

CURRICULUM VITAE

Claudia Paisley Flowers
The University of North Carolina at Charlotte
Department of Educational Administration, Research, and Technology
9201 University City Blvd
Charlotte, NC 28223-0001

Phone: (704) 687-8862

Email: CPFlower@email.uncc.edu

Web Address: <http://education.uncc.edu/cpflower/>

EDUCATIONAL AND PROFESSIONAL CREDENTIALS

Degree

Ph.D.	1995	Georgia State University	Educational Research, Measurement, & Statistics
M.Ed.	1982	Georgia State University	Exercise Science
B.S.	1978	University of West Georgia	Health and Physical Education

PROFESSIONAL EXPERIENCE

1995-present The University of North Carolina at Charlotte
Professor, Educational Leadership
Earned promotion to associate professor and tenure in 2001
Earned promotion to professor 2007
Responsibilities: Support graduate programs in the College of Education through teaching and research in the areas of assessment, evaluation, research, and statistics
Awards: College of Education Teaching Award 2000
Bank of America Teaching Award Finalist 2005

1991-1995 Georgia State University
Graduate Research and Teaching Assistant, College of Education, Educational Research Bureau & Department of Educational Policy Studies
Responsibilities: Consulted with faculty and students on research design and statistical analyses. Taught introductory educational research (FED 790). Purchased, installed and maintained computers.
Awards: Outstanding Graduate Student Award
Hayden-Waltz Scholarship

1985-1991 Ridgeview Institute
Educational Coordinator, Adolescent Services
Responsibilities: Coordinated educational services for hospitalized, emotionally disturbed adolescents. Conducted educational assessments.
Awards: Finalist for Outstanding Employee

1978-1985 Ridgeview Institute
Educational Therapist, Adolescent Services

Responsibilities: Taught science, math, and computer literacy to hospitalized, emotionally disturbed adolescents.

Awards: Finalist for Outstanding Employee

TEACHING/CURRICULUM DEVELOPMENT

Courses Taught

- RSCH 6101 Educational Research Methods
- RSCH 6109 Assessment and Evaluation Methods
- RSCH 6110 Descriptive and Inferential Statistics
- RSCH 8110 Descriptive and Inferential Statistics
- RSCH 8120 Advanced Statistics
- RSCH 8140 Multivariate Statistics
- RSCH 8210 Applied Educational Research and Evaluation Methods
- ADMN 8999 Dissertation

Dissertation Committees (successfully defended)

2007	Hopkins, Hampton	Educational Leadership
	Jo Karney	Educational Leadership
	Rogers, Gabe	Counseling
2006	Briggs, Wanda	Counseling
	Callahan, Brenda	Counseling
	Evans, Renee'	Counseling
	Evans, Sally	Educational Leadership
	Kooyman, Les	Counseling
	Mosley, Sullivan	Counseling
	Schleider, Matt	Special Education
2005	Cartner, Danny	Educational Leadership
	Dodson-Sims, Arlana	Counseling
	Rauch, Stephanie	Counseling
	Shalvis, Shawna	Special Education
	Wakeman, Shawnee	Special Education
2004	Allen, Joslyn	Educational Leadership
	Ellis, Mary	Educational Leadership
	Haseldon, Polly	Special Education
	Hess, Barbara	Counseling
	Higbie, Pat	Educational Leadership
	Howerton, Mary	Counseling
	Little, Bobbie	Educational Leadership
	Scarboro, Barbara	Counseling
2003	Morris, Debra	Educational Leadership
	Walker, Victoria	Educational Leadership
2002	Hensley, Sarah	Educational Leadership
	Turner, Michael	Educational Leadership
	Walker, Daisy	Educational Leadership
	Weycker, Betty	Educational Leadership

2001	Anderson, William	Educational Leadership
	Becoats, Eric	Educational Leadership
	Bolton, Randy	Educational Leadership
	Clarke, David	Educational Leadership
	Eisner, Mitch	Educational Leadership
	Grace Faris	Educational Leadership
	Griffin, Terri	Educational Leadership
	Hopper, Linda	Educational Leadership
2000	Freshcorn, Jeanie	Educational Leadership
	Fryer, Angelia	Educational Leadership
	Gibson, Carrie	Educational Leadership
	McCarty, Frances	Research, Measurement, & Statistics
1999	Watson, Jim	Educational Leadership
	Aycock, Barry	Educational Leadership
	Freemyer, Jim	Educational Leadership
	Hall, Harry	Educational Leadership
	McCarley, Leslie	Educational Leadership

PUBLICATIONS AND EDITORIAL ASSIGNMENTS

Book Chapters

Flowers, C., Browder, D., Ahlgrim-Delzell, L., & Spooner, F. (2006). Promoting the alignment of curriculum, assessment, and instruction. In D. M. Browder & F. Spooner (Eds.), *Teaching reading, math, and science to students with significant cognitive disabilities* (pp. 295-311). Paul H. Brooks Publishing.

Robinson, B., & Flowers, C. (2004). Symptoms of workaholism: Pop psychology or private pain? In R. H. Coombs (Ed), *Handbook of Addictive Disorders*. New York: John Wiley & Sons, Inc..

Flowers, C.P. & Robinson, B.E. (2000). Review of the Work Addition Risk Test. In J. Maltby and C.A. Lewis (Eds.), *Commissioned Reviews of 300 Psychological Tests* (pp 906-908). Lampeter, Wales: Edwin Mellen Press.

Flowers, C.P., Barret, R., & Robinson, B. (2000). Research problems in studying gay fathers. In R. Barret and B. Robinson, *Gay Fathers* (pp. 153-168). San Francisco: Jossey-Bass Inc.

Journal Publications-Refereed (* data-based)

Browder, D. M., Ahlgrim-Delzell, L., Courtade, G., Gibbs, S. L., & Flowers, C. (in press). Evaluation of the effectiveness of an early literacy program for students with significant developmental disabilities using group randomized trail research. *Exceptional Children*.

Green, M., Piel, J., & Flowers, C. (in press). Reversing arithmetic misconceptions in elementary

- education undergraduates with short-term instruction using manipulatives. *The Journal of Educational Research*.
- Spooner, M., Flowers, C., Lambert, R. & Algozzine, B. (in press). Is more really better? Examining perceived benefits of an extended student teaching experience. *The New Educator*.
- Robinson, B. E., Flowers, C., & Bums, C. (in press). An empirical study of the relationship between self-leadership and workaholism “firefighter” behaviors. *Journal of Self Leadership*.
- Bray, M., Pugalee, D., Flowers, C. P., & Algozzine, B. (2007). Accessibility of middle schools’ web sites for students with disabilities. *The Clearing House*, 80, 169-178. *
- Browder, D. M., Wakeman, S. Y., Flowers, C., Rickelman, R. J. Pugalee, D. & Karvonen, M. (2007). Creating access to the general curriculum with links to grade level content for students with significant cognitive disabilities: An explication of the concept. *Journal of Special Education*, 41(1), 2-16. *
- Morales, L. S., Flowers, C., Guterrez, P., Kleinman, M., & Teresi, J. (2007). Item and scale differential functioning of the Mini-Mental Status Exam assessed using DFIT methodology. *Medical Care*, 55(11), 143-151. *
- Flowers, C. (2006). Confirmatory factor analysis of scores on the *Clinical Experience Rubric*: A measure of dispositions for preservice teachers. *Educational and Psychological Measurement*, 66, 478-488. *
- Flowers, C., Browder, D., & Ahlgrim-Delzell, L. (2006). The alignment of three states alternate assessments to state standards. *Exceptional Children*, 72, 201-215. *
- Mohanty, G., Gretes, J., Flowers, C., Algozzine, B., & Spooner, F. (2006, May 26). Multi-method evaluation of instruction in engineering classes. *Journal of Personnel Evaluation in Education*. Published online: <http://dx.doi.org/10.1007/s11092-006-9006-3> *
- Nassar-McMillan, S., McFall-Roberts, E, Flowers, C., & Garrett, M.T. (2006). Ebony and ivory: Relationship between African American adolescent females’ skin color and rating of self and peers. *Journal for Humanistic Counseling Education and Development*, 45, 79-94. *
- Karvonen, M., Flowers, C., Browder, D.M., Wakeman, S., & Algozzine, R. (2006). A Case Study of the Influences on Alternate Assessment Outcomes for Students with Disabilities. *Education and Training in Developmental Disabilities*, 41, 95-110. *
- Robinson, B., Flowers, C., & Ng, K. (2006). The relationship between marital estrangement and workaholism: Husbands’ perspective. *The Family Journal*, 14, 213-220. *
- Wakeman, S. Y., Browder, D. M., Flowers, C., & Ahlgrim-Delzell, L. (2006). Principals’ knowledge of fundamental and current issues in special education. *National Association*

- of *Secondary School Principals Bulletin*, 90, 153-174.
- Browder, D.M., Ahlgrim-Delzell, L.A., Flowers, C., Karvonen, M., Spooner, F., & Algozzine, R. (2005). How states implement alternate assessment. *Journal of Disability and Policy Study*, 15(5), 209-220.*
- Flowers, C., Browder, D., Ahlgrim-Delzell, L., & Spooner, F. (2005). Teachers' Perceptions of Alternate Assessments. *Research and Practice for Persons with Severe Disabilities*, 30, 81-92.*
- Hess, B.A., Post, P., & Flowers, C. (2005). A follow-up study of kinder training for preschool teachers of children deemed at-risk. *International Journal of Play Therapy*, 14, 103-115.
- Algozzine, B., Beattie, J., Bray, M. Flowers, C., Gretes, J., Howley, L., Mohanty, G., & Spooner, F. (2004). Student evaluation of college teaching: A practice in search of principles. *College Teaching*, 52(4), 134-141.
- Brewington, J.O., Nassar-McMillan, S.C., Flowers, C.P., & Furr, S.R. (2004). A preliminary investigation of factors associated with job loss grief. *The Career Development Quarterly*, 53, 78-83.*
- Edwards, D., Gfroerer, K., Flowers, C. & Whitaker, Y. (2004). The relationship between social interest and coping resources in children. *Professional School Counseling*, 7(3), 187-194.*
- Browder, D.M., Flowers, C., Ahlgrim-Delzell, L., Karvonen, M. Spooner, F., & Algozzine, R. (2004). The alignment of alternate assessment content to academic and functional curriculum. *Journal of Special Education*, 37(4), 211-223.*
- Browder, D.M., Spooner, F., Ahlgrim-Delzell, L., Flowers, C., Karvonen, M., & Algozzine, R. (2004). A content analysis of the curricular philosophies reflected in states' alternate assessment performance indicators. *Research and Practice in Severe Disabilities*, 28, 165-181.*
- Flowers, C., Jordan, L., Algozzine, R., Spooner, F., & Fisher, A. (2004). Evaluating distance education: Comparison of student ratings of instruction in distance education and traditional courses. *International Journal of Instructional Technology and Distance Learning* [On-line serial], 1(3), 55-64. Available: http://www.itdl.org/Journal/Mar_04/*
- Holdrinet, D., Portelance, J.P., Maurice, P., Flowers, C.P., & Antonak, R.F. (2004). Élaboration d'un Inventaire d'attitudes envers les personnes ayant une déficience intellectuelle (IAPDI) à partir du Mental Retardation Attitude Inventory. *Revue Francophone de la Déficience Intellectuelle*, 14(2), 163-174.*
- Post, P., Sheely, A., McAllister, M., Hess, B., & Flowers, C. (2004). Child-centered kinder training for teachers of pre-school children deemed at-risk. *International Journal of Play Therapy*, 13, 53-74.*

- Test, D. W., Flowers, C., Hewitt, A., & Solow, J. (2004). Training needs of direct support professionals. *Mental Retardation*, 42, 327-337.*
- Bray, M., Flowers, C.P., Smith, S., & Algozzine, R.F. (2003). Accessibility of elementary schools' web sites for students with disabilities. *Education*, 123(4), 815-830.*
- Browder, D.M., Spooner, F., Algozzine, B., Ahlgrim-Delzell, L., Flowers, C., & Karvonen, M. (2003). What we know and need to know about alternate assessment. *Exceptional Children*, 70, 45-61.*
- Flowers, C.P., Hancock, D.R., & Testerman, J. (2003). An interview protocol and scoring rubric for evaluating teacher performance. *Assessment in Education: Principle, Policy, and Practice*, 10(2), 161-169.
- Hancock, D.R., & Flowers, C.P. (2003). The world wide web's effect on social desirability responding. *International Journal on E-Learning*, July-September, 5-12.*
- Test, D., Flowers, C., Hewitt, A. & Solow, J. (2003). Statewide study of direct support staff workforce. *Mental Retardation*, 41(4), 276-285.*
- Carroll, J.J., Robinson, B., Flowers, C. (2002). Marital estrangement, positive feelings toward partners, and locus of control: A national study of female professional counselors. *Journal of Addiction & Offender Counseling*, 23(1), 30-40.*
- Flowers, C.P., Bray, M., Furr, S., Algozzine, R. (2002). Content Accessibility of Counselor Education Homepages. *Journal of Technology in Counseling*, 2(2). [On-line:http://jtc.colstate.edu/vol2_2/flowersbray.htm]*
- Flowers, C.P., & Robinson, B. (2002). A structural and discriminant analysis of the Work Addiction Risk Test. *Educational and Psychological Measurement*, 62(3), 515-524.*
- Testerman, J., Flowers, C., & Algozzine, R. (2002). Basic technology competencies of educational administrators. *Contemporary Education*, 72(2), 58-61.*
- Wethington, H., DeBate, R., Flowers, C., & Turner, M. (2002). Eating attitudes, body image, and nutrient intake in female triathletes. *Women in Sports and Physical Activity Journal*, 2, 115-139.*
- Allen, S.K., Smith, A.C., Test, D.W., Flowers, C., & Wood, W.M. (2001). The effects of Self-Directed IEP on student participation on IEP meetings. *Career Development for Exceptional Individuals*, 24, 107-120.*
- Flowers, C., Bray, M., & Algozzine, R.F. (2001, November). Content accessibility of special education organisations' web sites. *Journal of Research in Special Educational Needs*. [On-line:<http://www.nasen.org.uk>]*

- Flowers, C., Bray, M., & Algozzine, R.F. (2001). Content accessibility of community college web sites. *Community College Journal of Research and Practice*, 25, 475-485.*
- Graham, S., Furr, S., Burke, M.T., & Flowers, C. (2001). The relationship between spiritual health and coping resources. *Counseling and Values*, 46, 2-13.*
- Hancock, D. R., & Flowers, C. P. (2001). Comparing social desirability responding on World Wide Web and paper-administered surveys. *Educational Technology Research and Development*, 49(1), 5-13.*
- Robinson, B., Carroll, J.J., & Flowers, C. (2001). Marital estrangement, positive affect, and locus of control among spouses of workaholics and spouses of non-workaholics: A national study. *American Journal of Family Therapy*, 29, 397-410.*
- Robinson, B.E., Flowers, C., Carroll, J. (2001). Work stress and marriage: A theoretical model examining the relationship between workaholism and marital cohesion. *International Journal of Stress Management*, 8(2), 165-175.*
- Flowers, C.P., Bray, M., & Algozzine, B. (2000). Accessibility of schools and colleges of education home pages for students with disabilities. *College Student Journal*, 34(4), 550-556.*
- Flowers, C.P., & Algozzine, R.F. (2000). Development and validation of scores on the basic technology competencies for educators inventory. *Educational and Psychological Measurement*, 60(3), 411-418.*
- Flowers, C.P., Hancock, D., & Joyner, R. (2000). Effects of instructional strategies and conceptual levels on students' motivation and achievement in a technology course. *Journal of Research and Development in Education*, 33(3), 189-198.*
- Flowers, C.P., Robinson, B.E., & Carroll, J.J. (2000). Criterion-related validity of the Marital Disaffection Scale as a measure of marital estrangement. *Psychological Reports*, 86, 1101-1103.*
- Algozzine, B., Bateman, L.R., Flowers, C.P., Gretes, J.A., Hughes, C.D., & Lambert, R. (1999). Developing technology competencies in a college of education. *Current Issues in Education*, 2(1), [on-line: <http://cie.ed.asu.edu/springb99/algozzine/index.html>]
- Algozzine, B., Bateman, L.R., Flowers, C.P., Gretes, J.A., Hughes, C.D., & Lambert, R. (1999). Developing technology competencies in a college of education. *Contemporary Education*, 70(4), 26-31.
- Flowers, C.P., Bray, M., & Algozzine, R.F. (1999). Accessibility of special education program home pages. *Journal of Special Education Technology*, 14(2). 21-26.*
- Flowers, C.P., Oshima, T.C., & Raju, N.S. (1999). A description and demonstration of the polytomous-DFIT framework. *Applied Psychological Measurement*, 23(4), 309-326.*

- Kern, R.M., Edward, D., Flowers, C.P., Lambert, R., & Belangee, S. (1999). Teachers' lifestyles and their perceptions of students' behavior. *The Journal of Individual Psychology, 55*, 422-436.*
- Oshima, T.C., Raju, N.S., Flowers, C.P., & Slinde, J.A. (1998). Differential bundle functioning using the DFIT framework: Procedures for identifying possible sources of differential functioning. *Applied Measurement in Education, 11(4)*, 353-369.*
- Shapiro M.B., Morris R.D., Morris M.K, Flowers C., Jones R.W. (1998). A neuropsychologically based assessment model of the structure of attention in children. *Developmental Neuropsychology, 14(4)*, 657-677.*
- Oshima, T.C., Raju, N.S., & Flowers, C.P. (1997). Development and demonstration of multidimensional IRT-based internal measures of differential functioning of items and tests. *Journal of Educational Measurement, 34(3)*, 253-272.*
- Oshima, T.C., McGinty, D., & Flowers, C.P. (1994). Differential item functioning with a criterion-referenced test: Use of limited closed-interval measures. *Applied Psychological Measurement, 16*, 381-388.*
- Wells, J., Layne, B., & Flowers, C.P. (1993). Assessment of computer-based instruction use in criminal justice education programs. *Journal of Educational Technology Systems, 22*, 57-67.*

Journal Publications-Invited

- Browder, D., Wakeman, S., & Flowers, C. (2006). Assessment of progress in the general curriculum for students with disabilities. *Theory into Practice, 45*, 249-259.
- Flowers, C.P. (Dec. 17, 1999). Workaholics tend to be married to the job-and nothing else. *The Business Journal*.
- Flowers, C.P., & Williams, E. (1989). The rise in youth hate group activity. *Focus on Child and Adolescent Psychiatry, 1(4)*, 14-15.
- Flowers, C.P. (1986). Teaching the attention-deficit disorder child. *Insights Magazine, I*, 14.

Abstracts

- Flowers, C.P. (1995). *A Monte Carlo of DFIT with polytomously-scored unidimensional tests*. Published dissertation, Georgia State University.

Book Reviews

- Flowers, C., Bray, M., & Algozzine, B. (in press). *Searching and Researching on the Internet and the World Wide Web* (2nd ed.) and *The Electronic Scholar: Enhancing Research*

Productivity with Technology. In Teacher Education and Special Education.

Flowers, C.P. (1998). Review of the book *Research Design: Qualitative and Quantitative Approaches*. *Disability Studies Quarterly*, 17, 203-204.

Technical Reports

Flowers, C., Browder, D., Wakeman, S., & Karvonen, M. (2006). *Alternate assessment alignment pilot study: Report to the State Department of Education*. Charlotte, NC: University of North Carolina at Charlotte, National Alternate Assessment Center.

Flowers, C. (2005). *National Council for Accreditation of Teacher Education Institutional Report-Standard 2*.

Flowers, C. (2002). *Technical Report for the Candidate Comprehensive Assessment System*.

Flowers, C., Testerman, J., Hancock, D., & Algozzine, B. (2000) *Evaluators and Teachers Manual for the North Carolina Experienced Teachers Summative Evaluation System*.

Flowers, C., Testerman, J., Hancock, D., & Algozzine, B. (2000). *Technical Report for the North Carolina Experienced Teachers Summative Evaluation System*.

Flowers, C., Lambert, R. & Leach, W. (1999). *University-School Teacher Education Partnerships Evaluation Report*.

Nagle, J.M., Flowers, C., & Sorrow, B. (1999). *Report of the 1998-99 Office of Educational Outreach School Needs Survey*.

Test, D., Solow, J.L., & Flowers, C. (1999) *North Carolina Direct Support Professionals Study*.

Flowers, C., Lambert, R. & James, B. (1998). *University-School Teacher Education Partnerships Evaluation Report*.

PRESENTATIONS

Refereed

Browder, D., Wakeman, S., & Flowers, C. (2007, April). *Levels of symbolic communication as access points for the one percent in alternate assessments*. Paper presented at the American Education Research Association, Chicago.

Flowers, C., Karvonen, M., Wakeman, S. & Browder, D. (2007, April). *Comparison of Alignment Results for Alternate Assessments Based on Alternate Achievement Standards: Performance-based and Portfolio Formats*. Paper presented at the National Council for Measurement in Education, Chicago.

Karvonen, M., Wakeman, S., & Flowers, C. (2007, April). *Validation of Curriculum*

- Indicators Survey: Measuring enacted curriculum for students with significant cognitive disabilities.* Paper presented at the American Education Research Association, Chicago.
- Browder, D., Algrim-Delzell, L., & Flowers, C. (2006, April). Increasing literacy skill instruction in special education classrooms. American Association of Research in Education Annual Meeting, San Francisco.
- Flowers, C., Algrim-Delzell, L., & Karvonen, M. (2006, April). A factor analysis of the intended and unintended Consequences of the use of alternate assessments. National Counsel on Measurement in Education Annual Meeting, San Francisco.
- Karvonen, M., Wakeman, S. & Flowers, C. (2006, April). Measuring the enacted curriculum for students with significant cognitive disabilities. National Counsel on Measurement in Education Annual Meeting, San Francisco. [invited]
- Flowers, C. & Ahlgrim-Delzell, L. (2005, July). Alignment issues. Aligning assessment with instruction. China-US Conference on Education, Beijing.
- Flowers, C., Browder, D., & Wakeman, S. (2005, June). Alternate assessment alignment issues. Council of Chief State School Officers Large-scale Assessment Conference, San Antonio.
- Flowers, C., Wakeman, S., & Browder, D. (2005, June). Access and alignment to grade-level content for students with significant cognitive disabilities (Conference Pre-Session). Council of Chief State School Officers Large-scale Assessment Conference, San Antonio.
- Flowers, C., Ahlgrim-Delzell, L., & Browder, D. (2005, April). The alignment of alternate assessments to states' standards. American Association of Research in Education Annual Meeting, Montreal.
- Flowers, C., Rock, T., & Heafner (2004, April). The use of ePortfolio in higher education. Teaching, Learning, and Technology (TLT) Annual Meeting, Charlotte.
- Ahlgrim-Delzell, L., Flowers, C., & Browder, D. (2004, April). Teachers perceptions of alternate assessments. American Association of Research in Education Annual Meeting, San Diego.
- Karvonen, M., Flowers, C., & Browder, D. (2004, April). Factors that influence alternate assessment outcomes. American Association of Research in Education Annual Meeting, San Diego.
- Browder, D., Ahlgrim-Delzell, L., Flowers, C., Karvonen, M., Spooner, F., & Algozzine, R. (April, 2003). *Alignment of Alternate Assessment to Curricular Philosophies.* American Educational Research Association, Chicago.

- Hancock, D. & Flowers, C. (April, 2003). An interview protocol and scoring rubric for evaluating teacher performance. American Educational Research Association, Chicago.
- Browder, D., Ahlgrim-Delzell, L., Flowers, C., Karvonen, M., Spooner, F., & Algozzine, R. (April, 2002). *How states define alternate assessments for students with disabilities*. American Educational Research Association, New Orleans.
- Browder, D., Flowers, C., Ahlgrim-Delzell, L., Karvonen, M., Spooner, F., & Algozzine, R. (April, 2002). *Curricular implications of alternate assessment*. North Carolina Association of Research in Education.
- Flowers, C., Browder, D., Ahlgrim-Delzell, L., Karvonen, M., Spooner, F., & Algozzine, R. (April, 2002). *Curricular implications of alternate assessment*. National Council on Educational Research, New Orleans.
- Flowers, C., Raju, N., & Oshima, C. (April, 2002). *A comparison of measurement equivalence methods based on confirmatory factor analysis and item response theory*. National Council on Educational Research, New Orleans.
- Gibson, P. & Bray, M., & Flowers, C. (2002). *Accessibility of School Districts' Websites: A Descriptive Study*. North Carolina Association for Educational Communications and Technology, Charlotte, NC.
- Jordan, L., Spooner, F. H., Cooke, N. L., White, R. B., Flowers, C. P., Haselden, P., Fisher, A., Calhoun, M. L., Beattie, J., & Algozzine, B. (April 2002). *Answering quality questions in distance education: A preparation program in special education*. Paper presented at the annual meeting of the Council for Exceptional Children, New York City, NY (selected by TAM as its showcase presentation).
- Spooner, F., Flowers, C., Jordan, L., & Spooner, M. (May, 2002). *Does distance deliver?* Association for Behavior Analysis, Toronto, Ontario.
- Bray, M. & Flowers, C. (2001). *Web accessibility of community colleges' web pages*. Association for Educational Communications and Technology, Atlanta GA.
- Flowers, C., Jordan, L., Algozzine, R., Spooner, F., & Fisher, A. (March, 2001). *Comparison of student rating of instruction in distance education and traditional courses*. Society for Information Technology and Teacher Education, Orlando.
- Hancock, D., & Flowers, C. (April, 2001). *Comparing social desirability responding on World Wide Web and paper-administered surveys*. American Education Research Association, Seattle.
- Testerman, J., Freemyer, J., & Flowers, C. (2001, March). *The relationship between mentoring and perceived improvement in teaching skills*. North Carolina Association of Research in Education, Charlotte.

- Jordan, L., Flowers, C., Algozzine, R., Spooner, F., & Fisher, A. (2001, March). *Comparison of student rating of instruction in distance education and traditional courses*. North Carolina Association of Research in Education, Charlotte.
- Flowers, C., & Bray, M. (July, 2000). *Accessibility of schools and colleges of education home pages for students with disabilities*. Paper presented at the Congr s international of The World Association of Education Research/Association mondiale des sciences de l' ducation.
- Spooner, M., Flowers, C., & Lambert R. (March, 2000). *The value added for student teachers in a year-long internship compared to traditional semester-long internship*. North Carolina Association of Research in Education, Greensboro.
- Robinson B.E., Flowers, C., Carroll, J.J. (March, 2000). *Spouses of workaholics and spouses of non-workaholics: A national study of marital relationships*. Poster paper presented at the North Carolina Association of Marriage and Family Therapists Annual Conference, Charlotte. (Awarded 1st place in poster competition)
- Robinson, B.E., Carroll, J.J. (March, 2000). *Marital estrangement and adjustment among spouses of workaholics and spouses on non-workaholic*. Poster paper presented at the American Counseling Association's Annual Conference, Washington DC.
- Bray, M. & Flowers, C. (October, 1999). *Individual access applications: Transitions from traditional to alternative delivery methods*. International Conference on Technology and Education, Tampa.
- Bray, M. & Flowers, C. (October, 1999). *World Wide Web accessibility*. International Conference on Technology and Education, Tampa.
- Flowers, C.P., Bray, M., & Algozzine, R.G. (March, 1999). *Accessibility of institutions of higher education home pages*. International Conference on Technology and Education Annual Conference Proceedings.
- Flowers, C.P., Hancock, D.R., & Joyner, R.E. (April, 1999). *Enhancing students' motivation by matching conceptual level and instructional type*. Presented at the annual American Educational Research Association, Montreal.
- Spooner, M. & Flowers, C.P. (1999). *Partnerships for the future: Building successful relationships between schools and colleges of education*. Presented at American Association of Colleges for Teacher Education, Washington, DC.
- Jordan, L., Spooner, F., Calhoun, M.L., Flowers, C., Beattie, J., & Wood, W. (November, 1998). *High tech but not low touch: A distance education program in learning disabilities*. Paper presented at the 20th International Conference on Learning Disabilities, Albuquerque, NM.

- Flowers, C.P. & Simpson, M. (1998). *Web-based testing using JavaScript*. Paper presented at the annual meeting of the International Conference on Technology and Education, Santa Fe.
- Joyner, R.E., Gretes, J.A., & Flowers, C.P. (1998). *Meeting technology competencies for certification: Assessment for change*. Paper presented at the annual meeting of the International Conference on Technology and Education, Santa Fe.
- Lambert, R. & Flowers, C.P. (1998). *Evaluating a test of the difference between independent effect size estimates*. Presented at the annual American Educational Research Association, San Diego.
- Gretes, J.A., Spooner, F., Flowers, C., & Algozzine, B. (1998). *Developing technology competencies in a college of education*. Paper presented at the annual meeting of the International Conference on Technology and Education, Santa Fe.
- Flowers, C.P., Antonak, R.F., Algozzine, R.F. (1997). *The validity and reliability of a self-assessment instrument for measuring basic technology competencies for educators*. Paper presented at the annual meeting of the International Conference on Technology and Education, Oslo, Norway.
- Algozzine, R., Antonak, R., Flowers, C.P., Hughes, D., & Gretes, J. (1997). *A process for implementing change: Developing technology competencies in a college of education*. Paper presented at the annual meeting of the International Conference on Technology and Education, Oslo, Norway.
- Gretes, J.A., Flowers, C.P., & Hughes, D. (1997). *Standards for creating HyperStudio courseware: A tool kit for the development of interactive computer aided instruction*. Paper presented at the annual meeting of the International Conference on Technology and Education, Oslo, Norway.
- Algozzine, R., Antonak, R., Flowers, C.P., Hughes, D., & Gretes, J. (1997). *Improving faculty competence: Time to teach some new tricks*. Paper presented at the annual meeting of the International Conference on Technology and Education, Oslo, Norway.
- Flowers, C.P., Oshima, T.C., Raju, N. (1997). *The relationship between polytomous DFIT and other polytomous DIF procedures*. Paper presented at the annual meeting of National Council on Measurement in Education, Chicago.
- Flowers, C.P., Algozzine, R., Antonak, R., Hughes, D., & Gretes, J. (1997). *Basic technology competencies for educators: A self-assessment instrument*. Paper presented at the annual international conference of Society for Information Technology and Teacher Education, Orlando.
- Lambert, R., Flowers, C.P., Sipe, T., & Idleman, L. (1997). *Integrating software for sample size calculations, data entry, and tabulation: Software demonstration of a system for survey research*. Presented at the annual American Educational Research Association,

Chicago.

Flowers, C.P., Oshima, T.C., Raju, N. (1996). *A description of the polytomous-DFIT framework*. Paper presented at the annual meeting of the American Educational Research Association, New York.

Oshima, T.C., Raju, N.S., Flowers, C.P., & Slinde, J.A. (1996). *Differential bundle functioning using the DFIT framework*. Paper presented at the annual meeting of the American Educational Research Association, New York.

Flowers, C.P. (1995). *A Monte Carlo assessment of DFIT with polytomously-scored, unidimensional tests*. Paper presented at the annual meeting of the American Educational Research Association, San Francisco.

Flowers, C. P. & Oshima, T.C. (1994). *The consistency of DIF/DTF across different test administrations: A multidimensional perspective*. Paper presented at the annual meeting of the American Educational Research Association, New Orleans.

Oshima, T.C., McGinty, D., & Flowers, C.P. (1993). *Differential item functioning with a criterion-reference test: Use of limited closed-interval measures*. Paper presented at the annual meeting of the National Council on Measurement in Education, Atlanta.

Oshima, T.C., Raju, N., & Flowers, C.P. (1993). *Evaluation of DTF and DIF in two-dimensional IRT*. Paper presented at the annual meeting of the American Educational Research Association, Atlanta.

Oshima, T.C., Miller, M.D., & Flowers, C.P. (1992). *Item bias detection in the multidimensional test data*. Paper presented at the annual meeting of the American Educational Research Association, San Francisco.

Wells, J.B., Layne, B.H., & Flowers, C.P. (1992). *Appraisal of computer-based instruction in criminal justice education programs*. Paper presented at the conference of the Southern Criminal Justice Association, Gatlinburg, TN.

Oshima, T.C. & Flowers, C.P. (1991). *Multidimensionality and item bias using Mantel-Haenszel procedure*, Paper presented at the annual meeting of the Georgia Educational Research Association, Atlanta.

State Presentations

Ahlgrim-Delzell, L, Browder, D., & Flowers, C. (2006, March). Increasing literacy skill instruction in special education classrooms. North Carolina Association of Research in Education Annual Meeting, Greensboro, NC.

Karvonen, M., Flowers, C., & Wakeman, S. (2006, March). *Measuring the enacted curriculum for students with significant cognitive disabilities*. North Carolina Association of Research in Education Annual Meeting, Greensboro, NC.

Tests, D., & Flowers, C. (2006). *National secondary transition technical assistance center*. Presentation to the state exceptional children's annual conference, Greensboro, NC.

Wakeman, S., Browder, D., & Flowers, C. (2007, March). *Profiles of students with significant cognitive disabilities*. North Carolina Association of Research in Education Annual Meeting, Greensboro, NC.

Invited Presentations

Courtade, G. & Flowers, C. (March, 2007). National Center of Educational Outcomes Technical Assistance Conference Call.

Flowers, C. (2007, February). *Links for academic learning: An alignment protocol for alternate assessments*. Teleconference at the Mountain Plains Regional Resource Centers.

Flowers, C. & Gong, B. (2006, October). *Alignment methods for alternate assessments based on alternate achievement standards*. Symposium for the National Alternate Assessment Center, Washington, DC.

Flowers, C. & Gong, B. (2006, October). *Alignment methods for alternate assessments based on alternate achievement standards*. Symposium for the National Alternate Assessment Center, Denver, CO.

Browder, D. & Flowers, C. (December, 2004). National Center of Educational Outcomes Technical Assistance Conference Call.

Flowers, C., & Testerman, J. (September, 2001). *The North Carolina Experienced Teacher Evaluation System*. Southwest School Alliance.

Flowers, C.P. & Testerman, J. (2000). *UNC Charlotte's experienced teacher evaluation pilot program*. 12th Annual School Leadership Conference.

Flowers, C.P. (2000). *Evaluation standards of the UNC Charlotte experienced teacher evaluation instrument for North Carolina*. North Carolina Professional Teaching Standards Commission Annual Meeting.

Flowers, C.P., Testerman, J., Hancock, D., & Algozzine, B. (1999). *Evaluation instrument for career status teachers in North Carolina*. Southeastern Regional Vision for Education Conference, Greensboro, NC.

Flowers, C.P., Testerman, J., Hancock, D., & Algozzine, B. (1999). *UNC Charlotte Career Teacher Evaluation System*. Personnel Administrator of North Carolina Annual Conference, Asheville, NC.

Testerman, J., Flowers, C.P., Hancock, D., & Algozzine, B. (2000). *The UNC Charlotte*

experienced teacher evaluation instrument for North Carolina. Piedmont Triad Education consortium, Greensboro, NC.

Testerman, J., Flowers, C.P., Hancock, D., & Misenheimer, J. (2000). *Implementing the new evaluation systems.* School Leadership Development, Chapel Hill.

Flowers, C.P. (1998). *Best practices for measuring competence in children.* SUCCESS, INC. Training Conference (Southwest region), Charlotte, NC.

Flowers, C.P. (1997). *The evaluation of developmental education programs.* Presented to the North Carolina Association of Development Education Meeting, Salisbury, NC.

Grants and Contracts (funded)

Browder, D.M. & Algozzine, R. *Project RAISE: Reading Accommodations and Interventions for Students with Emergent Literacy.* U.S. Department of Education. 2005-2009. \$600,000 per year. With C. Flowers & F. Spooner, Research Associates.

Test, D. & Flowers, C. *Post Secondary School Outcomes.* North Carolina Department of Public Instruction. (\$37,000 for first year)

Browder, D.M., & Flowers, C. *UNC Charlotte Partnership in National Center on Achievement and Standards at University of Kentucky.* U.S. Department of Education. 2005-2009. \$200,000 per year. With S. Wakeman & M. Karvonen.

Browder, D., & Flowers, C. *Access to the general curriculum.* U.S. Department of Education. OSEP. Directed Research. \$180,000 per year for 3 years. 2003-2007. With F. Spooner & B. Algozzine, Research Associates

Browder, D., & Flowers, C. *Evaluating the impact of alternate assessment outcomes.* U.S. Department of Education. OSEP. Field Initiated Research. \$180,000 per year for 3 years. 2001-2004. With F. Spooner & B. Algozzine, Research Associates.

Calhoun, M.L. & Flowers, C (2003). *Comprehensive Candidate Assessment Project.* UNC Charlotte Academic Improvement Grant. (\$21,700)

Flowers, C. (2001) *A comparison of measurement equivalence methods based on confirmatory factor analysis and item response theory.* Senior Faculty Research Grant (\$5000)

Flowers, C.P., & Robinson, B.E. (2000). *A Construct Validity Study of the Work Addiction Risk Test.* Faculty Research Support Grant. (\$5000)

Flowers, C.P. (2000). *Type I and Type II Error Rates of Differential Functioning of Items and Test.* UNC Charlotte Junior Faculty Research Grant. (\$3500)

Flowers, C.P., Testerman, J., Hancock, D., & Algozzine, B. (1999). *Development of the Career Teacher Evaluation System.* North Carolina Department of Public Instruction. (\$70,000)

Test, D. (1998). *North Carolina Direct Support Professionals Study*. North Carolina Community Network. (Flowers was the research statistician). (\$100,000)

Flowers, C.P. (1997). *Developing Electronic Examinations for Research Courses*. UNC Charlotte Curriculum Improvement Grant. (\$3500)

Flowers, C.P. (1996). *Assessment of the Polytomous IRT Differential Functioning of Items and Test*. UNC Charlotte Competitive Faculty Research Grant. (\$3500)

SERVICE

University Committees

Institutional Review Board (Chair) 2000-

Curriculum Improvement Grants Committee 2002-2004

Faculty Competitive Grants Committee 1997-1999, 2004-2006

Faculty Academic Policy and Standards Committee (alternate) 2000-2002

University Web Technology Task Force 1998-2000

Faculty Information and Technology Services Advisory Committee 2003-2005

Instructional Course Management Review Committee 1998

Faculty Executive Committee (alternate) 2005-2006

Ad hoc FCTeL Evaluation Team 2006

Women's Academy Advisory Committee 2007-

College Committees

Comprehensive Candidate Assessment Plan Team (Chair) 2001-

College Review Committee 2003-

Accreditation and Continuous Improvement Committee 2003-

Assessment Committee 2005-

Planning Committee for the Ph.D. in Counseling 2001-2002

Graduate Curriculum Committee 2000-2002

Commencement Reception Committee 1998-2003

Information Technology Advisory Committee 1997-1999

Faculty Service Award Committee 1999

Department Committees

Department Review Committee 2001-2003

Graduate Readmission Committee 1997-2000

Search Committees 2003, 2004, 2006

Other Assignments

Webmaster for the College of Education 1996-2002

Peer Observer 2001-2004

Mentor 2001-

REVIEWER

Journal of Educational Measurement, 1996
American Journal on Mental Retardation, 1996
Canadian Journal of Behaviour Science, 2000
Psychological Reports, 2001-
Exceptional Children, 2001-2002
Psychological Methods 2003
Educational Policy Analysis Archives 2005
Early Childhood Research Quarterly 2006
The Psychologist-Manager Journal 2006

ADVISORY PANELS AND BOARDS

North Carolina Teacher Evaluation Panel (2000)
Board of Examiners--National Council for Accreditation of Teacher Education (2002-)
Georgia Technical Advisory Committee (2006-)
Research to Practice Panel – National Center for Educational Outcomes (2006-)
OSEP Task Force -- White Paper on Inclusion of Students with Disabilities in
Accountability (G. Tindal, Chair) (2005)

MEMBERSHIP AND PROFESSIONAL LEADERSHIP POSITIONS

Membership

American Educational Research Association
American Psychological Association (Division 5 Affiliate)
Association for the Advancement of Computing in Education
National Council on Measurement in Education
North Carolina Association for Research in Education (Secretary, President-elect)