**NATHAN F. ALLEMAN, Ph.D.**

254 710 3118 (office)

Nathan\_Alleman@Baylor.edu

**EDUCATION**

**The College of William and Mary,** Doctor of Philosophy 2008

Williamsburg, Virginia

Educational Policy, Planning, and Leadership

Higher Education concentration

*Graduated with honors*

**Geneva College,** Masters of Arts in Higher Education 2002

Beaver Falls, Pennsylvania

**Messiah College**, Bachelor of Arts 1997

Grantham, Pennsylvania

(including two years at Temple University)

*Major*: Philosophy

*Minor*: Communications

*Minor*: Peacemaking

**PROFESSIONAL EXPERIENCE**

**Associate Professor, Higher Education Studies**

Baylor University, Waco, TX 2016-Present

**Assistant Professor, Higher Education Studies**

Baylor University, Waco, TX 2010-2016

**Visiting Assistant Professor, Educational Policy, Planning and Leadership**

The College of William and Mary, Williamsburg, VA 2008-2010

**Area Coordinator, Office of Residence Life**

Eastern Mennonite University, Harrisonburg, VA 2002-2004

**Residence Hall Director**

Grove City College, Grove City, PA 1999-2002

**COURSES TAUGHT (BAYLOR UNIVERSITY)**

* Foundations and History of Higher Education (Graduate)
* Sociology of Higher Education (Doctoral)
* Great Texts in Higher Education (Doctoral)
* Cross-Disciplinary Research Practicum (Doctoral)
* Advanced Qualitative Research Methods (Doctoral)
* Qualitative Research Methods (Graduate)
* Faith-Based Higher Education (Graduate)
* Capstone: Problems in Student Affairs Administration (Graduate)
* Historiography (Doctoral)
* Person-Environment Theories (Graduate)
* Advanced Leadership for Social Change (Undergraduate)
* Introduction to Leadership/Servant Leadership (Undergraduate)
* University 1000 (Undergraduate)

**Courses Taught (THE COLLEGE OF WILLIAM AND MARY)**

* The Organization and Governance of Higher Education (Graduate)
* Introduction to the Administration of Higher Education (Graduate)
* The College Student: Developmental Themes and Social Contexts (Graduate)
* Sociology of Higher Education (Graduate)
* Orientation to Graduate Studies in Higher Education (Graduate)

**Dissertation & Thesis Advising*:***

Dissertation Committee Member:

Sixuan Zhang, Baylor University (Information Systems) 2016

Reeve Hunter, Baylor University (Theoretical Mathematics) 2016

Neal Holly, The College of William and Mary (Educational Policy, Planning & Leadership) 2012

Master’s Thesis Chair (Baylor University):

Alyssa Lowe: *The Socialization of First Year Students through Unsanctioned Events* 2016-2017

Cara Cliburn Allen: *Faith, Work, and Praxis: A Process Model of Integration for Christian Student Affairs Administrators.* 2014-2015

Annelise Hardegree: *Belonging through Transition: Understanding the Role of Transfer Students’*

*Sense of Belonging in their Transition Experience*. 2014-2015

Erin Ellis: *Faculty Interpretations of Faith-Integration in Classroom Practices* 2013-2014

Elise Yuhas: *Does Gender Matter? Transfer Students’ Perceptions of Their Transition Experiences*

2013-2014

Alejandra Mendoza: *Conceptualizing the Undocumented College Student’s Legal Status*

2013-2014

Master’s Thesis Committee Member:

Yolande Graham 2016-2017

Sarah Madsen 2016-2017

Kayla Molnar 2016-2017

Jessica A. Robinson 2013-2014

Christa Winkler 2012-2013

David Stamile 2012-2013

**SCHOLARSHIP**

Although my primary research interest is the study of faculty, my scholarly focus combines several sub-areas under the umbrella of *marginal and marginalized groups and institutions.* Within the study of faculty, I examine the experiences of professors at faith-based institutions, non-tenure track faculty, and faculty denied tenure. Secondary foci include college access for rural low income students, issues related to the integration of faith and learning and faith-based higher education, the roots of the student personnel movement within the collegiate YMCA student associations, and the impact of campus spaces on organizational functioning and meaning making. Across all of these topics my approach tends to be qualitative in method and sociological in perspective.

**Publications**

Peer Reviewed Articles:

Cliburn Allen, C. & **Alleman**, N. F. (2017). Faith, Work, and Praxis: A Process Model of Integration for Christian Student Affairs Administrators. *Christian Higher Education*. 16:5, 285-302.

Haviland, D., **Alleman**, N. F., & Cliburn Allen, C. E. (2017). "Separate but Not Quite Equal": Collegiality Experiences of Full-Time, Non-Tenure-Track Faculty Members. *Journal of Higher Education*.

**Alleman**, N. F. & Haviland, D. (2016) "I Expect to be Engaged as an Equal": Collegiality Expectations of Full Time, Non-Tenure-Track Faculty Members. *Higher Education*, p. 1-16. DOI: 10.1007/s10734-016-0062-4

Munoz, A. & **Alleman**, N. F. (2016). Status convergence: A sociological investigation of undocumented students' legal and collegiate social statuses. *Journal of College Student Development*, 57(8).

**Alleman**, N. F., Glanzer, P. L., & Guthrie, D. (2016). The integration of Christian theological traditions into the classroom: A survey of CCCU faculty. *Christian Scholar’s Review, 155(2)*, 103-124.

**Alleman**, N. F., Robinson, J. A., Leslie, Elizabeth, & Glanzer, P. L. (2016). Student constructions of fit: Narratives about incongruence at a faith-based university. *Christian Higher Education*.

**Alleman**, N. F. (2015). The Christian college advantage? The impact of Christian versus secular training among faculty at Christian colleges and universities. *Journal of Research on Christian Education* DOI: 10.1080/10656219.2015.1100101

Glanzer, P. L., & **Alleman**, N. F. (2015). The implications of religious identity for teaching ethics. *The Journal of Beliefs and Values: Studies in Religious Education*. DOI:10.1080/13617672.2015.1026757

**Alleman**, N. F., & Holly, N. H. (2014). The role of rural communities in the postsecondary preparation of low-income students. *Journal of Education for Students Placed at Risk*, *19*(03-04), 148-168.

**Alleman**, N. F., & Glanzer, P. L. (2014). Confessional colleges and universities that confess. *Journal of Education and Christian Belief, 18*(1), 13-28.

**Alleman**, N. F. (2014). Reaffirming the importance of faculty rituals at religious colleges and universities. *Religion and Education, 41*(2).

**Alleman**, N. F., & Holly, L. N (2013). Multiple points of contact: Promoting rural postsecondary preparation through school-community partnerships. *Rural Educator, 34*(2), 1-11.

**Alleman**, N. F., Holly, L. N., and Costello, C. A. (Jan-March, 2013). Agency and influence: The organizational impact of a new school of education building. *Planning for Higher Education.*

Finnegan, D. E., & **Alleman**, N. F. (2013). The YMCA and the Origins of American Freshman Orientation Programs. *Historical Studies in Education*, *25*(1).

**Alleman**, N. F., Holly, L. N., & Costello, C. A. (2013). Leveraging a new building to overcome first and second-order barriers to faculty technology integration. *Journal of Learning Spaces, 2* (1).

**Alleman**, N. F. (2012). Insider-Outsiders: Experiences of Inclusion and Exclusion by Religious Non-Adherent Faculty Members. *Christian Higher Education, 11*(4), 228-240.

**Alleman**, N. F. & Holly, L. N. (2011). Mapping College Access Providers in Virginia: The Methodological and Epistemological Challenges of GIS Mapping. *Research in Higher Education Journal.*

**Alleman**, N. F., & Finnegan, D. E. (2009). “Believe you have a mission in life and steadily pursue it”: Campus YMCAs presage student development theory, 1894-1939. *Higher Education in Review, 6*.

Books & Monographs:

Haviland, D., **Alleman**, N. F., & Cliburn Allena, C. Supporting The New Faculty Majority: Embracing collegiality on Campus. Stylus Publishers (*anticipated 2018*)

**Alleman**, N. F., Cliburn Allen, & C. Haviland, D., Collegiality in the era of the new faculty majority. ASHE Monograph Series, (volume TBA) (*In press, 2017*)

Glanzer, P. L, **Alleman**, N. F., & Ream, T. D. (2017). *Restoring the Soul of the University: Higher Education for a Post-Christian Culture*. InterVarsity Press.

Book Chapters:

**Alleman**, N. F., & Glanzer, P. L. (2017). *The Case for Institutional Confession in a Post-Christian Age*. In B. Kanpol (Ed.). Christian and Secular Border Crossings: Where do we go with the Culture Wars of Higher Education? Peter Lang Publishers.

Glanzer, P. L., **Alleman**, N. F., and Guthrie, D. (2017). How Christian Faith Can Animate Teaching:

A Taxonomy of Diverse Approaches. In T. L. Scales (Ed.). *Stewards of the Academy: Preparing Scholar and Teachers for Building Christian Academic Communities.* Palgrave-MacMillan Publishers.

Glanzer, P. L. & **Alleman, N. F**. (2016). *How Christianity motivates Christian educators and shapes their attitudes towards a class*. In W. Jeynes, Handbook on Christianity and Education (2nd ed.) Wiley/Blackwell.

**Alleman**, N. F., & Holly, L. N. (2013). Accomplishing the four essential tasks for higher education access: Asset building in rural Virginia. In Scales, T. L., Streeter, C. S., & Cooper, S. (EDs.). *Rural social work: Building and sustaining rural communities* (2nd ed.) Wiley.

Other Publications:

**Alleman**, N. F. & Holly, L. N. (2014). Doing more with less: The role of school-community partnerships in the academic success and postsecondary aspirations of low-income students in small rural schools in Virginia. Richmond, VA: State Council of Higher Education in Virginia. *(grant funded research policy report)*

**Alleman**, N. F. (2014). *White Elephants on Campus: The Decline of the University Chapel in America, 1920-1960*, by Margaret Grubiak. Christian Scholar’s Review. (*book review*)

**Alleman**, N. F. (2012). *Souls in transition: The spiritual and religious lives of emerging adults by Christian Smith with Patricia Snell*. Advance Magazine, spring, p. 38. *(book review)*

**Alleman**, N. F., Stimpson, R., & Holly, L. N. (2009). A statewide examination of college access services and resources in Virginia. Richmond, VA: State Council of Higher Education in Virginia. *(grant funded* *research policy report*)

**Alleman**, N. F. (2008). *Found and lost: The role of the college student “Y” Association in the secularization of higher education* by David P. Setran. Christian Scholars Review, XXXVIII, 1, 157-159. (*book review).*

**Scholarly Presentations**

**N. F. Alleman,** C. E. Cliburn Allen, and J. J. Nelson, The Stigma of Tenure Denied: An Exploration of Individual and Institutional Implications. Association for the Study of Higher Education (ASHE) Annual meeting, Houston, TX, November 2017.

C. E. Cliburn Allen and **N. F. Alleman**, A Private Struggle at a Private Institution: Effects of Student Hunger on Social and Academic Experiences. Association for the Study of Higher Education (ASHE) Annual meeting, Houston, TX, November 2017.

J. A. Robinson, R. Erck, C. E. Cliburn Allen, K. Robbins, & **N. F. Alleman**, Forming Identities in Community College. American Educational Research Association (AERA) annual meeting, San Antonio, TX, April 2017.

**N. F. Alleman,** C. E. Cliburn Allen, and J. Nelson, The Stigma of Tenure Denied: An Exploration of Individual and Institutional Implications (poster). Association for the Study of Higher Education (ASHE) Annual meeting, Columbus, OH, November 2016.

**N. F. Alleman**, C. E. Cliburn Allen, and D. Haviland, Full Time, Non-Tenure Track Faculty, Organizational Commitment and Institutional Service. American Educational Research Association (AERA) annual meeting, Washington, DC, April 2016.

C.E. Cliburn Allen & **N. F. Alleman**. Faith, Work, and Praxis: A Process Model of Integration for Christian Student Affairs Administrators. American Educational Research Association (AERA) annual meeting, Washington, DC, April 2016.

D. Haviland, N. F. **Alleman,** & C. Cliburn Allen. Collegiality experiences of full-time, non-tenure track faculty members. Association for the Study of Higher Education (ASHE) annual meeting. Denver, CO, November 2015.

N. F. **Alleman**, J. Robinson, E. Leslie, & P. Glanzer. Student Constructions of Fit and Incongruence Narratives at a Faith-Based University. American Educational Research Association (AERA) annual meeting, Chicago, IL, April 2015

N. F. **Alleman**, The Christian College Advantage?  The Impact of Christian Versus Secular Training Among Faculty at Christian Colleges and Universities. American Educational Research Association (AERA) annual meeting. Chicago, IL, April 2015.

N. F. **Alleman** & D. Haviland. Collegiality expectations of full-time, non-tenure track faculty members. Association for the Study of Higher Education (ASHE) annual meeting. Washington, DC, November 2014.

A. Munoz & N. F. **Alleman**, Status Convergence: A Sociological Investigation of Undocumented Students’ Legal and Collegiate Social Statuses. Association for the Study of Higher Education (ASHE) annual meeting, Washington, DC, November, 2014.

N. F. **Alleman** & P. L. Glanzer. Religious Tradition and Course Objectives: A Survey of Faculty at Faith-Based Institutions. American Educational Research Association (AERA) annual meeting. Philadelphia, PA, April 2014.

N. F. **Alleman** & D. Haviland, Collegiality Experiences and Expectations of Full-Time, Non-Tenure-Track Faculty Members at Four-Year Institutions. Association for the Study of Higher Education (ASHE) annual meeting. St. Louis, MO, November 2013.

N. F. **Alleman** & L. N. Holly. A Typology of School and Community Stakeholders that Promote Academic Success and Postsecondary Aspirations in Small Rural School Districts in Virginia. American Educational Research Association (AERA) annual meeting. San Francisco, April 2013.

N. F. **Alleman**, L. N. Holly, & C. A. Costello. Agency and Influence: The Organizational Impact of a New School of Education Building. Association for the Study of Higher Education (ASHE) annual meeting. Las Vegas, NV. November 2012.

N. F. **Alleman**, et al. Beyond “Bells and Whistles”: Lessons on Faculty Technology Integration from the Transition to a New School of Education Building. American Educational Research Association (AERA). Vancouver, British Columbia. April 2012.

N. F. **Alleman**, et al. What Can Christian Colleges Add to the Spirituality Dialogue? NASPA (national student affairs organization) Annual Conference. Phoenix, AZ. March 2012.

N. F. **Alleman** & L. N. Holly. Professional Practice: An Analysis of Faculty Members’ Use of Spatial Resources in the Pursuit of Worklife Satisfaction. Association for the Study of Higher Education (ASHE) annual meeting. Charlotte, NC. November 2011.

N. F. **Alleman** & L. N. Holly. Picturing College Access Providers in Virginia:

Navigating the Methodological and Epistemological Challenges of GIS Mapping. Association for the Study of Higher Education (ASHE) annual meeting. Indianapolis, IN. November, 2010.

N. F. **Alleman**, R.S. Stimpson, & L. N. Holly, College Access in Virginia: A Statewide Analysis of Services and Resources. Association for the Study of Higher Education (ASHE) annual meeting. Indianapolis, IN. November, 2010.

D. E. Finnegan & N. F. **Alleman**, Pathways of the Student Affairs Profession: YMCA Student Associations. National Student Personnel Association (NASPA) annual meeting, Chicago, IL. March, 2010.

N. F. **Alleman** & L. N. Holly, College Access Providers: Bridging the Gap Between High School and College. Virginia School Counselor’s Association annual meeting. Richmond, VA. March 2010.

N. F. **Alleman** & L. N. Holly, Support for the Front Lines of College Access: A Report on the SCHEV CACGP Study. Presented to the State Council for Higher Education in Virginia (SCHEV), Richmond, VA. January 2010.

N. F **Alleman**, R. Stimpson, & L. N. Holly, A Statewide Examination of College Access Services and Resources in Virginia.  Invited presentation for the Virginia College Access Network (VirginiaCAN) annual conference, Roanoke, VA. December 2009.

N.F. **Alleman**, Insider-Outsiders: How Ideological Minority Faculty Negotiate Institutional Integration. Association for the Study of Higher Education, annual meeting. Vancouver, B.C. November 2009.

D.E. Finnegan & N.F. **Alleman**, Absorbing Slack: An Historical Analysis of Central and Peripheral Campus YMCAs. Association for the Study of Higher Education (ASHE), Annual Meeting, Vancouver, B.C. November 2009.

D.E. Finnegan & N.F. **Alleman**, Freshman Daze: The Origins of Student Orientation Programs, 1890-1930. Association for the Study of Higher Education, Annual Meeting, Vancouver, B.C. November 2009.

N.F. **Alleman**, VirginiaCAN/SCHEV College Access Provider Research and Initiatives.  Invited presentation to the annual meeting of the Association of Teacher-Educators, Virginia (ATE-VA) annual meeting, Lynchburg, VA. October, 2009.

N.F. **Alleman**, Solidarity and Cohesion: Toward a Framework for the Study of Faculty Bonds in Higher Education. American Educational Research Association, Annual Meeting, San Diego (CA), March, 2009.

N.F. **Alleman** & D.E. Finnegan, YMCA Student Advice Predates Student Development Theory. Eastern Educational Research Association, Annual Meeting, Clearwater, (FL), February, 2007.

D.E. Finnegan & N.F. **Alleman**, The Campus YMCA, Precursor to Student Affairs. Invited speakers at YMCA General Assembly, Nashville, July, 2006.

D.E. Finnegan & N.F. **Alleman**, Without Adult Supervision: Campus YMCAs as an Ancestor of Student Affairs. Association for the Study of Higher Education (ASHE) annual meeting, Philadelphia, November, 2005.

**Funded Research**

2011, 2014, and 2017 Baylor University Summer Sabbatical.

2017 Baylor BAY-SIC Initiative Award ($24,000) for study of college student food insecurity.

2016-2017 Baylor University Grant ($3,000) for research on faculty denied tenure.

2013-2014 Baylor University Grant ($2,700) for study of full-time non tenure-track faculty members and collegiality

$45,000 grant allotment: Co-wrote grant application and served as PI and for a study of community factors that impact low-income student success and college aspirations in rural school districts, as part of a $2 million federal College Access Challenge grant, held by the Commonwealth of Virginia and administered by the State Council of Higher Education for Virginia (SCHEV), 2010-2012.

Served as co-PI on a statewide study of college access provider organizations’ services and activities, as part of a $1.1 million federal College Access Challenge grant held by the Commonwealth of Virginia and administered by the State Council of Higher Education for Virginia (SCHEV, 2008-2010.

**Honors and Awards**

**Research Fellow, Texas Hunger Initiative**  2017-

**Baylor BAY-SIC Fellow** 2017-

**Graduated with honors, The College of William and Mary** 2008

“Honors” designation given for exemplary performance on both written and oral portion of comprehensive examinations.

**Member, Kappa Delta Phi: Educational Honor Society** Spring 2006

**PROFESSIONAL SERVICE AND PROJECTS**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

***Institutional*:**

School of Education Curriculum Committee 2012-present

Transfer Student Advisory Council 2014-2015

Hiring Committee, Transfer Director 2014

Hiring Committee, Coordinator of Community Service 2015

Session Chair, IFL Educating for Wisdom conference 2011, 2012

Academy for Leader Development Advisory Council2012-2013

Invited speaker, Baylor University New Faculty Orientation August 2011

Panelist, Student Life Assessment Conference 2015

Faculty Panelist, Summer New Student Orientation (hosted by the Institute for Faith and Learning

2012-2014

***Reviewing:***

Manuscript reviewer, *Studies in Higher Education* 2017

Manuscript reviewer, *Higher Education* 2017

Manuscript reviewer, Routledge Publishers 2016

Manuscript reviewer, University of Oklahoma Press (Texas higher ed history book) 2015

Manuscript reviewer, Sage Publishing Company (Northouse Leadership Case Study text) 2014-15

Manuscript reviewer, *Studies in Higher Education Journal* 2014-2014

Manuscript reviewer, *Journal of Research on Rural Education* 2014

Manuscript reviewer, *Journal of Christian Higher Education* 2013-2015

Manuscript reviewer, *Journal of Research on Christian Education* 2014

***Service to Professional Organizations:***

Discussant, Scholarly Paper Session

Association for the Study of Higher Education Conference 2014

Chair, Paper Session 2009, 2013

Association for the Study of Higher Education

Conference proposal reviewer

Association for the Study of Higher Education (ASHE) 2009-Present

Conference proposal reviewer

American Educational Research Association (AERA) 2012-Present

***Association Memberships:***

Association for the Study of Higher Education 2005-Present

American Educational Research Association 2008-Present

NASPA (student affairs professionals) 2010-Present

Council for the Study of Community Colleges 2010-Present

Board Member, The College Garden, a non-profit organization dedicated to promoting low-income college access and success 2010-2014