



# KEVIN J. PAYNE, PH.D.

KJPAYNE.COM | drpayne@kjpayne.com | 816-582-8124

*I help people make better decisions  
and monitor them in action.*

## ACHIEVEMENTS

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- MANAGEMENT** • Advised numerous startup, early and growth stage companies, and small to medium organizations, nonprofits, firms and agencies, especially in the technology, science, health & wellness, and applied social & behavioral science sectors.
- Built and directed the TeraCrunch Data Science and Software Engineering Team. Designed technical solutions and led the deployment of dozens of innovative, real time client solutions analyzing structured and unstructured data.
  - Led the first redesign of the Park University Sociology and Social Psychology majors in more than three decades, exceeding "best practice" recommendations from the *American Sociological Association* and the *American Psychological Association*.
  - In the six years I administered the redesigned Sociology Program, it was responsible for 21% of all gross annual enrollment revenue growth across the entire university between 2006 and 2011 at 31 campus centers and online (while the university overall had multiple years of double-digit decline). Increased gross revenue from \$2.2M to \$5.5M annually and student enrollment from 3,655 to 6,083 annually. My program more than doubled to 7.0% of all University enrollment and 7.5% of University revenue.
  - Designed and implemented new instructor employment and annual review procedures (adopted University-wide), and new instructor & student evaluation, satisfaction and engagement instruments (adopted by many other departments).
  - Chaired or served on numerous committees setting operational, evaluation and assessment procedures for a large, distributed academic institution, as well as community and nonprofit committee service.
- KNOWLEDGE** \* Earned doctorate in **Sociology**, with a collateral field in Psychology, supported by an *American Educational Research Association* Dissertation Fellowship and finalist for the *American Sociological Association* Outstanding Dissertation Award.
- Designed and delivered 30 different undergraduate and graduate courses in sociology, psychology, research methodology, statistics, business, communications, education and other social and behavioral sciences. Also designed 13 courses for delivery by others. Added 24 new courses to the curricula of 3 universities, as well as two complete curriculum redesigns.
- RESEARCH**
- Designed and implemented dozens of basic and applied research and data science projects as technical lead for TeraCrunch and as a business, organizational and methodological consultant and advisor.
  - Over 40 peer reviewed academic publications and presentations in regional, national and international venues.
  - Designed and validated a number of data collection techniques and metrics, including new methods for measuring attitudes, social networks, and indirect or latent characteristics — especially using distributed, digital technologies.
  - Developed and validated a number of statistical and analytic techniques, including those for nonlinear systems, hierarchical data, and inductive and adaptive pattern recognition.
  - Wrote and edited dozens of research reports, proposals and other technical documents for academic, specialist, professional and general lay audiences.
  - Served on Institutional Review Boards, twice completed the *NIH Protecting Human Research Participants* training, and designed and taught the course on research & data ethics, developing insights on human data collection and management.
- INFO TECH**
- Designed, developed and maintained web sites, databases, interactive dashboards and analytic/data science applications.
  - Chaired or served on numerous committees making IT adoption decisions, as well as data and security policies.
  - Designed & built the DART Research, Inc. platform for distributed data collection, management, analytics and sharing.
- TEACHING**
- Educated and evaluated about 8,000 students in 164 college course sections delivered face-to-face and online.
  - More than a decade developing and testing the ADAPTS™ system for program, project, process and change management.
  - Ongoing development and validation of the Chronic Cow™ system for living well with, and supporting, chronic illness.

## EMPLOYMENT

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- DEC 2017 – present **Founder & CEO**  
Chronic Cow, LLC, Kansas City, Missouri (<http://www.ChronicCow.com>)
- AUG 2013 – NOV 2017 **Co-Founder, Lead Data Scientist & VP of Decision Science and Solutions**  
TeraCrunch, LLC, Overland Park, Kansas (<http://www.TeraCrunch.com>)
- AUG 2012 – present **Principal Consultant**  
Kevin J. Payne, LLC, Parkville, Missouri (<http://www.KJPayne.com>)
- JAN 2006 – JUL 2012 **Program Coordinator of Sociology / Assistant Professor of Sociology & Public Policy**  
Department of Psychology and Sociology & the Graduate School; Park University, Parkville, Missouri
- JUN 1995 – DEC 2005 **Visiting Assistant Professor of Sociology / Instructor / Teaching & Research Assistant**  
Department of Sociology; University of Missouri, Columbia, Missouri

## EDUCATION

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- Ph.D. in Sociology**, with a Collateral Field in Psychology & specializations in Social Psychology, Theory and Research Methodology
- M.A. in Sociology**  
Department of Sociology; University of Missouri, Columbia, Missouri
- B.A. in Institutions and Policy** (Economics, Political Science & Philosophy, with emphasis in Mathematics & Econometrics)  
Oxford-Cambridge Honors Program; William Jewell College, Liberty, Missouri & visiting student in Oxford, UK

## SKILLS

*I blend a unique combination of "hard" technical, scientific & data-driven skills with "soft" interpersonal, communication, creative & management experience — supported by an extensive foundation of social and behavioral scientific expertise.*

<b>MANAGEMENT</b>	<p>[From 1998] My management skills are honed by two decades of practical experience and deeply informed by decades of research and teaching others these principles in the college classroom, as well as extensive industry advising experience.</p> <ul style="list-style-type: none"><li>• Program, project, process, policy, operational and change analysis, design, monitoring and management.</li><li>• Strategic and operational planning, problem solving, decision making, goal setting.</li><li>• Individual and group motivation, identity &amp; relationship building, and conflict management &amp; resolution.</li><li>• Resource (personnel, financial, informational, material, infrastructure) planning, allocation, logistics and budgeting.</li></ul>
<b>KNOWLEDGE</b>	<p>[From 1988] Broad understanding of research and theory in Sociology, Psychology, and other social &amp; behavioral sciences enables me to explain and predict individual, group, network, organizational and market behaviors.</p> <ul style="list-style-type: none"><li>• Efficient and effective organizational, group and individual decision-making; avoiding social and cognitive biases.</li><li>• Individual &amp; organizational culture, structure and processes, especially when operating under distress and disadvantage.</li><li>• Ability to apply Sociological and Psychological research insights to solve practical organizational problems.</li></ul>
<b>RESEARCH</b>	<p>[From 1991] Well over two decades experience in all phases of social and behavioral research, teaching thousands of undergraduate and graduate students in research methodology, statistical analysis, survey methods, program and policy analysis and evaluation, data science and others.</p>
<b>measurement</b>	Psychometric (mental & behavioral), sociometric (social, network & organizational) and econometric (economic) techniques.
<b>sampling</b>	Indexing, scaling, standardizing & normalization procedures, testing theory & item analysis, including Item Response Theory (IRT).
<b>research design</b>	Probabilistic, nonprobabilistic and multistage sampling techniques, sample size & power calculations and estimation. Field and laboratory designs, with and without experimental manipulation. Cross-sectional, longitudinal, panel, and cohort studies. Mixed methodology and triangulation designs integrating multiple data sources. Multi-level designs integrating individual (cognitive, behavioral and biomedical) with a variety of contextual, environmental and organizational factors.
<b>data collection</b>	Interactive data collection techniques, including individual, group, telephone, and digitally mediated interviews and surveys; focus groups; participant observation; and experiments. Non-reactive data collection techniques, including naturalistic observation, trace and environmental observation, document and cultural analysis, secondary data identification and repurposing, and incidental data capture
<b>data analysis</b>	Secondary, hierarchical and "big" data — integration of multiple, large-scale data sources at multiple levels. Quantitative data analysis, including nonparametric techniques, significance tests, and GLM and GLZ models. Nonlinear quantitative analysis, including periodic models (like Fourier analysis and wavelets), curvilinear models, and non-smoothly differentiable nonlinear models (chaos and complexity). Data reduction and latent variable techniques: factor, cluster, and path analyses, as well as scaling methods. Machine learning, adaptive computing and simulation techniques. Qualitative data analysis of observational, cultural, and archival data; semantic networks and tagging. Mixed analyses integrating multiple data types, especially large quantitative samples with integrated qualitative sub-samples.
<b>ethics &amp; security</b>	Human participant and data standards and ethical codes from government agencies and professional associations (including HIPAA).
<b>INFO TECH</b>	<p>[From 1977] Decades of early technology adoption gives me the skills to quickly establish proficiency in new platforms and applications. (These lists are nowhere near exhaustive.) I bring a solid understanding of computer and mobile operation and IT foundations, including application, database and user interface design, engineering and programming.</p>
<b>productivity</b>	Microsoft Office, OpenOffice, LiberOffice, Google Docs suites, among many other specialized software packages, like ProjectLibre, yEd, ArgoUML, OmniGraffle, Visio (ask, I've probably used it).
<b>development</b>	Eclipse IDE, Dreamweaver, Appcelerator Titanium, GitHub, and approaches like Lean and Agile Development, UML.
<b>CMS</b>	WordPress, Joomla!, Drupal, OpenCart, Moodle, MediaWiki, Oxwall, LimeSurvey.
<b>database</b>	MySQL, PostgreSQL, Neo4j, & NoSQL. Relational, nonrelational, object, graph, network, sparse and scalable DB design.
<b>data analytics</b>	R statistical programming language, Excel, SPSS, GRASS GIS, and many others.
<b>creativity</b>	Video, audio, print and web design, production and post-production with the Adobe Creative Suite Master Collection.
<b>CIT foundations</b>	Information theory, logic, pseudocoding, data representation, networks and architecture, needs assessment.
<b>languages</b>	Most recently, web and mobile development with HTML5, CSS3, JavaScript (with jQuery & other libraries), Ruby on Rails & R.
<b>PRESENTATION</b>	<p>[From 1977] Accomplished communicator — interpersonally, and as featured speaker, debater, discussant, and panelist. Also technically proficient in video, audio, and screencast performance, production and post-production techniques.</p>
<b>speaking</b>	I specialize in telling entertaining stories that illuminate the human condition — and support them with research and data.
<b>writing</b>	Technical (reports, proposals), informational & persuasive writing for general, professional, academic and specialist audiences.
<b>design</b>	Data visualization (static & dynamic tables, graphs, charts, dashboards & infographics) and user interface/experience (UI/UX).
<b>TEACHING</b>	<p>[From 1997] Demonstrated ability to effectively convey technical social scientific information in a useful and entertaining manner, emphasizing how to use the insights from real human data to make and monitor better decisions in action — for academic, professional, and general audiences.</p>



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*I help people make better decisions  
and monitor them in action.*

## CURRICULUM VITAE

*I blend a unique combination of "hard" technical, scientific & data-driven skills with "soft" interpersonal, communication, creative & management experience — supported by an extensive foundation of social and behavioral scientific expertise.*

### EMPLOYMENT

- DEC 2017 – present **Founder & CEO**  
Chronic Cow, LLC, Kansas City, Missouri (<http://www.ChronicCow.com>)
- AUG 2013 – NOV 2016 **Co-Founder, Lead Data Scientist & VP of Decision Science and Solutions**  
TeraCrunch, LLC, Overland Park, Kansas (<http://www.TeraCrunch.com>)
- AUG 2012 – present **Principal Consultant**  
Kevin J. Payne, LLC, Parkville, Missouri (<http://www.KJPayne.com>)
- JAN 2006 – JUL 2012 **Assistant Professor & Program Coordinator of Sociology**  
Department of Psychology and Sociology; Park University, Parkville, Missouri
- JAN 2004 – DEC 2005 **Visiting Assistant Professor of Sociology**  
Department of Sociology; University of Missouri, Columbia, Missouri
- AUG 1998 – DEC 2003 **Autonomous Graduate Instructor**  
Department of Sociology; University of Missouri, Columbia, Missouri
- OCT 1997 – MAY 2002 **Associate Instructor**  
Day, Evening and Graduate Divisions; Columbia College of Missouri, Columbia, Missouri
- AUG 1997 – MAY 1998 **Graduate Teaching Assistant**  
Department of Sociology; University of Missouri, Columbia, Missouri
- JLY 1995 – MAY 1997 **Graduate Research Assistant**  
Center for Research in Social Behavior / Department of Sociology; University of Missouri, Columbia, Missouri
- OCT 1986 – JLY 1995 **Sales**  
Various sales positions; Kansas City and Columbia, Missouri.
- MAY 1982 – OCT 1998 **Computer Programmer & Instructor; Technology Consultant**  
Self employed.
- AUG 1977 – present **Actor, Writer & Director**  
Lead or featured roles in dozens of theatrical and video productions; directing and post-production.

### EDUCATION

- DEC 2003 **Ph.D. in Sociology, with a Collateral Field in Psychology**  
Department of Sociology; University of Missouri, Columbia, Missouri  
Comprehensive Examinations: Social Psychology, Theory and Research Methodology  
Dissertation: In the Footsteps of Durkheim: Reconsidering Levels and Causes in Social Theory, Quantitative Analysis, and the Study of Economic Advantage and Student Achievement.  
(Supported by a Dissertation Fellowship from the *American Educational Research Association.*)  
Dissertation Director: Prof. Bruce J. Biddle
- MAY 1997 **M.A. in Sociology**  
Department of Sociology; University of Missouri, Columbia, Missouri  
Thesis: A Study of School Funding, Poverty, Curricular Level, and Mathematics Achievement.  
Thesis Director: Prof. Bruce J. Biddle
- MAY 1993 **B.A. in Institutions and Policy**  
Oxford-Cambridge Honors Program; William Jewell College, Liberty, Missouri  
Thesis: A Proposed Methodology for Approaching Chaotic Attractors in Economic Time Series.  
Thesis Director: Prof. Michael T. Cook
- OCT 1991 – JUN 1992 **Visiting Student**  
Oxford Overseas Study Course; Oxford, England  
Director: Dr. Francis Warner, Vice-Chancellor  
St. Peter's College, Oxford University
- MAY 1988 **High School Diploma** (voted "Most Likely to Succeed")  
Fort Osage High School; Independence, Missouri

## EXPERTISE

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I offer broad expertise across Sociology and Psychology, with particular training and experience in research methods, statistics, data science; in program, policy and individual evaluation and assessment; and in successful operation in the face of distress & disadvantage. I emphasize the effects of education and training, communication and information technologies, resources, environments, identities, attitudes, networks, and social interactions on desired outcomes.

**Research Methodologies & Statistics**  
**Program & Policy Evaluation**  
**Survey Research**  
**Multi-method Research & Multilevel Analysis**  
**Social & Psychological Theories**  
**Social Psychology**

**Educational Policy, Practice & Assessment**  
**Human-CIT Interaction**  
**Stratification & Inequalities**  
**Social Institutions**  
**Culture & Identity**  
**Roles, Networks & Group Dynamics**

## TEACHING

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FALL 1997 – SMR 2012

### Undergraduate Courses Taught

Research Methods (Park, MU, CC)  
Statistics for Social Sciences (Park, MU, CC)  
Introduction to Sociology (Park, MU)  
Introduction to Sociology, Honors (MU)  
Social Inequalities (Park, MU)  
Class, Status & Power (MU)  
Minority Group Relations (Park)  
Social Deviance (Park, MU)  
Social Deviance, Writing Intensive (MU)  
Social Problems (Park, MU)  
Social Theory (Park, MU)  
Social Psychology (Park, MU, CC)  
Urban Sociology (Park)  
Public Opinion & Communication (MU)  
Study of the Family (Park)  
Youth in Today's World (MU)

### New Courses Developed & Taught

Ethical Issues in Social Science (Park)  
Program and Policy Evaluation (Park)  
Survey Methodology (Park)  
Sociology of Science & Knowledge, Honors (CC)  
Sociology of Cyberspace (MU & CC)  
Sociology of Mental Health & Illness (Park)  
Conflict, War & Terror (Park)  
Political Sociology (CC)  
Social Psychology of Dating (MU)

### Student Research Supervised

Senior Project (Park)  
Honors Project (Park)

### Graduate Courses Taught

Research Methods (Park, MU, CC)  
Statistics for Social Sciences (MU, CC)

## TEACHING ACHIEVEMENTS

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- Quantity: 164 sections of 30 different courses, including 82 sections of research methods, statistics & data science at all levels.
  - Level: introductory undergraduate courses through graduate seminars to masters and doctoral students.
  - Topic: broad surveys of Sociology and Social Psychology to focused specialty courses in a variety of areas.
  - Size: independent studies through large lecture classes of 400 students.
  - Mode: tutorial, seminar, lecture, and online delivery.
  - Populations: traditional, re-entry, military, honors, and graduate students.
  - Format: 16, 8, 4, and 2 weeks.
  - Designed 24 new courses for initial inclusion to the Park, MU, or CC curricula.
  - Developed three new courses for online delivery for Park and one for MU.
  - Generated and maintained extensive digital resources for these courses.
  - Devised innovative pedagogical strategies, including the use of digital CIT; artificially intelligent essay feedback; recording lectures and other materials for online video, screencast, and podcast; digital delivery of notes, examples, lectures, and supplemental materials via computer, smartphone and other digital devices; group projects; integrated and extended projects, partnerships with local organizations; and professional development opportunities.
  - Devised innovative formative and summative assessment strategies, including pre-test/post-test designs, adaptive testing, experiential learning projects, and peer feedback.
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- Outside of the academy, I've delivered dozens of educational lectures and workshops, primarily on four, related topics:
    - 1 The scientific method, data science, social & behavioral science, and their application to better individual and organizational decision-making.
    - 2 How individuals and organizations can learn to operate better using the tools and insights of social & behavioral science.
    - 3 How to live better (and better support those) with chronic conditions (Chronic Cow™).
    - 4 The history and geopolitics of The Golden Age of Pirates, colorfully illustrating science-backed lessons on good and bad decision-making.

## ADMINISTRATION & MANAGEMENT

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- DEC 2017 – present **Founder & CEO**  
Chronic Cow, LLC, Kansas City, Missouri (<http://www.ChronicCow.com>)  
Built a company, and a movement, that delivers education and technology to people with chronic conditions, their loved ones and caregivers, and medical and therapeutic professionals so that they can live and support more successful lives.
- AUG 2013 – NOV 2017 **Co-Founder, Lead Data Scientist & VP of Decision Science and Solutions**  
TeraCrunch, LLC, Overland Park, Kansas  
Built and led a team of more than a dozen data scientists and software engineers to design, develop, test, and implement a range of data science & analytic solutions.
- JAN 2006 – NOV 2011 **Program Coordinator of Sociology**  
Department of Psychology and Sociology; Park University, Parkville, Missouri  
Responsibility for the Sociology Program employing 261 active instructors and serving more than 5,000 student enrollments per year; shared responsibility for the Social Psychology major employing more than 400 instructors and serving more than 13,000 student enrollments per year (both at more than 30 national locations and online).
- AUG 1998 – DEC 2005 **Visiting Assistant Professor/Autonomous Graduate Instructor**  
Department of Sociology; University of Missouri, Columbia, Missouri  
Managed as many as 500 students and 5 Teaching Assistants per semester.

## ADMINISTRATIVE ACHIEVEMENTS

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As Program Coordinator of Sociology at Park University:

- Grew the Sociology program at Park from 3,655 enrollments in 9 different course offerings (in 2006) to 6,083 enrollments in 30 different course offerings (in 2011).
- Administered hiring, approval, and retention of up to 261 Sociology instructors annually teaching more than 6,000 student enrollments in about 500 sections.
- Led the first complete curricular redesign of the Sociology and (with Drs. Andrew Johnson and Brian Cowley) Social Psychology programs in 30 years, exceeding “best practices” recommendations of the ASA and APA.
- Helped devise and implement a variety of innovative program, student, and instructor assessment strategies:
  - Adaptive, online pre-test/post-test/comprehensive exit examination system for all Sociology, Social Psychology, and Psychology majors, inclusive of all courses in these majors.
  - Portfolio system for all Sociology, Social Psychology, and Psychology majors.
  - New Core Assessment assignments and Course Learning Outcomes for all Sociology classes, and Program Outcomes for the Sociology and Social Psychology majors.
  - New procedures for continuously assessing the qualifications and performance of a large instructor pool.
- Developed and monitored course and syllabus standards for all Sociology sections.
- Introduced 19 new courses into the Park Sociology curriculum.
- Conducted successful Program Evaluation of Sociology.

## MANUSCRIPT IN PREPARATION

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Payne, Kevin J. (2017). *The Good Life with a Chronic Cow: a Scientific Strategy for Living Well with Ongoing Illness*

## REPRESENTATIVE PUBLICATIONS

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- Payne, Kevin J. (2007). “International and U. S. data sources,” *Encyclopedia of Gender and Education*, Barbara J. Bank, ed. Greenwood Press.
- Payne, Kevin J. (2003). “Response to Burgan,” *The Midwest Sociologist*, vol. 46, no. 1.
- Payne, Kevin J. & Bruce J. Biddle (2000). “Funding, poverty, and mathematics achievement: a rejoinder,” *Educational Researcher*, vol. 29, no. 7.
- Payne, Kevin J. & Bruce J. Biddle (1999). “Poor school funding, child poverty, and mathematics achievement,” *Ed. Researcher*, vol. 28, no. 6.
- Payne, Kevin J. (1994). “A proposed methodology for approaching chaotic attractors in economic time-series,” *The Jnl of Econ*, vol. 20, no. 1.

## REPRESENTATIVE PRESENTATIONS

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- Payne, Kevin J. (2014). “The Art & Science of Data Science,” *Big Data Summit KC*. Kansas City, MO.
- Payne, Kevin J. (2012). “Better Data, Better Decisions,” *iKC: the Kansas City Innovation Conference sponsored by the Greater Kansas City Chamber of Commerce & Think Big Partners*. Kansas City, MO.
- Kerkman, Dennis D., Douglas Burns, Dawit Wubshet, Kevin J. Payne, Amber Dailey-Herbert, Wen Jung Hsin, Lisa Bunkowski, Denise Lowe, Michael Eskey, and Ann Schultis. (2009). “Constructing an Automated Online IRB Application: A Collaborative Process,” PRIM&R Advancing Ethical Research Conference. Nashville, TN.
- Cowley, Brian J., Sarah Hopkins, Kevin J. Payne, and Andrew T. Johnson. (2009). “Facilitating group assignments in the classroom,” *Greater Kansas City Symposium on Teaching and Learning*, Kansas City, MO.
- Payne, Kevin J. (2008). “Rethinking capital,” *Annual Meeting of the American Sociological Association*. Boston, MA.

- Payne, Kevin J., Andrew Johnson, and Brian J. Cowley. (2008). "Artificially intelligent assessment of social psychology essays," *Third International Conference on the Teaching of Psychology*. St. Petersburg, Russia.
- Johnson, Andrew, Kevin J. Payne, and Brian J. Cowley (2008). "Creating an undergraduate social psychology degree program," *Third International Conference on the Teaching of Psychology*. St. Petersburg, Russia.
- Cowley, Brian J., Andrew Johnson, Ed Height, Dennis Kerkman, and Kevin J. Payne (2008). "Post-secondary assessment is a reality! Where to start?" *Third International Conference on the Teaching of Psychology*. St. Petersburg, Russia.
- Cowley, Brian J., Kevin J. Payne, and Andrew Johnson (2008). "Leveraging single-subject and no-subject research methods," *Third Annual Midwestern Conference on Research at Predominantly Undergraduate Institutions*. Parkville, MO.
- Payne, Kevin J. (2008). "Theoretical and methodological disjunctures in operationalizing levels of analysis: a central sociological problem," *Annual Meeting of the Midwest Sociological Society*. St. Louis, MO.
- Payne, Kevin J. (2007). "Causation, emergence, level and the importance of theoretical viewpoint," *Annual Meeting of the American Sociological Association*. New York, NY.
- Payne, Kevin J. (2007). "Sampling and unit of analysis in digitally mediated data sources: issues, problems, and (potential) resolutions," *Annual Meeting of the Midwest Sociological Society*. Chicago, IL.
- Payne, Kevin J. and Patrick J.W. McGinty (2006). "Modernisms and their malcontents: developing a heuristic for studying contemporary sociological theories," *Annual Meeting of the American Sociological Association*. Montréal, Canada.
- Payne, Kevin J. (2006). "Estimating SES: to true to be good," *Annual Meeting of the Midwest Sociological Society*. Omaha, NE.
- Payne, Kevin J. (2005). "Data collection and the theoretically located observer: a new look at the tension between objective explanation & subjective understanding," *Annual Meeting of the Midwest Sociological Society*. Minneapolis, MN.
- Payne, Kevin J. (2004). "Centering effects and their advantages for aggregate data," *Annual Meeting of the Midwest Sociological Society*. Kansas City, MO.
- Payne, Kevin J. (2002). "An alternative technique for causal analysis of three-level hierarchical data structures," *Annual Meeting of the Midwest Sociological Society*. Milwaukee, WI.
- Payne, Kevin J. (2001). "Aggregation effects and their implications for fiscal policy analysis," *Stability and Change in Education: Structure, Processes, and Outcomes, IEI-CREO Fifth Annual Conference*. Institute for Educational Initiatives, University of Notre Dame.
- Payne, Kevin J. (2000). "Alternatives and limitations in modeling hierarchically structured data," *Annual Meeting of the Midwest Sociological Society*. Chicago, IL.
- Payne, Kevin J. (2000). "Educating the rest of them: disentangling the myths and arguments surrounding race, poverty, and student achievement," *Annual Meeting of the Midwest Sociological Society*. Chicago, IL.
- Payne, Kevin J. (1999). "Fuzzy logic and natural language alternatives to attitude scale construction," *Annual Meeting of the Midwest Sociological Society*. Minneapolis, MN.
- Payne, Kevin J. (1999). "The disciplinary and intellectual effects of importing common notions," *Annual Meeting of the Midwest Sociological Society*. Minneapolis, MN.
- Payne, Kevin J. (1998). "Under the error term: reconsidering the significance and sources of uncertainty," *Annual Meeting of the Midwest Sociological Society*. Kansas City, MO.
- Payne, Kevin J. (1998). "Sociology, philosophy, and science: toward an integrative theory of knowledge," *Annual Meeting of the Midwest Sociological Society*. Kansas City, MO.
- Payne, Kevin J. and Patrick J.W. McGinty (1998). "When is a post-modernist not post-modern?" *Annual Meeting of the Midwest Sociological Society*. Kansas City, MO.
- Payne, Kevin J. (1998). "Aggregation, estimation, and other problems in the operationalization of SES for education research," *Third Missouri Symposium on Education Research and Policy in Education: Class, Poverty, and Education*. University of Missouri, Columbia, MO.
- Payne, Kevin J. and Bruce J. Biddle. (1997). "Poor school funding, child poverty, and mathematics achievement," *Annual Meeting of the American Educational Research Association*. Chicago, IL.
- Payne, Kevin J. (1997). "Applications of dynamical systems theory and multi-valued logic to social data analysis." Krannert School of Management, Purdue University (Guest Lecture).
- Payne, Kevin J. (1997). "Is science a social movement?" *Annual Meeting of the Midwest Sociological Society*. Des Moines, IA.
- Wing, Bradley and Kevin J. Payne (1997). "A virtual reality teaching program for introductory sociology," *Annual Meeting of the American Sociological Association*. Toronto, Canada.
- Payne, Kevin J. (1996). "Ideology, science, and opinion: examining the influence of partisan commitments when interpreting 'scientific' data," *Annual Meeting of the Midwest Sociological Society*. Chicago, IL.
- Payne, Kevin J. (1993). "A proposed methodology for approaching chaotic attractors in economic time-series," *Annual Meeting of the Missouri Valley Economic Association*. Memphis, TN.

## REPRESENTATIVE SERVICE

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### UNIVERSITY

- MAY 2010 – MAY 2011  
    SPRING 2010     Park University Faculty Federation Executive Council, Member  
                          Course Development Task Force, Co-Chair
- JAN 2009 – MAY 2010     eCollege Task Force, Co-Chair
- AUG 2008 – MAY 2010     Distance Learning Advisory Council, Member (from inception) and Co-Chair (2009-present)
- AUG 2008 – MAY 2010     End of Course Instructor Assessment Committee, Chair
- APR 2006 – present     Program Coordinator Council, Chair (from inception - 2009) and Member (2009-present)
- SPRING 2009     Tri-Modal Assessment Task Force, Co-Chair
- SPRING 2009     Coordinator of Course Development Search Committee, Member
- FALL 2008     Instructor Scheduling System Task Force, Co-Chair
- FALL 2008     Blended Course Delivery Task Force, Member
- AUG 2008 – AUG 2009     Higher Education Research Institute Survey Results Committee, Member
- SEP 2008 – DEC 2008     Faculty Federation Contract Negotiation Team, Member
- AUG 2007 – AUG 2009     University Assessment Committee, Member
- AUG 2006 – AUG 2009     Institutional Review Board, Member
- AUG 2006 – AUG 2009     Hauptmann Lecture Series Committee, Member
- AUG 2006 – MAY 2007     Best Practices Committee, Member
- SPRING 2006     Criminal Justice Faculty Search Committee, Member
- JAN 2006 – MAY 2006     Retention Committee, Member

### DISCIPLINE

- SUMMER 2009     International Journal of Conflict and Reconciliation, Invited Reviewer
- APR 2009     Annual Meetings of the Midwest Sociological Society, Session Organizer & Discussant  
                          “Quantitative Methods”
- OCT 2008     McGraw-Hill Publishing, Introductory Sociology Book Consultant
- APR 2005 – APR 2009     Endowment Committee of the Midwest Sociological Society, Member
- APR 2006     Annual Meetings of the Midwest Sociological Society, Session Organizer & Discussant  
                          “Quantitative Methods”
- APR 2005     Annual Meetings of the Midwest Sociological Society, Session Organizer & Discussant  
                          “Educational Institutions & Policies: Challenges and Changes for the 21<sup>st</sup> Century” (three sessions)  
                          “Computing & Information Technologies: Changing Identities, Interactions, Inequalities, & Institutions”
- JUN 2004     Roxbury Publishing, Invited Book Reviewer
- APR 2003     Annual Meetings of the Midwest Sociological Society, Session Organizer & Discussant  
                          “Quantitative Methods”  
                          “Educational Reform: Policies and Pedagogies for a Dynamic Era”
- AUG 2001 – AUG 2003     Theory Section of the American Sociological Association, Webmaster
- APR 1999     Annual Meetings of the Midwest Sociological Society, Session Organizer & Discussant  
                          “Complexity Theory”
- APR 1998     Annual Meetings of the Midwest Sociological Society, Student Roundtable Co-President  
                          “Ongoing Student Research: Professionalizing a New Generation of Sociologists”

### COMMUNITY

- 2017     Avila University  
                          Healthcare Informatics Program Advisory Board, Member
- JAN 2013 – DEC 2013     Greater Kansas City Area Chamber of Commerce  
                          Kansas City Affairs Committee, Member  
                          Missouri State Affairs Committee, Member  
                          Federal Affairs Committee, Member
- JAN 2009 – MAY 2013     Graden Elementary School WatchDOGS, “Top Dog” Member

## GRANTS, HONORS & APPOINTMENTS

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- JUN 2006 – JULY 2012 **Appointed to Graduate Faculty**  
Graduate School; Park University, Parkville, Missouri
- OCT 2004 – DEC 2005 **Center Fellow**  
Center for Family Policy & Research; University of Missouri, Columbia, Missouri
- AUG 2004 **Outstanding Dissertation (finalist)**  
American Sociological Association
- AUG 2000 – DEC 2003 **Dissertation Fellow**  
American Educational Research Association
- MAY 2002 **Travel Grant**  
Graduate and Professional Council; University of Missouri, Columbia, Missouri

## ADDITIONAL TRAINING

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- SEP 2007 & JAN 2010 **Protecting Human Subjects Research Participants Certification Training**  
National Institutes of Health Office of Extramural Research (renewed in JAN 2010)
- SPRING 2006 **Online Instructor Training**  
Park University; Parkville, Missouri
- JAN 2004 **Writing Intensive Faculty Workshop**  
University of Missouri; Columbia, Missouri
- WINTER 1997 **Teaching Sociology**  
University of Missouri; Columbia, Missouri  
Instructors: Prof. James McCartney and Ms. Nancy Turner Myers
- FEB 1997 **The New Rules of Measurement: What Every Psychologist & Educator Should Know**  
University of Kansas; Lawrence, Kansas
- AUG 1993 **Math for Economics**  
Washington University; St. Louis, Missouri
- OCT 1991 – MAR 1992 **Tutorials in theories and methods of mathematical and statistical modeling**  
Queen Elizabeth House, Oxford University; Oxford, England  
Tutor: Prof. George Mávrotás

## AFFILIATIONS

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### **American Sociological Association**

Communication and Information Technologies; Sociology of Education; History of Sociology; Mathematical Sociology; Medical Sociology; Quantitative Methodology; Science, Knowledge, and Technology; Theory.

### **Midwest Sociological Society**

### **American Evaluation Association**

Assessment in Higher Education; Prek-12 Educational Evaluation; Integrating Technology into Evaluation; Quantitative Methods: Theory and Design; Research on Evaluation.

### **American Educational Research Association**

Advanced Studies of National Databases; Chaos & Complexity Theory; Educational Statisticians; Hierarchical Linear Modeling; Multiple Linear Regression/General Linear Model; Politics of Education; School Community, Climate, and Culture; School Effectiveness and School Improvement; Sociology of Education.

### **Association for Computing Machinery**

Computers & Society (SIGCAS); Computer-Human Interaction (SIGCHI); Simulation & Modeling (SIGSIM).

### **United States Parachute Association**

### **Luxuriant Flowing Hair Club for Scientists (LFHCfS)**