training program in Learning Disabilities*. South Carolina Department of Education Professional Development School Grant. Approved one-year application, \$3,000.
- Pae, H. (1998). *Student Initiated Research Grant Proposal 84.324B: Effects of faculty senate's site-based management practice on restructuring schools to facilitate inclusion*. United States Department of Education Office of Special Education. Approved application.

Internal Grants: University Level Total: \$16,138.00

- Pae, H. (2013, April). *Preparing Culturally and Linguistically Responsive Special Educators*. USC Upstate Teaching and Productive Scholarship (TAPS) Grant to support a peer-reviewed presentation at The Council for Exceptional Children Annual Convention and Expo. Approved Application, \$2,073.
- Pae, H. (2013, February). *Evaluating Teacher-Training Programs: Do Praxis II Scores and GPAs Predict Teacher Effectiveness?* Research Initiative for Summer Engagement (RISE) Grant, sponsored by the USC Office of the Vice President for Research to conduct the project. Approved one-year application, \$5,000.
- Pae, H. (2010, April). Two papers: 1) *Praxis II: Knowledge Barometer for Special Educators in Alternative Licensure Programs?* and 2) *Special Education Teacher Preparation Recruitment and Retention: A Model for Increasing Diversity*. USC Upstate Teaching and Productive Scholarship (TAPS) Grant to support peer-reviewed papers presented at The Council for Exceptional Children Annual Convention and Expo. Approved application, \$1,000.
- Pae, H. (2009, April). *Competency Differences Among Special Educators Prepared Through Alternative and Traditional Licensure Programs*. USC Upstate Teaching and Productive Scholarship (TAPS) Grant to support a peer-reviewed paper presented at The Council for Exceptional Children Annual Convention and Expo. Approved application, \$1,500.
- Pae, H. (2006, December). *Literacy Instruction for Students with Learning Disabilities: What matters in teacher certification preparation?* USC Upstate Teaching and Productive Scholarship (TAPS) Grant to support a peer-reviewed paper presented at the American Reading Forum Conference. Approved application, \$1,500.
- Pae, H. (2005, July). *Effects of Site-Based Management Reform Practices on Restructuring Schools to Facilitate the Integration of Students with Disabilities in General Education Settings*. USC Upstate Teaching and Productive Scholarship (TAPS) Grant to support a peer-reviewed paper presented at The International Association of Special Education 9th Biennial Conference. Approved application, \$1,500.
- Pae, H. (2003, April). *Field-Based Teacher Training Program in Learning Disabilities: Linking University and School Partnerships*. USC Spartanburg Teaching and Productive Scholarship (TAPS) Grant to

support a peer-reviewed paper presented at The Southeastern Association of Teacher Educators 50th Annual Conference. Approved application, \$1,500.

Pae, H. (2003, October). *PDS Collaborative*. USC Spartanburg Teaching and Productive Scholarship (TAPS) Grant to support a peer-reviewed paper presented at The Council for Exceptional Children Teacher Education Division 24th Annual Conference. Approved application, \$565.

Pae, H. (2001, April). *Community response to child and family need after school consolidation: The case of Blakes Run*. USC Spartanburg Teaching and Productive Scholarship (TAPS) Grant to support a peer-reviewed paper presented at The American Educational Research Association Annual Meeting 2001. Approved application, \$1,500.

Conferences, Workshops, & Seminars Attended (2015-2000)

International Association of Special Education

- 14th Biennial Conference: *New Dimensions Toward Education, Advocacy and Collaboration for Individuals with Special Needs*, Wroclaw, Poland, June 21-25, 2015.
- 9th Biennial Conference: *Sailing the Sea of Knowledge: A Symposium of Global Ideas*, Halifax, Nova Scotia, July 10-13, 2005.

The Council for Exceptional Children Annual Convention and Expos

- Philadelphia, Pennsylvania, April 9-12 2014.
- San Antonio, Texas, April 3-6 2013.
- Denver, Colorado, April 11-15, 2012.
- Nashville, Tennessee, April 21-24, 2010.
- Seattle, Washington, April 1-4 2009.

The Office of Special Education Programs (OSEP) Project Directors' Conferences, Washington, DC, July 15-17, 2013; July 23–25, 2012; July 18–20, 2011; July 19–21, 2010; July 19–22, 2009.

The Monarch Center Workshops and Seminars, Chicago Illinois

- Improving Quality Field Experiences Seminar, November 15-17, 2012.
- Program Improvement Work Session: Improving the Quality of Field Experiences, November 3-5, 2011.
- Post-Award Grant^[1] Session Workshop, July 27, 2009.
- Grant Proposal Development Workshop, August 25-26, 2008.
- Grant Proposal Development Workshop, July 16-17, 2007.

Mayor's Committee for People with Disabilities Mental Health Summit for Spartanburg, USC Upstate, Spartanburg, SC., April 12, 2011.

The South Carolina Society for Philosophy & North Carolina Society for Philosophy Conferences

- USC Upstate, Spartanburg, SC., February 25-26, 2011.
- Queens University, Charlotte, NC., February 26-27, 2010.
- University of North Carolina Chapel Hill, Chapel Hill, NC., February 29-March 2, 2008.
- Coastal Carolina University, Conway, SC., February 23-25, 2007.
- University of South Carolina, Columbia, SC., February 17-18, 2006.
- North Carolina State University, Raleigh, NC., February 6-7, 2004.
- College of Charleston, Charleston, SC., February 8-9, 2002.

The Monarch Center Mentor Training Workshop, New Orleans, LA., December 3-4, 2010.

A Brighter Future: Ending Child Abuse Through Advocacy and Education. Spartanburg Community Indicators Project & USC Upstate College of Arts and Sciences Hosts, Greenville Children's Hospital Sponsor, Conference, Spartanburg, SC., March 19, 2010.

The IRIS (IDEA 04 Research Inclusive Settings) Faculty Seminar, Washington DC., September 24-26, 2009.

National Council for Accreditation of Teacher Education Board of Examiner Training, Jackson MS., November 11-16, 2007.

The South Carolina Roundtable on Postsecondary Education for Students with Intellectual Disabilities, National Down Syndrome Society & College Transition Connection Partnership Project, Columbia, SC., June 21, 2007.

Meaningfulness and Comprehension: Understanding Readers' Understandings, American Reading Forum Conference, Sanibel Island FL., ^[1]~~[SEP]~~ December 5-8, 2007.

South Carolina Department of Education Workshops and Academies, Columbia, SC.

- South Carolina State and National Council for Accreditation of Teacher Education (NCATE) Team Chair Training Workshop, January 12, 2006.
- Teacher Work Samples: Technical Assistance Workshop, June 14, 2005.
- Performance-Based Preparation and Licensing/Certification Workshop, February 20, 2002.
- Praxis I: An information Session, Clemson University, Clemson, SC., January 8, 2002.
- Professional Development Schools Leadership Academy, September 26-27, 2001.
- NCATE 2000 Performance-Based Standards Training, Furman University, Greenville, SC., July 9-12, 2001.
- Professional Development School Leadership Academy, December 11-13, 2000.

Language and Literacy: Pedagogies for Schools and Cultures. The 2006 Annual Conference of the American Reading Forum on Sanibel Island, December 6-9, 2006.

It Takes a State, It Takes a Campus, It Takes You. Virginia Summit on Interdisciplinary Curriculum Models for Elementary, Middle, and Special Education Teacher Preparation Programs, Old Dominion University, Norfolk, VA., September 22-23, 2005.

Assessment: How Can It Lead to Program Improvement? The South Carolina Association of Colleges for Teacher Education and the South Carolina Council of Independent Schools for Teacher Education Conference, Claflin University, Orangeburg, SC., April 8, 2005.

Teacher Educators: Issues and Challenges. The Southeastern Association of Teacher Educators 50th Annual Conference, Savannah, GA., November 19-22, 2003.

Lorman Education Services Seminars, Greenville, SC.,

- New Developments in Special Education Case Law in South Carolina, November 6, 2003.
- South Carolina's Guide to the No Child Left Behind Act, August 15, 2003.

Embracing "High Quality" Programs, Practices, and Participants. The South Carolina Association of Teacher Educators and South Carolina Association of Colleges for Teacher Education Conference, Litchfield Beach, SC., October 9-10, 2003.

Teacher Educators Leading the Challenge for Academic Excellence in the 21st Century. The Association of Teacher Educators 83rd Annual Meeting, Jacksonville, FL., February 15-19, 2003.

EXPLORE Assessment Workshop. South Carolina Commission on Higher Education, Charleston, SC., May 20-22, 2002.

Foundations in Mentoring Training. South Carolina Center for Teacher Recruitment, Columbia, SC., December 6-7, 2002.

Work Experience and Post-Secondary Success for Youth in Transition. South Carolina Council for Exceptional Children, Division on Career Development and Transition Conference, Myrtle Beach, SC., February 21, 2002.

Assuring Bright Futures for Exceptional Learners: The Agenda for Teacher Preparation. Council for Exceptional Children Teacher Education Division 24th Annual Conference, St. Petersburg, FL., November 14-17, 2001.

American Educational Research Association Annual Meeting

- Seattle, WA., April 10-14, 2001.
- New Orleans, LA., April 24-28, 2000.

Growing Partnerships for Rural Special Education. American Council on Rural Special Education 21st Annual National Conference, San Diego, CA., March 29-31, 2001.

Social and Economic Justice: Deconstructing Myths and Masks Through Qualitative Research. 14th Annual Conference on Interdisciplinary Qualitative Studies, University of Georgia, Athens, GA., January 12-14, 2001.

Teaching Portfolio Development Workshop. University of South Carolina Spartanburg, Spartanburg, SC., October 20-21, 2000.

Continuing Education

- 2023 *Council for Exceptional Children Virtual Program Review Workshop*, Council for Exceptional Children (February 3).
- 2020 *Upstate Online Course Consultation Program Online Teaching Certification Course*, USC Upstate, 1.2 CEU (Summer 2020)
- 2018 *Individual Education Program (IEP) Development and the Utilization of Enrich University Training* by the South Carolina Department of Education, Office of Special Education Services, Columbia, SC (July 30, 2018).
- 2018 *Public Scholarship*, by M. V. Badgett, USC Upstate (August 21).
United States Department of Education Office of Special Education (Producer)
- 2013 *Tracking Candidates and Graduates* by K. Stang & M. Gersten and *Assessing Candidates and Graduates' Use of EBPs* by S., Spencer, S. Sears, & N. Burstein, at <http://education.ufl.edu/grants/ncipp/monthlywebinars.php> (January 18).
- 2012 *DWW Mini-Grants: Planning & Implementing Evidence-Based Practices–RtI Math: Super Use of Math Modules SUM-squared* by E. Johnson and *Lessons Learned, Sharing of Resources* by P. Kumar, at <http://education.ufl.edu/grants/ncipp/monthlywebinars.php> (December 16).
- 2011 *Integrating Evidence-Based Practices into Electronic Syllabi for Special Education Teacher Preparation* by M. Rosenberg & L. Broughton and *Web-Based Tools for Enhancing Teacher Preparation Programs* by S. Courey, at <https://tadnet.ilinc.com/join/yvwtxhh>, (September 16).
- 2011 *Secondary Preparation for Content Teaching: The Challenge of Redesign to Assure Subject Matter and Special Education Competencies are Met* by A. Fullerton, B. Ruben, S. Bert, & S. McBride, at <https://tadnet.ilinc.com/join/rrzhbjx> (June 17).
- 2011 *Induction for Beginning Special Education Teachers* by M. Brownell and P. Sindelar and *E-Mentoring to Support New Special Education Teachers* by A. Mike, at <https://tadnet.ilinc.com/join/jjpmhfw>, (January 21).
- 2010 *A Comprehensive System of School Improvement Using Evidence-Based Practices in Math*, by H. Diamond, at: <http://tadnet.ilinc.com/join/kxvybpy>, (December 17).
- 2010 *Integrating Behavior EBP throughout the Curriculum* by C. Borgmeier, and *Knowledge Utilization and Media to Integrate Evidence-Based Practices* by C. Dwyer, at <https://tadnet.ilinc.com/join/tzjvhcc>, (November 19).
- 2010 *Improvement on Curriculum and Course Content* by G. Sugai & E. Johnson, at <https://tadnet.ilinc.com/join/tsvktsr>, (May 21).
- 2010 *Evidence-Based Practices in Curriculum and Course Content Delivery*, by K. Regan & P. McHatton, at <https://tadnet.ilinc.com/join/hvsfvmc>, (March 19).
- 2010 *Performance Reporting*, by J. Coffey, B. Jones, T. Diamond, C. Weidenthal, & E. McCray, at: <https://tadnet.ilinc.com/join/cyjxmcw>, (February 19).
- 2010 *Program Evaluation: Logic Models*, by S. Kroeger, C. Borders., & K. Webster, at: <http://tadnet.ilinc.com/join/vxjkkkk>, (February 19).
- 2009 *Project Seed at the University of Colorado Denver*, by D. Sobel, and *Project SOLVE at the University of Oregon* by B. Harn at: <https://tadnet.ilinc.com/join/twcbcwv>, (November 20).
- 2009 *Collaborating to Induct and Retain Beginning Special Education Teachers: Literature Synthesis Findings*, by M. Pugasch & L. Blaton, at: <https://tadnet.ilinc.com/join/jptxcrm>, (September 18).
- 2009 *State Educational Agency and Institutional Work around Licensure and Credentialing: Everybody Wins*, by C. Kea, S. Warren, K. Anderson, S. Miller, & S. Kurtts, at: <https://tadnet.ilinc.com/join/zxbcvvf>. (August 21).

- 2009 *Preparing Beginning Special Educators' and the Mentors who Support Them Training the Mentors and Supports for Program Candidates*, by B. Billingsley, T. Davis, & K. Paulson, at: <https://tadnet.ilinc.com/join/zmzszst>. (June 19).

Other Continuing Education Activities

- 2018 *Individualized Education Program (IEP) Development and the Utilization of Enrich University* by Dianne Bennett, Office of Special Education Services, South Carolina Department of Education (July 30).
- 2018 *Harassment and Discrimination Prevention Training* by University of South Carolina Office of Equal Opportunity Programs (December 13).
- 2009 *IRIS West Faculty Seminar* by Watson, R. Claremont Graduate University (Producer). Webinar retrieved from: www.iriscenter.com. (July 7).
- 1995 *Transition of Individuals with Disabilities from School to Adult Living*, A three-week training workshop, Department of Special Education, Morgantown, WV., (June 5-23).
- 1995 *Issues in Assessment*. A three-week doctoral Seminar, West Virginia University, Department of Special Education, Morgantown, West Virginia, (July 10-28).

Service Activities

University Standing Committees and Faculty Governance

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|------------|---|
| 2025-2022, | University Faculty Senate, Human Performance and Health Senator |
| 2015-2006, | School of Education Senator |
| 2005-2002. | |
| 2025-2022, | Faculty Senate Advisory Board, Human Performance and Health Representative. |
| 2018-2013, | Faculty Senate Advisory Board, School of Education Representative. |
| 2009-2008. | |
| 2025-2022 | General Education Committee, Human Performance and Health Representative. |
| 2021-2020, | Academic Affairs Committee, Chair. |
| 2012-2011 | |
| 2022-2019 | Academic Affairs Committee, Human Performance and Health Representative. |
| 2012-2009, | Academic Affairs Committee, School of Education Representative. |
| 2006-2003. | |
| 2021-2020 | Expanded Faculty Advisory Committee, Academic Affairs Committee Representative. |
| 2019-2018 | University Faculty Senate, Past Faculty Chair. |
| | 2018-2016 University Faculty Senate, Faculty Chair. |
| | 2016-2015 University Faculty Senate, Faculty Chair-Elect. |
| 2008-2007 | Assessment Committee, School of Education Representative. |
| 2003-2002, | Admissions and Petitions Committee, Chair. |
| 2002-2001 | Admissions and Petitions Committee, School of Education Representative. |

University Ad-hoc Committees and Boards

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|------------|---|
| 2023-2022, | Faculty Salary Review and Recommendation Committee, Appointed Member. |
| 2018-2016, | |
| 2015-2013 | |
| 2023-2022 | <i>Faculty Manual Style Guide</i> , Committee member and co-author. |
| 2020-2018 | SACACOC (Commission on Colleges of the Southern Association of Colleges and Schools) Leadership Task Force, Appointed Membership on three Sub-Committees: |

(1) Faculty, (2) Student Achievement, and (3) Educational Policies, Procedures and Practices.

2020	COVID-19 Response Team 10 Member Committee.
2019-2018	University Student Opinion Poll Task Force, Appointed Member, Report Presented to Faculty Senate May 2021.
2019-2018	University Policy Committee, Appointed Faculty Representative.
2018	Associate Vice Chancellor for Information Technology and Data Services and Chief Information Officer Search Committee, Appointed Chair.
2018-2017	Graduation Committee, Appointed Member.
2018-2017	Homecoming Advisory Committee, Appointed Member.
2018-2016	50 th Anniversary Campus Committee, Appointed Member.
2017	Investiture Committee, Appointed Member.
2016	Chancellor Search Committee, Appointed Member.
2015	Ombudsman Search Committee, Appointed Member.
2015-2003	Office of Disability Services Appeals Committee, Member.
2014	2014 Research Initiative for Summer Engagement (RISE) Grant Award Review Committee, Invited Member.
2014-2013	University Focus Groups, Invited Member.
2013	Director of Administration and Fiscal Affairs in the Office of Academic Affairs Search Committee, Member.
2013	Grievance Hearing Panel, Members selected by the Faculty Welfare Committee.
2010-2009	SACS Institutional Effectiveness Committee, Invited Member.
2009-2008	American Disabilities Act Advisory Board, Invited Member.

College of Education, Human Performance, and Health Standing Committees (COEHPH)

Present-2006	Learning Disability Academic Program Assessment Report, Author.
Present-2018	Human Performance and Health Peer Review Committee, Chair.
2025-2022	Curriculum Committee (formerly Academic Affairs Committee), Member
2022-2018	Chair
2014-2012	School of Education Peer Review Committee, Member.
2012-2006	School of Education Peer Review Committee, Chair.
2018-2008	Learning Disability (LD) Program, Coordinator and Committee Chair. <ul style="list-style-type: none"> ▪ 2008-2006 LD & Elementary Program, Coordinator. ▪ 2006-2004 LD, Elementary, & Early Childhood Program, Coordinator. ▪ 2024 <i>Learning Disability Council for Exceptional Children (CEC) Learned Society Folio Report</i> prepared for Council of the Accreditation of Educator Preparation, Nationally Recognized. ▪ 2015 <i>Learning Disability Council for Exceptional Children (CEC) Learned Society Folio Report</i> prepared for Council of the Accreditation of Educator Preparation, Approved. ▪ 2009, 2002 <i>Learning Disability Council for Exceptional Children (CEC) Learned Society Folio Report</i> prepared for National Council for Accreditation of Teacher Education, Approved.
2018-2007	Leadership Team, Program Coordinator Representative.
2010-2007	Undergraduate Curriculum Committee, Member.

2010-2009	National Council for Accreditation of Teacher Education, Coordinator.
2009-2007	National Council for Accreditation of Teacher Education, Member.
2008-2005	Teaching Fellows Advisory Board, Committee Member.
2004-2003	Undergraduate Curriculum Committee, Chair.
2003-2000	Appeals Committee, Member.
2003-2000	Graduate Committee, Member.
2002	Branch Banking and Trust (BB&T) Teacher of the Year Committee, Chair.

College of Education, Human Performance, Health Ad-hoc Committees

Present-2022	Council for the Accreditation of Educator Preparation CAEP Steering Committee, Member.
2023-2022	Assistant Professor of Exercise and Sport Science Search Committee, Member.
2019-2018 Chair	
2022-2021	Assistant Professor of Community Health Search Committee, Chair.
2019	Assistant Professor of Special Education Learning Disabilities Search Committee, Chair.
2012, 2011,	
2008, 2006-2004.	
2024	Promotion and Tenure Policy Committee, Member.
2018 (summer)	Promotion and Tenure Policy Committee, Chair.
2018-2017	Council for the Accreditation of Educator Preparation Standard Four Committee, Chair.
2017	Strategic Planning Committee, Chair.
2017	Field Coordinator Search Committee, Chair.
2015, 2014	Special Education Vision Impairments & Learning Disabilities Faculty Search Committee, Member.
2013-2012	Dean Search Committee, Member.
2009	Assisting Developing and Evaluating Professional Teaching (ADEPT) Student Manual Revision Committee, Chair.
2009	Student Manual and Faculty Handbook Revision Committee, Chair.
2009	Conceptual Framework Committee, Member.
2007	Special Education Vision Impairment Director Search Committee, Member.
2003-2002	National Council for Accreditation of Teacher Education Ad Hoc Committee: Institutional Report—Dispositions, Member.
2003-2002	Promotion and Tenure Criteria Review Committee, Member.
2003-2001	National Council for Accreditation of Teacher Education Ad Hoc Committee: Learning Disability (LD) Category I, Chair.
	National Council for Accreditation of Teacher Education Ad Hoc Committee: Learning Disability (LD) Category II, Chair.
2002-2001	National Council for Accreditation of Teacher Education Ad Hoc Committee: Assessment, Member.
2002-2001	Assisting Developing and Evaluating Professional Teaching (ADEPT) Portfolio Ad Hoc Committee, Member.
2001-2000	University Center Greenville Program Director Search Committee, Member.

Other Service to the Institution and USC System

2024-2023	QEP Faculty Fellow
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2025-2023	George Dean Johnson College of Business and Economics Peer Review Committee, Invited Member
2021	Library Peer Review Committee, Invited Member.
2020-2018	Academic Leadership Program, Selected applicant.
2018-2017	System Faculty and Staff Instructional Technology Advisory Committee, USC Upstate Representative.
2018 -2016	System Faculty Chairs Committee, USC Upstate Representative.
2015	<i>Making Special Education a Part of American History</i> , Preface Series invited speaker, September 23, 2015.
2012	<i>Open World Program</i> (a Congressional organization exchange program with leaders from former Soviet Union areas), Hosted by USC Upstate and the East Spartanburg Rotary Club, Invited Speaker (February 8).
2010	<i>Making Alumni Connections via Facebook</i> , USC Upstate You Tube Presentation: www.youtube.com/uscupstatespartans#p/a/f/1/T9YnR1cMAoy .
2009	Office of Student Success, Invited Academic Advisors Trainer (December 17).
2009	USC Upstate New Faculty Orientation, Invited Panelist (August 17).
2009	School of Nursing Grievance Committee, Invited Member.
2007	Philosophy, History, Political Science Peer Review Committee, Invited Member.
2007	Center for Undergraduate Research & Scholarship (CURS) Grant Review Committee, Invited Member.
2007	South Carolina National Public Radio Program's <i>Speaking of Schools</i> , Invited Speaker (November 5, 2007).
2003	Opportunity Network Counselor/Instructor Search Committee, Invited Member.
2002	USCS Faculty Breakfast, Co-Leader Discussant (April 11).

Other Service to the College of Education, Human Performance and Health

2011-2008	Faculty Advisement Workshop, Presenter.
2006-2003	
2011	Adjunct Faculty & Faculty Orientation, Sessions Leader (August 15-16).
2011, 2009,	Graduate Portfolio Defense, Panel Evaluator.
2006, 2004, 2003	
2009, 2006	Peer Review Portfolio Workshop, Co-Presenter.
2006, 2002, 2001	Praxis II Student Workshop, Presenter.
2005, 2004	Greenville Technical College Television Show, Guest Speaker.
2004-2003	Faculty Mentor, Amy Mounce.
2002	USCS Saturday High School Open House, School of Education Representative.

Student Organizations

2016-2015	Student Mentorship Team, Faculty Member.
2014-2011	Teaching Man Advisory Board, Faculty Representative & Program Sponsor.
2014-2013	Learning Disability Graduate and Alumni Annual Dinner, Host.
2012	Student Life Awards, Nominee Reviewer.
2010-2001	Learning Disability Graduate and Alumni Annual Picnic, Host.
2004-2002	Special Education Club, Faculty Advisor.
2002-2000	Kappa Delta Pi, Faculty Advisor.

Community Service

Present-2010	Spartanburg Mayor's Committee for People with Disabilities, Invited Member.
2021, 2019-2015	Piedmont Region III Science Fair, Judge
2014, 2012	Spartanburg Business and Professional Woman (BPW) South Carolina Career Woman and Woman of Achievement Nomination, Committee Member.
2006-2005	USC Upstate Collaboration with The Charles Lea Center, Committee Member.
2006-2005	USC Upstate Teacher-to-Teacher Induction, University Team Mentor.
2006-2001	USC Upstate Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP), Co-Director.
2006-2004	Annual Stroller Cookbook Luncheon, Volunteer (August 8, 2004; August 28, 2005; August 13, 2006).
2005-2004	Higher Education Awareness Programs (HEAP), Workshop Coordinator.
2002	South Carolina Piedmont Quiz Bowl, Judge (October 30).
2002-2001	Spartanburg Business and Professional Women's Club Bylaws Committee, Member.
2001	Spartanburg Business and Professional Women Chapter meeting, <i>How Women are Influencing Government and the Effects of our BPW Platform</i> , Invited Speaker (June 6).

Service to the Profession: National Level

2013-2007	National Council for Accreditation of Teacher Education Board of Examiner, The American Association of Colleges for Teacher Education (AACTE), Nominated Representative.
2013	National Council for Accreditation of Teacher Education Board of Examiner, Virginia Union University, October 27-29 (on-site); July 3 (off-site).
2012	National Council for Accreditation of Teacher Education Board of Examiner, Virginia State University, June 28 (off-site), September 23 -26 (on-site).
2011	National Council for Accreditation of Teacher Education Board of Examiner, Western Illinois University, Macomb IL., November 6-8 (on-site); August 3 (off-site).
2011	National Council for Accreditation of Teacher Education Board of Examiner, Stevenson University, Stevenson MD., January 22-26 (on-site); September 14, 2010 (off-site).
2010	National Council for Accreditation of Teacher Education Board of Examiner, Macon State College, Macon GA., February 5-10 (on-site).
2009	National Council for Accreditation of Teacher Education Board of Examiner, Brewton-Parker College, Mount Vernon, GA. April 25-28 (on-site).
2008	National Council for Accreditation of Teacher Education Board of Examiner, St. Francis University, Joliet, IL. February 23-27 (on-site).
2007	Textbook Reviewer for Thomason Learning.
2006	University of Michigan Marquette, Promotion File Reviewer.
2004-2000	West Virginia University Doctoral Candidate Committee, Invited Member.
2003	SAGE Publications, Book Reviewer.

Service to the Profession: State Level

Present-2011	<i>Teacher Education Journal of South Carolina</i> , Manuscript Reviewer.
2009-2008	
Present-2005	Project CREATE (Centers for the Re-Education and Advancement of TEachers) in Special Education, USC Upstate Center Director.

Present- 2019	Charles H. Dickerson Community Involvement Award, Selection Panel, Invited Evaluator.
2023-2022	CERRA (Center for Recruitment, Retention, & Advancement) USC Upstate Teaching
2019-2018	Fellows Program Advisory Board, Invited Member.
2021-2019	<i>Exceptionality Education International</i> , Manuscript Reviewer.
2020-2017	South Carolina Teacher of the Year (TOY) Screening Committee Member.
2018	Office of Educator Services South Carolina Department of Education Charles H. Dickerson Community Service Award Committee, Selected Member.
2016-2011	The South Carolina Department of Education Division of School Effectiveness, Professional Review Committee (PRC), Appointed Member, State Institution Representative; 2016-2012 2016-2015 and 2014-2013, Chair; 2015-2014 and 2013-2012, Chair Elect.
2013-2004	South Carolina State Department of Education Program Proposal Reviews. North Greenville University Master of Arts in Teaching Program Proposal (secondary certifications in English, math, social studies, and science), Review Committee, Member, February-March 2013. Anderson University Special Education Multi-Categorical Program Proposal, Review Committee, Chair, February 2012. Southern Wesleyan University Learning Disabilities, Mental Retardation, and Emotional Disturbance Program Proposals, Review Committee, Chair, October 2004.
2013, 2012, 2009, 2008	Center for Educator Recruitment, Retention, & Advancement (CERRA), Teaching Fellows Regional Interviewer Chair, 2013 &, 2012; Team Member, 2009 & 2008).
2007-2001	South Carolina State Board of Examiners (BOE), South Carolina National Council for Accreditation of Teacher Education (NCATE) Reviewer. Coker College, Review Team, Member (March 18-22, 2006).
2006-2002	Professional Development School (PDS) District VII and VI Schools, Liaison.
2004	South Carolina Department of Education Special Education Issues Committee, USC Upstate Representative (October 6).
2001-2000	Professional Development School (PDS): USCS and the South Carolina School for the Deaf and the Blind (SCSDB), Liaison (November 2000-May 2001).

Consultant

2015	Council for the Accreditation of Educator Preparation Consultant, Winthrop University, Invited Consultant (compensation provided).
2014	Council for the Accreditation of Educator Preparation Consultant, California University of Pennsylvania, Two-Team Member (compensation provided), February 5-7, 2014.
2013-2010	The Monarch Center Mentor, Invited Volunteer Consultant. 2013New Mexico State University Department of Curriculum and Instruction Combined Priority For Personnel Preparation Grant (CFDA 84.325K, Focus Area D) <i>New Mexico Family, Infant, and Toddler Specialist (NM-FITS) Program</i> , Mentee Zhen Chai. 2012Albany State University Special Education Pre-service Training Improvement Grant (CDFA 84.325T) <i>REAL-HD: Responsive Educators Assisting Learners with High Incidence Disabilities</i> , Mentee: Bonnie Chambers. 2011Old Dominion University Special Education Pre-service Training Improvement Grant (CDFA 84.325T) <i>Project RISE HI (Redesign and Improve Special Education for High Incidence)</i> , Mentee: Sabra Gear.

- 2005 Francis Marion University's Council for Exceptional Children Application for NCATE Approval, Invited Consultant (compensation provided).

Professional Awards and Nominations

- 2021 South Carolina State Service Award.
- 2015 The *Rural Special Education Quarterly* Research Outstanding Article Award. This award is for the research article with the most potential to impact rural special education-- Sutton, J., Bausmith, S., O'Conner, D., Pae, H., & Payne, P. (2014). Building special education teacher capacity in rural schools: Impact of a grow your own program. *Rural Special Education Quarterly*, (33)4, 14-23.
- 2015 The American Council on Rural Special Education (ACRES) Exemplary Rural Special Education Program Award for Project Create Grants' contributions.
- 2014-2013 USC Upstate Scholarly and Creative Pursuits, Nominee.
- 2009, 2005 Alpha Sigma Lambda National Society, USC Upstate Sigma Chi Upsilon Chapter, Student Recognition.
- 2008-2007 Bank of America Excellence in Teaching and Advising Award, \$500 award.
- 2025-2024 CoEHPH Excellence in Teaching and Advising Award, Nominee
- 2024-2023 CoEHPH Excellence in Teaching and Advising Award, Nominee
- 2023-2022 CoEHPH Excellence in Teaching and Advising Award, Nominee
- 2021-2020 Bank of America Excellence in Teaching and Advising Award, Nominee
- 2019-2018 Bank of America Excellence in Teaching and Advising Award, Nominee
- 2017-2016 Bank of America Excellence in Teaching and Advising Award, Nominee
- 2014-2013 Bank of America Excellence in Teaching and Advising Award, Nominee
- 2012-2011 Bank of America Excellence in Teaching and Advising Award, Nominee
- 2007-2006 Bank of America Excellence in Teaching and Advising Award, Nominee
- 2006-2005 Bank of America Excellence in Teaching and Advising Award, Nominee
- 2005-2004 Bank of America Excellence in Teaching and Advising Award, Nominee
- Since 2008 when I was honored this award, I do not submit a file for consideration.
- 2008-2007 Disability Advocate Award, Student Nomination.
- 2002 Celebration of Partnerships with P-12 School Plaque Recognition, USC Upstate.
- 2001 BB&T School of Education Teacher of the Year USC Upstate, \$500 award.
- 2001 Phi Delta Kappa Outstanding Doctoral Dissertation Award, Participation Certificate.
- 1998 Howard M. Soule Graduate Fellowship in Educational Leadership.
- \$500 toward Dissertation preparation, Phi Delta Kappa International.
- 1998 Gerald Howard Read International Seminar Scholarship.
- \$1,500 toward travel program participation, Phi Delta Kappa International.
- 1997 Phi Delta Kappa 0133 Chapter Faculty Writing Award.
- 1996 Phi Delta Kappa 0133 Chapter Competitive Grant Award.
- 1996 Phi Delta Kappa 0133 Chapter Outstanding Student Research Award.
- 1996 Phi Delta Kappa 0133 Chapter Robert H. Maxwell Service Award.

Professional Organizations

- International Association for Special Education
- Council for Exceptional Children, Division of Learning Disabilities
Morgantown/Fairmont West Virginia Chapter #45
President Elect (1996-1997); Second Vice President (1995-1996).
- Phi Delta Kappa International
West Virginia University Chapter #0133
Treasurer (1999- 2000); Vice President of Programs (1997-1999)
Newsletter Editor (1996-1997), Co-Editor (1995-1996).
- Spartanburg Business and Professional Women
Present-2011 Member
Meeting Sponsor: August 4, 2021, April 2014, May 1, 2013, September 6, 2011, and March 1, 2011.