

# Heather Novak

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As a higher education researcher, I am working to expand the breadth of my research experience and seek the opportunities to continue developing professionally. Currently, I am looking for an opportunity to work with graduate students and develop my teaching abilities.

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## Qualifications

- Nearly six years' experience working as a Research Analyst in Institutional Research at CSU
- Five years experience working as a Statistical Assessment Coordinator in Student Financial Services at CSU
- Three years experience managing the Ethnographic Research Lab at CSU
- Current with policy issues regarding higher education and methodological matters in the social sciences
- Exceptional communication and presentation skills especially regarding the interpretation of statistical analysis
- Prior teaching and tutoring experience in the subject of statistics
- Technical skills include: Microsoft Word, Access, PowerPoint, Excel, SQL Developer, SPSS, and Stata

## Professional Experience

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<b>Research Manager</b>	<b>Institutional Research, Planning &amp; Effectiveness</b>	<b>December 2010 – Current</b>
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- Engages in continuous and integrated research activities related to student/applicant, finance, and human resource data
- Provides ad hoc data analysis to inform decision-making and strategic planning initiatives ; Manages all of the office's ad hoc data analyses
- Manages, analyzes, and disseminates results of internal surveys, such as NSSE
- Progressively increasing research responsibility and team leadership over five and a half years of employment

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<b>Adjunct Instructor</b>	<b>Department of Anthropology</b>	<b>Spring 2013</b>
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- Teach Applications of Anthropological Research (ANTH 380)

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<b>Statistical Assessment Coordinator</b>	<b>Student Financial Services</b>	<b>April 2006 – December 2010</b>
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- Retrieve and analyze financial aid and enrollment data from CSU databases
- Responsible for preparing financial aid data for various reports: Common Dataset, IPEDS, Peterson's, NPSAS
- Create institutional scholarship/grant proposals and budgets including Commitment to Colorado
- Conduct institutional level studies to inform policy at CSU
- Member of ODS users group, financial aid packaging committee, & undergraduate data analysis committee
- Prepare reports and present various statistical results to all levels of staff

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<b>Project manager</b>	<b>Department of Anthropology</b>	<b>2003 – 2006</b>
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- Managed anthropological/economic longitudinal study on the Pine Ridge Indian Reservation
- Personally conducted over two hundred survey interviews
- Developed and maintained survey instruments
- Created and managed Access database of qualitative and quantitative information
- Provided both qualitative and quantitative analysis of data
- Presented research results and interpretations
- Tutored students in STAT311 and STAT312

## Publications

- Novak, H. & Johnson, J. (2017). Students against hunger: An approach to food insecurity at a large public land grant university. *Journal of Student Affairs*
- McKinney, L., Novak, H., & Hagedorn, L. (2016). *Borrowing among developmental education students: Facilitating success or perpetuating inequity at the community college?* The Greater Texas Foundation, White Paper Series. Bryan, TX.
- Novak, H., Paguyo, C., & Siller, T. (2015). Examining the Impact of the Engineering Successful / Unsuccessful Grading (SUG) Program on Student Retention: A Propensity Score Analysis. *Journal of College Student Retention: Research, Theory & Practice*.
- McKinney, L. & Novak, H. (2015). FAFSA filing among first-year college students: Who files on time, who doesn't, and why does it matter? *Research in Higher Education*
- Nosaka, T. & Novak, H. (2014). Against the Odds: The Impact of the Key Communities at Colorado State University on Retention and Graduation for Historically Underrepresented Students. *Learning Communities Research and Practice*
- McKinney, L. & Novak, H. (2013). The relationship between FAFSA filing and persistence among first-year community college students. *Community College Review*
- Novak, H. & McKinney, L. (2011). The consequences of leaving money on the table: Examining the persistence of first-year students who do not file a FAFSA. *Journal of Student Financial Aid*

## Education

- PhD**, Research Methods, Colorado State University, 2007-2012, GPA 4.0/4.0  
Written and oral defense of dissertation entitled: *Graduation Hazards and Surviving College: A Descriptive Study of the Longitudinal Nature of Student Enrollment and Graduation*
- Master of Arts**, Anthropology, Colorado State University, 2003-2005, GPA 3.9/4.0  
Written and oral defense of thesis entitled: *Reservation Wages: Workforce Issues on the Pine Ridge Indian Reservation*
- Bachelor of Arts**, Anthropology, Colorado State University, 1998-2002, GPA 3.8/4.0  
Cum Laude

## Awards

- Association of Institutional Research (AIR)**: Charles F. Elton Best Paper at 2014 AIR Forum
- Academic Advancement Center**: 2014 Campus Partnership Award
- Institute of Education Sciences**: 2012 Quasi-Experimental Design and Analysis in Education Institute Fellow
- Council for the Study of Community Colleges**: 2011 Research Grant Recipient
- National Association of Financial Aid Administrators (NASFAA)**: 2011 Sponsored Research Grant Recipient
- AIR**: 2010 National Summer Data Policy Institute Fellow

## Service

- Editorial board for NASFAA's Journal of Student Financial Aid (2013–Current)
- Graduate student advisor for the Student Affairs of Higher Education program (Fall 2013–Spring 2015)

## Professional Associations

- **NASFAA member:** 2006-2013

**AIR member:** 2010-current