

**VITA**  
**Betsy Quessenberry Griffin**

**PRESENT POSITION:**

Vice President and Senior Scholar  
John N. Gardner Institute for Excellence in Undergraduate Education  
Brevard, NC 28712  
Phone: 828-449-8040; Email: griffin@jnngi.org

**EDUCATION:**

University of South Carolina Columbia, South Carolina	1974-1977	Ph.D. Experimental Psychology-Social Minors: Statistics & Developmental
University of South Carolina Columbia, South Carolina	1972-1974	M.A. Experimental Psychology-Social
East Carolina University Greenville, North Carolina	1968-1972	B.A. Psychology

**Selected Professional Development:**

Harvard Institute for Higher Education, Management Development Program, 2001  
Third National Institute for New Faculty Developers, 2000  
NTL Institute, Organizational Development Track (eight programs), 1988-1990

**PROFESSIONAL EXPERIENCE:**

2008-present Vice President and Resident Scholar, John N. Gardner Institute for Excellence in Undergraduate Education  
Responsibilities: Serve as an advisor to institutions conducting Foundations of Excellence (FoE), Gateways to Completion or Retention Performance Management self-study, action planning and implementation processes; serve as a resource for the development and analysis of survey data for the Gardner Institute; provide support for the FoE surveys to all colleges and universities involved FoE self study process.

2001-2008 Assistant Vice President for Academic Affairs, Missouri Southern State University  
Responsibilities: Coordination of Dual Credit Program for high school students; oversee TRIO grant programs (Student Support Services, Upward Bound, and Educational Talent Search); coordinate grant opportunities; plan and oversee faculty development programs; oversee funding for results and student research budgets; develop and submit new program proposals to the Missouri Department of Higher Education;

develop and submit accreditation change requests for the Higher Learning Commission of NCA; oversee catalog development and production; coordinate changes in international student policies and implementation of SEVIS, serve as PDSO; attend Academic Policies Committee and chair in the Vice President's absence.

2003-2004  
University Interim Vice President for Academic Affairs, Missouri Southern State

Chief Academic Officer: Provide leadership in policy formation, curriculum development, faculty selection, evaluation and promotion for all academic programs in the schools of Arts and Sciences, Business Administration, Education, and Technology. Supervise and provide leadership for Assessment and Institutional Research, Career Services, Enrollment Services (admissions, financial aid and registrar), Honors Program, Institute of International Studies, Learning Center, Library, and Student Support Center. Oversee development of new cooperative graduate programs.

1991-2001  
College Professor and Head, Department of Psychology, Missouri Southern State

Responsibilities: Supervision and evaluation of 7 full-time and 3 part-time faculty; scheduling of classes and teaching loads for faculty; recommending faculty for tenure and promotion; planning and managing the department budget; oversee curriculum development; conduct departmental self evaluation; supervise departmental secretary and student workers. Teach six hours per semester.

1994-1995 Interim Dean, School of Education, Missouri Southern State College

Responsibilities: Supervision of the departments of Education, Psychology, and Physical Education, and the Child Development Center; supervise the budget of the School; recommend faculty for tenure and promotion; evaluate department heads and recommend merit pay; Chair the Secondary Education Council; liaison for the School with the State Department of Elementary and Secondary Education, serve as the Certification Officer; oversee preparations for re-accreditation of teacher education programs by the Missouri State Department and NCATE; oversee grants for the Child Development Center; oversee maintenance of the Education building; participate in the Deans Council, Academic Policies Committee, and the Honors Committee.

1990-1991 Professor of Psychology Missouri Southern State College  
Teaching assignment 12 credit hours per semester.

1983-1990 Associate Professor of Psychology Missouri Southern State College

Teaching assignment 12 credit hours per semester.

1978-1983 Assistant Professor of Psychology Missouri Southern State College  
Teaching assignment 12 credit hours per semester.

1977-1978 Assistant Professor Franklin College, Franklin, Indiana  
Teaching assignment 12 credit hours per semester.

1972-1977 Research and Teaching Assistantships University of South Carolina-  
Columbia

#### Courses Taught:

General Psychology

Social Psychology

Personality Theory

Senior Thesis

History and Systems

Computers in the Behavioral Sciences

Psychology of Human Resources Management

Child Development

Statistics

Adolescent Psychology

#### COLLEGE SERVICE:

Co-coordinator of the MSSU Self-Study for the Foundations of Excellence and HLC Accreditation 2005-2008. With Jack Oakes led the process for a special emphasis re-accreditation self-study which included the Foundations of Excellence in the First College Year as its focus.

Director of the Center for Teaching and Learning 1995-2001. This position involves designing faculty development workshops, provision of mentors for faculty, and coordination and evaluation of the first-year learning community program.

Co-coordinator of the MSSC Self-Study for North Central Association Accreditation 1995-1998. With Larry Martin coordinated the collection of data, wrote the institutional self-study report, and developed the evidence room for the evaluation team. The evaluation team was on campus in April 1998. The College's accreditation was extended for 10 years.

Committee Service: Graduate Program Advisory Committee 2006; Administrative Council 1991-2008; Academic Policies 2001-2006; Student Research Grant Committee 1994-2006; General Education Review Committee (co-chair) 2000-2002; Strategic Planning Committee 1996-1998; Funding for Results Committee 1995-1997; Promotion Committee (chair 1995-1996) 1993-1996; Core Curriculum Oversight Committee 1990-1996; Faculty Welfare Committee 1991-1993; Faculty Senate representative (president 1987-1988) 1983-1989; Committee on Committees (chair 1988-1989) 1987-1989; Library 1982-1985; Honors Convocation 1983-1984; Graduation 1981-1982, Homecoming 1980, 504 Committee 1979.

Sponsor for Student Organizations: MSSC Chapter of Psi Chi (Honor Society in Psychology) - 1979-2001. MSSC chapter of SHRM (Society for Human Resources Management) 1988-1992.

### **PUBLICATIONS AND PRESENTATIONS:**

Pamela K. Fly, Betsy Q. Griffin, Jennifer L. Ivie, Mary A. Millikin, and Emily Tichenor (2021). The Tulsa Collaborative: A Regional Approach to Improving Transfer and Bachelor's Degree Attainment. In J. N. Gardner, M. Rosenberg, & A.K. Koch (Eds.), *The Transfer Experience: A Handbook for Creating a More Equitable and Successful Postsecondary System* (online addendum). Sterling, VA: Stylus Publishing.

Betsy Griffin, Jennifer Ivie, Pamela Fly, Mary Millikin, Michael DuPont, and Susan Johnson (February 2019). Institutional Collaboration to Improve Regional Transfer Success. Session presented at the National Institute for the Study of Transfer Students Conference, Atlanta GA.

Betsy Griffin (February 2019). Improving Transfer Success. Keynote address for the IUPUI/IU Transfer Symposium Indianapolis IN.

Betsy Q. Griffin (2018, February). Transfer Professionals Perspectives. Session presented at the National Institute for the Study of Transfer Students Conference, Atlanta GA.

Cathy Buyarski, Jennifer Sumner, and Betsy Griffin (2018, February). Imbedding and Sustaining Institutional Transfer Initiatives. Session presented at the National Institute for the Study of Transfer Conference, Atlanta GA.

Betsy Q. Griffin (2018, April). Improving Transfer Success. Plenary session presented at the Transfer Student Success Symposium, East Tennessee State University, Greenville TN.

Betsy Q. Griffin and John N. Gardner (2017, February). Step In, Speak Up and Influence the National Transfer Reform Agenda. Session presented at the National Institute for the Study of Transfer Conference, Atlanta GA.

C Buyarski, D. J. Wilson, and B.Q. Griffin, (2016, April). Evaluating and Improving New Student Success: Transfer and First Year Students. Session presented at the Higher Learning Commission of the North Central Association Annual Meeting, Chicago, IL.

B.Q. Griffin, (2016, February). Top Recommendations for Improving the Transfer Experience. Session presented at the National Institute for the Study of Transfer Students Annual Conference.

B. Q. Griffin and A.K. Koch (2015, March) Killer Courses: Vexing Barriers to Retention and Completion. Session presented at the Higher Learning Commission of the North

Central Association Annual Meeting, Chicago, IL.

B. Q. Griffin and S. Stein-Koch (2015, March). Exploring the Evidence: Findings from Two National Student Success Surveys. Session presented at the Higher Learning Commission of the North Central Association Annual Meeting, Chicago, IL.

M. J. Rosenberg and B.Q. Griffin (2015, January). Assessing and Improving Transfer Student Preparation. Session presented at the National Institute for the Study of Transfer Students Annual Conference. Session presented at the National Institute for the Study of Transfer Students Annual Conference, Atlanta, GA.

B.Q. Griffin, A Noel-Elkins, M. L James (2014, April). Improving Transfer Student Success: Assessing and Addressing the New Majority. . Session presented at the Higher Learning Commission of the North Central Association Annual Meeting, Chicago, IL.

S. Stein-Koch, B.Q. Griffin & B.O. Barefoot (2014) National Survey of Student Success Initiatives at two-Year Colleges. [http://www.jngi.org/wordpress/wp-content/uploads/2014/07/National-2-yr-Survey-Booklet\\_webversion.pdf](http://www.jngi.org/wordpress/wp-content/uploads/2014/07/National-2-yr-Survey-Booklet_webversion.pdf)

B. Griffin (2013, January). Recommendations for Improving Transfer from Transfer Sending and Transfer Receiving Institutions. Session presented at the National Institute for the Study of Transfer Students Annual Conference, Dallas, TX.

B.Q. Griffin and D. Jones (2013, April). What's Going on in Academic Advising: Student vs. Advisor Perceptions. Session presented at the Higher Learning Commission of the North Central Association Annual Meeting, Chicago, IL.

B. O. Barefoot, B.Q. Griffin & A.K. (2012). Koch Enhancing Student Success and Retention throughout Undergraduate Education: A National Survey. <http://www.jngi.org/research-publications/NationalSurvey>.

B.O. Barefoot and B.Q. Griffin (2012, April). Killer Courses: Understanding and Overcoming Roadblocks to First-Year Academic Success. Roundtable presented at the Higher Learning Commission of the North Central Association Annual Meeting, Chicago, IL.

B.Q. Griffin and BO Barefoot (2012, April). Do Faculty/Staff and Students Live on the Same Planet: Lessons from Foundations of Excellence Surveys. Session presented at the Higher Learning Commission of the North Central Association Annual Meeting, Chicago, IL.

L. Howell, S. Selby, & B. Griffin (2012, January). Assessing and Improving Transfer Student Preparation. Session presented at the National Institute for the Study of Transfer Students Annual Conference, Fort Worth, TX.

B.Q. Griffin and B.O. Barefoot (2011, April). Killer Courses: Understanding and Overcoming Roadblocks to First-Year Academic Success. Roundtable presented at the Higher Learning Commission of the North Central Association Annual Meeting, Chicago, IL.

L. Anderson, S. Smith, B. Barefoot, and B. Griffin (2011, April) Transforming Transfer: The Foundations of Excellence® Transfer Self Study Process. Session presented at the Higher Learning Commission of the North Central Association Annual Meeting, Chicago, IL.

A.K. Koch and B.Q. Griffin (2011, February) Walking the Talk – Using a Self-Study Process to Improve Student Success and Retention Rates. Session presented at the Annual Conference on the First Year Experience, Atlanta, GA.

L. Anderson, B. Holt, & B. Griffin (2011, January). Assessing and Improving Transfer Student Preparation. Session presented at the National Institute for the Study of Transfer Students Annual Conference, Jacksonville, FL.

M. B. McKim Corbin, M. Cutright, B. Griffin, M. Esler, C. M. Kangas, A. K. Koch, J. Marling, and R. Rascati (2011, January). Findings from Asheville: Creating a Pipeline for STEM Transfer Student Success and Using Foundations of Excellence to Enhance the STEM Transfer Experience. Preconference workshop at the National Institute for the Study of Transfer Students Annual Conference, Jacksonville, FL.

A. K. Koch, B. Q. Griffin, and J. N. Gardner (2010, September). Undertaking Institutional Evaluation and Action Planning to Increase STEM Transfer Student Success. Preconference workshop at NISTS Creating Pathways for STEM Transfer Student Success, Asheville NC.

B. Griffin, D. Whitaker and K. Ewen (2010, May). Evaluating and Improving the First College Year through Task Force Based Assessment: Two Institutions' Experiences. Session presented at the Association for Institutional Research Forum, Chicago, IL.

B. Griffin, J. Bentley, D. Evans, and B. McDonald (2010, April) Rural and/or Small Institutional Environments: Challenges for New Student Success, Session presented at the Higher Learning Commission of the North Central Association Annual Meeting, Chicago, IL.

B. Barefoot, B. Griffin, K. Clopton, and K. Parkison (2010, April). Improving Success of the Other New Students: Foundations of Excellence Transfer Focus. Session presented at the Higher Learning Commission of the North Central Association Annual Meeting, Chicago, IL.

J. Gardner and B. Barefoot, and B. Griffin (2010, April) Beyond Retention: A Comprehensive Approach to the First College Year. Session presented at the Higher Learning Commission of the North Central Association Annual Meeting, Chicago, IL.

B. Griffin and D. Jones (2010, February). Who's Right? When Faculty/Staff Survey Results Differ from Students' Development. Foundations of Excellence Winter Meeting, Denver, CO.

B. Griffin, J. Gardner, M. Esler, and S. Sciame-Giesecke (2010, January). Transfer Student Experience: Bringing it into Focus. Annual Conference of the National Institute for the Study of Transfer Students, Dallas, TX.

J. Alexander and B.Q. Griffin (2009, February). Improving the First College Year: Areas of Focus. Session presented at the 28th Annual Conference on the First Year Experience, Orlando, FL.

B. Griffin, C. Anderson, A. Chatham-Carpenter, A. Backstrom, A. O'Brien (2009, February). FoE & Reaccreditation: A successful Marriage or Strange Bedfellows, Foundations of Excellence Winter Meeting, Orlando, FL.

J. Alexander and B.Q. Griffin (2008, November). Identifying and Responding to the Needs of New Students through Institutional Self Study. Session presented at Students in Transition, Columbia, SC.

B.Q. Griffin and K. Wilson (2008, February). Using the FoE and Accreditation to Improve the First Year Experience: A Third Year Perspective. Foundations of Excellence Winter Meeting, San Francisco, CA.

C. Caplinger, J. Fraker, B. Griffin, R. Guell, K. Mugler (2007, February). Lessons Learned. Session presented at the 26th Annual Conference on the First Year Experience, Dallas, TX.

B. Q. Griffin and J. Oakes (2006, April). Missouri Southern State University: Special Emphasis on the First Year. Poster presentation at the 111th Annual Meeting of the Higher Learning Commission of the North Central Association, Chicago, IL.

B. Q. Griffin, J. Oakes, I. Walker (2006, April). Special Emphasis: Connecting the Foundations of Excellence and the Self Study. Session presented at the Higher Learning Commission of the North Central Association Annual Workshop on Self-Study, Chicago, IL.

G. Murdock, B. Babbitt, C. Cathey, K. Cochran, A. Cole, C. Cole, B. Griffin, L. Huffman, & , R. McDermid (2004, April). Senior Thesis Research for All Psychology Majors. Poster session presented in the CUPP Creative Department or Program session the annual meeting of Midwestern Psychological Association, Chicago, IL.

J. L. Martin and B. Q. Griffin (1999, October). Writing an institutional self-study for the North Central Association of Colleges and Schools. Session presented to the Institute of University Management and Leadership (IGLU) Conference, Joplin, Missouri.

B. Q. Griffin and J. L. Martin (1999). Early Planning and Writing Strategies. In 1999 A Collection of Papers on Self-Study and Institutional Improvement. Published by North Central Association of Colleges and Schools.

B. Q. Griffin (1999, February). Role of Psychology in General Education. Part of a symposium on Social and Behavioral Sciences in General Education: Objectives and Assessment presented at the Missouri Transfer and Articulation Conference, Columbia, Missouri.

E. Bitterbaum, B.Q. Griffin, E. Freeman, M. Rogers and G. Miller (1996, December). Fun Friends and Learning: Creating a Freshman Year Learning Community. Paper presented at the Missouri 1996 Governor's Conference on Higher Education, Kansas City, Missouri.

B.Q. Griffin and E. Freeman (1996, July). Creating a Freshman Year Learning Community at a Commuter College. Paper presented at the Ninth International Conference on the First Year Experience, St. Andrews, Scotland.

B.Q. Griffin (1992, March). Perceptions of Managers: Effects of Leadership Style and Gender. Paper presented at the annual meeting of the Southeastern Psychological Association, Knoxville.

B.Q. Griffin (1991, March). Gender, Age and Attributions for Success. Paper presented to the annual meeting of the Southeastern Psychological Association, New Orleans.

B.Q. Griffin and B.B. Babbitt (1989). Gender Trait Stereotypes: A Comparison of 1978 and 1986. Resources in Education, ERIC Document Reproduction Services No. ED297217.

B.B. Babbitt and B.Q. Griffin (1988, March). Stability and Change in Gender Trait Stereotypes. Paper presented to the annual meeting of the Southeastern Psychological Association, New Orleans.

B.Q. Griffin (1985, March). Achievement Attribution: A Test of Weiner's Theory. Paper presented to the annual meeting of the Southeastern Psychological Association, Atlanta.

B.Q. Griffin (1984, March). Achievement Attribution in Basketball. Paper presented to the annual meeting of the Southeastern Psychological Association, New Orleans.



B.Q. Griffin (1983). Attribution of success and failure in college performance. *The Journal of Psychology*, 114, 259-266.

N.N. Combs, A.L. Combs, B.Q. Griffin, and M.L. Land (1983). Teaching evaluations: Influence of test difficulty and perceived difficulty of subject matter. *Resources in Education*, ERIC Document Reproduction Services No. ED231322.

J.A. Wall, Jr. and B.Q. Griffin (1983, May). Mediation: The effects of a split the difference suggestion. Paper presented at the annual meeting of the Midwestern Psychological Association, Chicago.

J.L. Conboy, B.Q. Griffin, J.M. Junkins, D.A. Renier (1983, March). The clergy as a referral source for law enforcement agencies in domestic violence cases. Paper presented to the annual meeting of the Academy of Criminal Justice, San Antonio, TX.

B.Q. Griffin, and J.A. Wall (1982, May). The effects of multiple mediation techniques on negotiation. Presented at the Annual meeting of the Midwestern Psychological Association, Minneapolis. (*Resources in Education*, ERIC Document Reproduction Services, No. ED227423, 1983.)

M.L. Land and B. Q. Griffin (1982, March). Evaluation of instruction and student attributions of achievement. Presented at the annual meeting of the American Educational Research Association, New York.

B.Q. Griffin, A.L. Combs, M.L. Land, and N.N. Combs (1981, May). Attribution of achievement for academic performance: A field study. Paper presented at the annual meeting of the Midwestern Psychological Association, Detroit. (*Resources in Education*, ERIC Document Reproduction Services No. ED205884, 1982.)

B.Q. Griffin and R. Christensen (1981, April). The effects of future orientation in individual and group bargaining. Paper presented at the annual meeting of the Missouri Academy of Science, St. Joseph, MO.

A. L. Combs, M.L. Land, N. Combs, and B.Q. Griffin (1981, January). Teaching evaluations, test difficulty, and perceived difficulty of the subject matter. Paper presented at the annual meeting of the Southwestern Educational Research Association, Dallas.

J.L. Conboy, B.Q. Griffin, and E. Vicory (1980, November). Social problems as social movements: Spouse abuse a case in point. Paper presented at the annual meeting of the Missouri Society for Sociology and Anthropology, Springfield, MO.

B.Q. Griffin (1978, March). The influence of constituent and opponent factors on bargaining representatives. Paper presented at the annual meeting of the Southeastern Psychological Association, Atlanta.

B.Q. Griffin and R.W. Rogers (1977). Reducing interracial aggression: Inhibiting effects of victim's suffering and power to retaliate. *The Journal of Psychology*, 95, 151-157.

B.Q. Griffin (1977). Intergroup bargaining: The effects of constituent norms, opponent's concession rate and the anticipation of future bargaining. Doctoral dissertation. University of South Carolina.

B.Q. Griffin and T.P. Cafferty (1977, May). In group vs. out group comparison as determinants or reward satisfaction. Paper presented at the annual meeting of the Southeastern Psychological Association, Hollywood, FL.

T.P. Cafferty, J. Cathcart, B. Meglino, B.Q. Griffin, E. Howle, and R.W. Griffeth (1975, March ). Behavioral simulation for the study of group processes. Symposium presented at the annual meeting of the Southeastern Psychological Association, Atlanta.

B. Q. Griffin and R.W. Rogers (1975, March). The effects of victim pain cues and potential retaliation on interracial aggression. Paper presented at the annual meeting of the Southeastern Psychological Association, Atlanta.

#### HONORS AND AWARDS:

Missouri Governor's Award for Excellence in Teaching 1997

#### PUBLIC AND PROFESSIONAL SERVICE:

##### Reviewer:

*Journal of Psychological Inquiry* 1995-2008.

##### Board Member:

National Institute for the Study of Transfer Students (Advisory Board) 2013-2020.

Neighbors in Ministry (after school program and racial equity training), Brevard, N.C. 2012-2019

Jasper County (MO) Domestic Violence Tax Board 1999-2008

Scott Greening Center (adolescent chemical dependency treatment center) 1993-2007.

Joplin Family Self-Help Center (shelter for victims of domestic violence) 1979-1984.

##### Process Consulting:

Independent Living Center, Joplin MO 1995

Main Street Joplin, Joplin MO 1995

Grace Episcopal Church, Carthage MO 1993

Family Life Center, Columbus KS 1992

Renaissance West, Kansas City MO 1991-1992

Elm Acres, Pittsburg KS 1991

Missouri Coalition Against Domestic Violence, Jefferson City, MO 1989  
Missouri Division of Tourism and the Four State Area Tourism Association 1986

Grant Research Consulting:

Lafayette House, Joplin MO Strengthening Families Grant researcher, 2000-2002

Lafayette House, Joplin MO two grants for adolescent pregnancy and parenting program, 1990-1991.

Jasper County Department of Family Services foster parents selection and retention, 1984-1985.

PROFESSIONAL MEMBERSHIPS:

American Psychological Society

American Psychological Association

Personality and Social Psychology

Southeastern Psychological Association