

## VITA

### DALE ELGERT YEATTS

Professor  
(January, 2025)

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## EDUCATION

1984 Ph.D., Sociology, University of Virginia, Charlottesville, Virginia.  
1978 M.A., Sociology, College of William and Mary, Williamsburg, Virginia.  
1976 M.A., Urban Studies, Old Dominion University, Norfolk, Virginia.  
1974 B.A., Sociology, Old Dominion University, Norfolk, Virginia.

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## PROFESSIONAL EXPERIENCE

2001-present Professor, University of North Texas, Denton, Texas, 76203.  
2011, spring Visiting Professor, Tsinghua University, Beijing, China; proficiency in Elementary Chinese (written and spoken).  
2007-2008 Chair, Department of Sociology, University of North Texas, Denton, Texas, 76203.  
1999-2004 Chair, Department of Sociology, University of North Texas, Denton, Texas, 76203.  
1999, spring Interim Chair of Sociology, University of North Texas, Denton, Texas, 76203.  
1994-2001 Associate Professor, University of North Texas, Denton, Texas, 76203.  
1996 Certificate in Diversity Training (required 25 hours of training). Provide diversity training to employees of various private, non-profit, and government organizations.  
1988-1994 Assistant Professor, University of North Texas, Denton, Texas, 76203.  
1988 Consultant, Texas Department on Aging, Austin, Texas.  
1986-1987 Research Associate, American Society For Training and Development, Box 1443, Alexandria, Virginia, 22151.  
1985-1986 Staff Consultant, La Jolla Management Corporation (health care consulting firm), 5950 Symphony Woods Road, Suite 310, Columbia, Maryland, 21044.  
1980-1984 Ph.D. Dissertation Research, entitled "Performance of Local Public Agencies: An Organizational Analysis of Area Agencies on Aging," (Dr. Jeanne Biggar, Chair).  
1980-1982 Project Director/Research Associate (part-time), University of Virginia, Department of Sociology, Charlottesville, Virginia.

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## PROFESSIONAL ACTIVITIES

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### Publications

#### Revise-Resubmit/Under Review/ In Preparation

- Yeatts, D., Yeatts, M., Coleman, Cready, C. (under review). Responding to the new long-term care staffing requirements: Addressing nurse aide shortages through positive perceptions of management support. *Journal of Nursing Management* (5-yr impact factor: 4.5)
- Yeatts, D., Zhan, R., Mpofu, E. Cready, C. (in preparation). How to Maintain the 2024 CMS Standards and Rules on Long-Term Care Staffing: Employing an Ecological Framework to Address Intent to Quit Among Nurse Aides.

#### Scholarly Books

- Yeatts, D.E.; Cready, C.M. & Noelker, L.S. (2008). Empowered Work Teams in Long-Term Care: Strategies for Improving Outcomes for Residents and Staff. Health Professions Press: Baltimore, MD. The book can be reviewed at: <http://digital.library.unt.edu/ark:/67531/metadc304745/>
- Yeatts, D.E. & Hyten, C. (1998). High Performing Self-Managed Work Teams: A Comparison of Theory to Practice. SAGE Publications: Newbury, CA. (400 pages; **cited in at least 579 publications** since September, 2022). The book can be reviewed at: <http://digital.library.unt.edu/ark:/67531/metadc304847/>
- Folts, W.E. & Yeatts, D.E. (editors, 1994). Housing and the Aging Population: Options for the New Century. (447 pages) Garland Publishing, Inc.: New York. The book can be reviewed at: <http://digital.library.unt.edu/ark:/67531/metadc304738/>

#### Refereed Journal Articles and Scholarly Book Chapters

- Yeatts, D., Yeatts, P., Rani, M. Cready, C. (accepted, 2024). Responding to the new long-term care staffing requirements: Focusing on supervisor support to address nurse aide shortages. *Journal of Applied Gerontology* (impact factor: 2.1)
- Yeatts, D., Cooksey, C. & Messenger, L. (2023). The sociology of sustainable development: A focus on communities. In M. Zafirovski (Ed.), *International handbook of economic sociology* (X ed., pp. X - X ). Routledge: New York, New York.
- Seckin, G., Hughes, S., Yeatts, D., Degreve, T. (2019). Digital pathways to positive health perceptions: Does age moderate the relationship between medical satisfaction and positive health perceptions among middle-aged and older internet users? *Journal of the*

Gerontological Society of America, Innovation in Aging, 3(1), 1-14 (Impact Factor: 6.06)

- Yeatts, D. E., Seckin, G., Shen, Y., Thompson, M., Auden, D., Cready, C. M. (2018). "Burnout among direct-care workers in nursing homes: Influences of organizational, work place, interpersonal and personal characteristics." Journal of Clinical Nursing, 27, 11-12, 3652-3665; (DOI) - 10.1111/jocn.14267 (impact factor: 4.423). **(cited in at least 70 publications as of January, 2025)**.
- Cooksey, C., Yeatts, D. (2018). "Striving towards sustainability in the city: indicators of a sustainable city." Sustainable Communities Review, 11(1), 20-36.
- Seckin, G., Hughes, S., Hudson, C., Laljer, D., Yeatts, D. (2018). "Positive Impacts of Online Health Information Seeking on Health Perceptions and the Mediatlional Relationship with Health Communication and Sense of Empowerment," Editors: Timothy Hale, Wen-Ying Sylvia Chou, Sheila R. Cotton, eHealth: Current Evidence, Promises, Perils, and Future Directions Vol: 15; Emerald Publishing Limited.
- Yeatts, D.E., Auden, D., Cooksey, C, & Chen, C. (2017). A Systematic review of strategies for Overcoming the barriers to energy-efficient technologies in buildings." Energy Research and Social Science, 32: 76-85 (Impact Factor: 3.815) **(cited in at least 100 publications as of January, 2025)**
- Shen, Y.; Moore, A.; Yang, P; Yeatts, D. (2017). "Family, neighbourhood, and children's health: Trends and racial/ethnic disparities between 2003 and 2007 in the U.S." Global Public Health: An International Journal for Research, Policy and Practice, 12(8): 970-87.
- Yeatts, D.E.; Shen, Y.; Yeatts, P.E.; Solakoglu, O.; Seckin, G. (2016). Shared decision-making in nursing homes: Factors associated with the empowerment of direct care workers. The Journal of Aging and Health. 28(4), 621-643. (Journal Citation Reports, 5-Year Impact Factor 2.1; DOI: 10.1177/0898264315600689; assessable at: <http://jah.sagepub.com/cgi/reprint/28/4/621.pdf?ijkey=SHOXrmlW7tLp3pF&keytype=finite>
- Seckin, G.; Yeatts, D.; Hughes, S.; Hudson, C.; Bell, V. (2016) Informatization of health: Being an informed consumer of health information and assessment of electronic health literacy in a national sample of internet users: Validity and reliability of the e-HLS instrument, Journal of Medical Internet Research, 18 (7). Journal Citation Reports, 5-Year Impact Factor 4.49. doi.org/10.2196/jmir.5496. **(cited in at least 191 publications as of January, 2025)**
- Yeatts, D.E.; Cready, C.M.; Pei, X.; Shen, Y.; Luo, H. (2014). Environment and subjective well-being of rural Chinese elderly: A multilevel analysis. Journals of Gerontology, Series B: Psychological Sciences and Social Sciences, 69: 979-989. DOI: 10.1093/geronb/ghu050 (Journal Citation Reports 5-Year Journal Impact Factor: 3.520).

- Yeatts, D.E.; Pei, X.; Cready, C.M.; Shen, Y; Luo, H., Tan, J. (2013). Village characteristics and health of rural Chinese older adults: Examining the CHARLS Pilot Study of a rich and poor province. Social Science and Medicine, 98: 71-78. (Journal Citation Reports 5-Year Journal Impact Factor: 3.688) **(cited in at least 66 publications as of September 2022; publisher reports 30% from China and 30% USA).**
- Shen, Y., Yeatts, D., Cai, T., Yang, P., & Cready, C. (2013) Social capital and self-rated health among the middle-aged and older adults in China: A multilevel analysis. Research on Aging, 36(4), 497-521 (Journal Citation Reports 5-Year Journal Impact Factor: 1.64)
- Shen, Y. and Yeatts, D.E. (2013). Social support and life satisfaction among older adults in China: family-based support vs. community-based support. International Journal of Aging & Human Development, 77(3): 187-207. (Journal Citation Reports 5-Year Journal Impact Factor: 1.14)
- Chaudhur, T., Yeatts, D.E. and Cready, C.M. ( 2013). Nurse aide decision making in nursing homes: Factors affecting empowerment. Journal of Clinical Nursing 22:2572-2585, doi: 10.1111/jocn.12118 (Journal Citation Reports 5-Year Journal Impact Factor: 1.77)
- Dillman, J.; Yeatts, D.E.; Cready, C.M. (2012). Geographic distance, contact, and family perceptions of quality nursing home care. Journal of Clinical Nursing. 22(11-12):1779-1782. (Journal Citation Reports 5-Year Journal Impact Factor: 1.77)
- Yeatts, D.E., Cready, C.M., Swan, J. and Shen, Y (2010). The perception of “training availability” among certified nurse aides: Relationship to CNA performance, turnover, attitudes, burnout, and empowerment. Gerontology and Geriatrics Education, 31(2): 115-132. (Official J of the Association for Gerontology in Higher Education)**(Cited in at least 67 publications as of January, 2025)**
- Yeatts, D.E., Cready, C.M., Dillman, J.L, and Oviedo, S. (2008). The power of influence and respect. Future Age, May/June: 42-44.
- Cready, C.M., Yeatts, D.E., Gosdin, M.M. and Potts, H. (2008). CNA Empowerment: Effects on Job Performance and Work Attitudes. Journal of Gerontological Nursing, 34(3): 26-35. (Journal Citation Reports 5-Year Journal Impact Factor: 1.03)(Cited in 29 articles since February 2015)
- Markle, G., Yeatts, D.E., Seward, R.R. and Spencer, S. (2007). Work and Family Conflict: Expectations and Planning. Free Inquiry in Creative Sociology, 35(2): 1-8.
- Yeatts, D.E., Cready, C.M. (2007). Consequences of empowered CNA teams in nursing home settings: A longitudinal assessment. The Gerontologist, (top gerontology journal). 47, 3,

- 323-339. (cited at least 175 publications as of January 2024) (Journal Citation Reports 5-Year Journal Impact Factor: 3.12) (cited in at least 163 publications as of March, 2022)
- Seward, R. R., Yeatts, D.E., Zottarelli, L.K. and Fletcher, R. (2006). Fathers taking parental leave and their involvement with children: An exploratory study. Community, Work & Family, 9, 1, 1-9 (Cited in at least 46 publications as of December, 2015).
- Seward, R.R., Yeatts, D.E., Amin, I., and DeWitt, A. ( 2006). Employment leave and fathers' involvement with children: According to mothers and fathers. Men and Masculinities, 8, 2, 405-427 (Cited in at least 38 publications as of December, 2015)..
- Yeatts, D.E. (2005). Work Teams. Published in Jens Beckert and Milan Zafirovski (editors), International Encyclopedia of Economic Sociology, p. 735-737, Routledge Press Ltd.
- Yeatts, D.E. (2005). Complex Organizations. Published in Jens Beckert and Milan Zafirovski (editors), International Encyclopedia of Economic Sociology, p. 88-92, Routledge Press Ltd.
- Yeatts, D.E., Cready, C.M., Ray, B., Queen, C. & DeWitt, A. (2004). Self-managed work teams in nursing homes: Implementing and empowering nurse aide teams. The Gerontologist, 44, 2, 123-128. (cited in at least 79 publications as of January, 2025) (Journal Citation Reports 5-Year Journal Impact Factor: 3.12)
- Stanley-Stevens, L. & Yeatts, D.E. (2002). Gender and job satisfaction in a self-managed work team environment. Free Inquiry in Creative Sociology, 29, 2, 79-89.
- Seward, R.R., Yeatts, D.E., & Zottarelli (2002). Parental leave and father involvement in child care: Sweden and the United States. Journal of Comparative Family Studies, 33, 3, 387-395. (Cited in at least 36 publications as of December, 2015).
- Yeatts, D.E., Pillai, V. & Stanley-Stevens, L. (2001). Factors affecting self-managed work team performance: An empirical assessment. Journal of Applied Sociology, 18, 1, 79-111.
- Yeatts, D.E. & Seward, R.R. (2000). Reducing turnover and improving health care in nursing homes: The potential effects of *self-managed* work teams. The Gerontologist, 40,3, 358-363 (one of two top journals in field of aging; cited at least 75 publications since March, 2016). (Journal Citation Reports 5-Year Journal Impact Factor: 3.12). (cited in at least 145 publications as of January, 2025)
- Yeatts, D.E., Folts, W.E., & Knapp, J. (2000). Older worker's adaptation to a changing workplace: Employment issues for the 21<sup>st</sup> century. Educational Gerontology, 25, 4, 331-347.(cited in at least 113 places as of December, 2015) (Journal Citation Reports 5-Year Journal Impact Factor: .63)

- Worthen L.T. & Yeatts, D.E. (2000-2001). Assisted suicide: Factors affecting public attitudes. OMEGA: Journal of Death and Dying, 42, 2, 115-135 (cited in at least 40 places as of December, 2015).
- Yeatts, D.E. (1999). Self-managed work teams: What are they and how do they work in nursing homes? Balance (journal for nursing home administrators), January/February, 6-8.
- Yeatts, D.E. & Schulz, E. (1998). Self-managed work teams: What works? Clinical Laboratory Management Review (Journal of the Clinical Laboratory Management Association), 12, 1, 16-25.
- Yeatts, D.E., Hyten, C., Wagner, M., Maddox, K. & Barrit, R. (1997). Systems for work teams: Supporting information systems for teams, Team Magazine (a British journal for managers), February, 46-49.
- Knapp, J. L. & Yeatts, D.E. (1997). Professional workers and their retirement intentions: An examination of selected variables, Southwest Journal on Aging, 13,1, 69-74.
- Yeatts, D.E., Hyten, C. & Barnes, D. (1996). What are the key factors for self-managed team success? Journal of Quality and Participation, 19,3, 68-76.
- Hayslip, B, Miller, C., Beyerlein, M., Metheny, W., & Yeatts, D. (1996). Employee age and perceptions of work in self-managing and traditional work groups, International Journal of Aging and Human Development, 42,4, 303-324.
- Seward, R.R., Yeatts, D.E. & Stanley-Stevens, L. (1996). Father's Changing Performance of Housework: A Bigger Slice of a smaller pie, Free Inquiry in Creative Sociology, 24,1, 28-36.
- Stanley-Stevens, L., Yeatts, D.E., & Seward, R.R. (1995). Positive effects of work on family life: A case for self-managed work teams, Quality Management Journal, 2,4, 30-43.
- Yeatts, D.E., Hipskind, M., & Barnes, D. (1994). Lessons learned from self-managed work teams, Business Horizons, 37,4, 11-18. (cited in at least 11 publications as of May, 2010)
- Ray, S., Yeatts, D.E., List, N., & Folts, W.E. (1994). A model geriatric health care program for community/migrant health care centers, Journal of Health and Human Services Administration , 17,2, 196-212.
- Robinson, D.O., Yeatts, D.E., & Mahoney, J. (1994). Older mentally retarded persons: A housing issue in need of clarification, published in Folts, W.E. & Yeatts, D.E., Housing and the Aging Population: Options for the New Century, Garland Publishing, Inc.: New York.

- Boyd, D., Folts, W.E., Yeatts, D.E., & Longino, C. (1994). Specialized housing for older adults: Demographic, socioeconomic, and health issues, published in Folts, W.E. & Yeatts, D.E., Housing and the Aging Population: Options for the New Century, Garland Publishing, Inc.: New York.
- Stevens, L., Yeatts, D.E., & Thibodeaux, M.S. (1993). The transfer of work experiences into family life: An introduction study of workers in self-managed teams, Clinical Sociology Review, 11, 76-92.
- Seward, R.R., Yeatts, D.E., Seward, J.A. & Stanley-Stevens, L. (1993). Fathers' time spent with their children: A longitudinal assessment, Family Perspective, 27,3, 275-283.
- Yeatts, D.E., Crow, T., & Folts E. (1992). Service use among the low-income minority elderly: strategies for overcoming barriers, The Gerontologist, 32,1, 24-32. **(cited in at least 231 publications as of January, 2025)**
- Yeatts, D.E., Stevens, L.S., & Ruggiere, P. (1992). The self-managed work team: Reasons for failure and possible solutions, Quality and Productivity Management, 9,4, 26-32.
- Thibodeaux, M.S. & Yeatts, D.E. (1992). Leadership: The perception of leaders by followers in self-managed work teams, Quarterly Journal of Ideology, 15,4, 69-88.
- Folts, W.E., Sellers, C.S., Higgins, P. & Yeatts, D.E. (1992). Employed Caregivers: A multidisciplinary issue for gerontological education, Educational Gerontology, 18,8 803-811.
- Yeatts, D.E., Beyerlein, M., & Thibodeaux, M. (1991). Self-managed work teams: Innovation in progress, Business and Economics Quarterly, 3,4 2-6.
- Yeatts, D.E., Ray, S., List, N., & Duggar B. (1991). Financing a geriatric program within a community health center, Public Health Reports, 106,4, 375-383.
- Folts, E., Yeatts, D.E. & Dwyer J.W. (1991). The continuum of care: Refining the conceptual model for frail elders, Adult Residential Care Journal, 5,1, 63-66.
- Stevens, L., Yeatts, D.E., & Seward R. (1991). Factors related to religious agreement between parents and their adult children. Christian Education Journal, 12,2, 84-90.
- Yeatts, D.E., Capitman, J., & Steinhardt, B. (1987). Evaluation of Connecticut's Medicaid Home and Community-Care Waiver Program, The Gerontologist, 27,5 652-659.
- Yeatts, D.E., Biggar, J.C., & Longino, C. (1987). Distance versus destination: Stream selectivity of elderly interstate migration, The Journal of Gerontology, 42,3 288-294.

Biggar, J.C., Cowper, D., & Yeatts, D.E. (1984). National elderly migration patterns and selectivity: 1955-1960, 1965-1970, and decade trends, Research on Aging, 6,2 163-188.

## Research

### Principal Investigator: External Grants Awarded

- 2010-2011 “Sustaining the Chinese elderly: Impacts of Social, Economic, and Environmental Factors,” funded by the **U.S. Congress, Fulbright Scholarship**, approximately **\$40,000** (in partnership with Dr. Xiaomei Pei and Tsinghua University). Did analyses of CHARLS data.
- 2002-2007 “Employee empowerment in nursing homes: Development and impact of self-managed work teams,” funded by the **Commonwealth Fund, \$361,209** (Findings resulted in 1 book, 250 pages, 4 published refereed articles and 3 in process; students supported over four year period: Beth Ray, Amy DeWitt, Courtney Queen, Devon Romig, Jarrett Wilson, Katherine Dreyer, Carl MacKey, Melissa Gosdin, Helen Potts)
- 1998-2000 “Integrated services for older people with developmental disabilities or older people caring for persons with developmental disabilities,” subcontract from the **North Central Area Agency on Aging** to hire a graduate intern to direct the project for NCAAA and to be supervised by Dr. Yeatts, **\$15,000**.
- 1994-1997 "Creating high performing self-managed work teams: A comparison of theory to practice," funded by the **National Science Foundation**, (findings resulted in 1 book, 400 pages, 8 published refereed journal articles, 9 reports totaling roughly 228 pages, and 21 presentations at professional meetings) **\$127,339**.
- 1989-1993 "Corporate competitiveness and the self-managed work team," funded by the **Texas Advanced Research Program**, (findings resulted in 5 published refereed journal articles, 13 reports totaling roughly 450 pages, and 9 presentations at professional meetings) **\$96,481**.
- 1988-1989 "Targeting services to the low-income minority elderly," funded by the **Gerontological Society of America, Texas Department on Aging**, and University of North Texas (findings have resulted in a publication in The Gerontologist), **\$14,400**.

### Principal Investigator: Recent Internal Grants Awarded

- 2018-2020 “Understanding Unplanned Hospital Readmissions: The Importance of Individual and Neighborhood Characteristics,” funded by UNT Research Initiation Grant, \$10,000.
- 2013-2014 “Collaboration Between Faculty at Zhejiang University and UNT (and Potentially Others): Factors Affecting the Health and Well-Being of the Elderly”, funded by the Charn Uswachoke International Development Fund, \$6000.

### **Most Recent Presentations**

- 2023 “Health Lifestyles and Recovery After A Hospital Discharge: Impacts on Unplanned Hospital Readmissions,” presented by Dale Yeatts; co-author Cynthia Cready. Gerontological Society of America Annual meetings. Tampa Bay, FLA.
- 2018 “Understanding Unplanned Hospital Readmissions: Rationale for the Study of Neighborhoods and Their Surrounding Areas,” presented by Dr. Dale Yeatts; co-authors Ami Moore, Dana Auden at the American Sociological Association Annual Meetings, Philadelphia, PA.
- 2018 “Family Structure, Social Media, and Children's Health & Well-Being” presented by Dr. Ami Moore; co-author Dale Yeatts. Presented at Society for the Study of Social Problems, 68<sup>th</sup> Annual Meetings, Philadelphia, PA.
- 2018 “Does Age Moderate the Relationship Between Medical Satisfaction and Health Perceptions among Older Internet Users?” poster presented by Gul Seckin; co-author Dale Yeatts. Annual meeting of the Gerontological Society of America, Boston, MA.
- 2018 “Management Matters: Why Do Nurse Aides, the Backbone of Nursing Home Care, Leave?” presented by Susan Hughes; co-authors Cynthia Cready and Dale Yeatts. Annual Southwestern Social Science Association Meeting; Orlando, Fla.
- 2016 “Social Support and Psychological Distress among Older Chinese Adults: Gendered Differences,” presented by Dr. Yuying Shen; co-author, Dale Yeatts. Presented at the Society for the Study of Social Problems, 66<sup>th</sup> Annual Meetings, Seattle, WA.
- 2016 “Blending Gerontology & Technology: Assessment of Online Health Information Literacy in a National Sample of Older Adults and Implications for Health Education & Interventions,” presented by Gul Seckin; co-author Dale Yeatts. Presented at the Association for Gerontology in Higher Education 42<sup>nd</sup> Annual Meetings, Long Beach, CA.
- 2016 “Environment and Subjective Well-Being of Rural Chinese Elderly: A Multilevel Analysis,” presented by Cynthia Cready; co-authors Dale E. Yeatts, Xiaomei Pei, Yuying Shen, and Hao Luo. Presented at Lee Kuan Yew Centre for Innovative Cities (LKY CIC) Brown Bag Lunch Series, Singapore University of Technology and Design, Singapore.

- 2015 “Use of Energy Efficient Technologies Throughout the Life Cycle of Buildings: Strategies for Overcoming Barriers.” Presented by D.E. Yeatts with co-presenters Christy Cooksey and Stan Ingman. Presented at The First International Symposium on Sustainable Human-Building Ecosystems, University of Pittsburg, PA (all expenses paid by NSF grant).
- 2015 “Reducing Oil-Based Dependence By Adopting New Energy-Efficient Technologies for Buildings: Effects of Individuals, Groups, and Organizations,” presented by D.E. Yeatts; co-presenters include: C. Cooksey and S. Ingman. Presented at the International Community Sustainability and Professional Exchange 2015 Conference. University of North Texas, Denton.
- 2015 “Tornadic Hazard Mitigation Decision Framework for Sustainable and Resilient Buildings and Related Infrastructure,” presented by Y.X. Tao; co-authors include: Z. Huang, S.Q. Shi, D. Yeatts, S. Ingman, L. Cai, Y. Zhu, and X. Fan. Presented at the International Community Sustainability and Professional Exchange 2015 Conference. University of North Texas, Denton.
- 2015 “Trends and Racial Inequality of Children’s Health in the U.S. between 2003 and 2007,” presented by Yuying Shen; co-authors include: Ami Moore, Philip Yang, and Dale Yeatts. Presented at the Society for the Study of Social Problems (SSSP) Annual Meetings, Chicago, Illinois.
- 2014 “Energy Efficient Technologies: Modeling their Diffusion into the Human Building Ecosystem,” presented by D.E. Yeatts, co-presenters include: S. Ingman, C. Cooksey, R. Amini, A. Majek. Presented at workshop entitled: Predictive Modeling Network for Sustainable Human-Building Ecosystems. University of North Carolina, Charlotte (all expenses paid by an NSF grant, Dr. Yong Tao, Principal Investigator).
- 2014 “Techniques for Obtaining Scholarships and Grants,” Workshop titled: Funding Your Graduate Education and Research; sponsored by TWU/UNT Federation of North Texas Area Universities, Denton.
- 2013 “Effects of Environment, Economics, and Social Conditions on the Health of the Chinese Village Elderly,” presented by Dale Yeatts; co-presenters included Drs. Cynthia Cready, Xiaomei Pei, Yuying Shen, Hao Lao and Junxin Tan. Meeting of the International Gerontological Society, Seoul, South Korea.
- 2013 “Men as fathers, fathering, and fatherhood across and within cultures: A global view,” International Sociological Association; presented by Dr. Rudy Seward, also with Dr. Leslie Stanley-Stevens, Taiwan.
- 2013 “Can Money Buy You Happiness,” UNT Student Money Management Center. Invited to participate in a panel discussion attended by UNT students focused on the importance of

salary expectations in career planning.

- 2012 “Keynote Address: Housing and the Elderly: A Comparison of China and the United States in the Past, Present, and Future,” International Conference on Aging and Social Security; expenses paid; sponsored by the Gerontological Society of America and the University of Zhejiang, Hangzhou, China.
- 2012 “Village Sustainability and Health of the Chinese Elderly: Examining the CHARLS Pilot Study of a Rich and Poor Province,” International Conference on Aging and Social Security; expenses paid; sponsored by the Gerontological Society of American and the University of Zhejiang, Hangzhou, China (co-authors: Drs. Xiaomei Pei, Cynthia Cready, Yuying Shen, Hao Luo)
- 2012 "Social Economic Status, Social Capital, and Mental Health Inequity among the Older Adults in China: An Examination with Individual and Community Data", Population Association of America: 2012 Annual Meeting, (Yuying Shen first author).

## **Professional Organizations**

### **Memberships**

American Sociological Association  
Southwest Social Science Association  
The Gerontological Society of America

### **Founder, Coordinator of Interdisciplinary Research Group on Sustainable Community Development**

- 2010-2013 This group grew to over 30 faculty representing 12 Departments and 4 Colleges. Faculty have used the group as an information resource, source of faculty from other disciplines with similar interests, and a source for learning about external requests for proposals. For example, the Environmental Protection Agency released an RFP related to transportation and pollution. The IRG members were notified of the RFP and three members subsequently met and discussed whether to jointly submit a proposal.

### **Founder, Coordinator of Network on Self-Managed Teams**

- 1992-1997 Group of local organizations made up the membership (Texas Instruments, Boeing, AT&T, Valenite, and Department of Defense were charter members with roughly 25 organizations participating). The Network met quarterly at different members' facilities to examine what the host organization was doing regarding various aspects of self-managed teams (e.g. peer evaluations, measuring team performance).

### **Reviewer for Journals and Funding Organizations (most recent)**

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|-----|---|---|
| 1.  | Journal of Gerontology: Social Sciences | Journal of the Gerontological Society of American, one of top two journals in the field<br>Reviewer (2021)  |
| 2.  | Research in Nursing and Health          | Reviewer (2021, 2022)   |
| 3.  | The Gerontologist                       | Journal of the Gerontological Society of American, one of the top journals in the field,<br>Reviewer (2020) |
| 4.  | Journal of Aging and Health             | Reviewer (2016-2023)  |
| 5.  | Journal of Urban Studies                | Reviewer (2020)   |
| 6.  | Social Science and Medicine             | Top international health journal:<br>Reviewer (2022)  |
| 7.  | Journal of Applied Gerontology          | Reviewer (2001-2023) A journal of the Gerontological Society of America.                                    |
| 8.  | J of Applied Gerontology                | Reviewer (2023)   |
| 9.. | Frontiers in Public Health              | Reviewer (2023)   |

### **Editorial and Other Boards**

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| 2013-present | Journal of Sustainable Community Review, member of editorial board   |
| 2016-2022    | Journal of Aging and Health, member of editorial board   |
| 2019-2023    | Friends of the Family, Board Member (provides assistance to abused women)  |
| 2005-2014    | Journal of the Association for Gerontology in Higher Education   |
| 2007-2011    | Member, Visiting Committee for the Sociology and Family Studies Department, Abilene Christian University.  |
| 2010-2012    | President, Board of Trustees, Unity Church of Good Hope (a religious organization, six trustees elected for three year terms, this is a very time consuming responsibility with multiple meetings per month)           |
| 2006-2009    | Treasurer, Board of Trustees, Unity Church of Good Hope (a religious organization, six trustees elected for three year terms, this was a very time consuming responsibility with multiple meetings per month)          |
| 2003-2007    | Denton High School Tennis Association (held position of Vice President and Publicity Chair responsible for developing & maintaining web site, working with local newspaper to ensure coverage of DHS tennis team, etc) |
| 1998-2004    | Parks and Recreation Advisory Board, City of Denton (appointed by mayor)   |
| 1997-2001    | Denton Area Little League Baseball, (positions have included Vice President for Baseball, Minor League Commissioner, Coach)  |
| 1996-2000    | Southwest Journal on Aging   |
| 1992-1998    | Fairhaven Retirement Center (member of finance committee)  |
| 1997-1998    | Fairoaks Retirement Center (HUD funding--the Board made decisions regarding the building of the Center, i.e., selection of General Contractor)   |
| 1994-1997    | Appalachian State U., Interdisciplinary Committee on Gerontology.  |
| 1992-1996    | Denton Wesley Foundation (United Methodist organization for students and faculty in higher education)  |

### **Committees and Other Non-Academic Assignments**

2018-present	Friends of the Family, Board Member
2016	Alternate Judge for Precinct 1000
2016	Volunteer Deputy Registrar for Denton County
2012-2014	Member, Denton Plan Ambassador (DPA) program, City of Denton
2007-2011	Member, Sociology and Family Studies Visiting Committee, Abilene Christian University
1999-2010	Member, Scholarship Selection Committee, Phi Kappa Phi, a national interdisciplinary honor society
2010	Treasurer, UNT Chapter of Phi Kappa Phi, a national interdisciplinary honor society
1998-2009	President, UNT Chapter of Phi Kappa Phi
1998-2000	Member, Steering Committee, Aging and Developmental Disabilities Coalition sponsored by the North Central Area Agency on Aging and University of North Texas
1992-1997	Coordinator, Network on Self-Managed Work Teams
1990-1991	Member, Committee on the Professions, Southwest Sociological Association.
1990	Member, Program Committee (responsible for session on Teaching Sociology), Southwest Sociological Association.

### **Honors** (most recent)

2010-2011	Fulbright Scholarship
1999-2010	President, Phi Kappa Phi (interdisciplinary honor society)

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## **UNIVERSITY TEACHING AND SERVICE**

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### **University Committees/Activities**

2020-present	Member, Graduate Research Awards Committee
2022-2023	Chair, Graduate Council for Graduate School (elected position)
2018-2023	Member, Graduate Council, meets monthly
2017-2023	Senator, Faculty Senate (elected position representing full professors, monthly)
2018-2022	Member, Provost's P&T committee (appointed by Provost, 60 hour commitment)
2007-2021	Member, Sunday Fun Day helping new students check in to their dorms
2015-2019	Affiliate Member, UNT Advanced Materials and Manufacturing Process Institute
2017-2018	Speaker, Preview Day, answer questions about sociology for students/their parents
2017	First Flight Lunch Mixers; meet with students during lunch so they can talk with faculty in a more informal setting.
2014-2015	Member, Steering Committee of the NSF funded Research Coordination Network (RCN) on Sustainable Human-Building Ecosystems (SHBE)

2013-2015	Provost's China Advisory Council (CAC)
2011-2014	Member, Faculty Senate (elected position)
2007-2012	UNT Faculty Ambassador, periodically meeting with prospective students & their parents
2011	Faculty Participant in Learning Communities (groups of 20-25 students take the same three courses. The faculty of the three courses work together to modify their courses so that the students have a more integrated experience.
2010	Treasurer, Phi Kappa Phi (interdisciplinary honor society)
1999-2009	President, Phi Kappa Phi (interdisciplinary honor society)
2007	volunteer, Mean Green Fling, Office of Student Activities/Organizations, represented Sociology by visiting w/ returning students on Library Mall
2002-2007	member, UNT Athletic Council
2004-2006	member, Faculty Senate (elected position)
2004-2006	Chair, University election committee (elected position)
2003-2006	member, UNT Athletics Certification Subcommittee on Academic Integrity
2004-2005	Chair, Sunset Review Committee
2000-2003	Representative, Health Services Research Governing Council
2000-2003	Department Representative, State Employee Charitable Campaign
2001-2002	Assessment for Priorities and Goals Committee
2000-2001	Chair, Federated Sociology Program Committee
1995-1998	Faculty Work Load Committee, Group VII representative
1998	Sunset Review Committee to review the Center for Higher Education
1993-1996	University Graduate Council, Senator at large, Faculty Senate
1993-1996	Graduate Appeals Committee, Senator at large, Faculty Senate
1992-1995	Committee for Large Classrooms
1989-1995	Visiting Lecture Seminar Series Committee, Group VII representative
1993-1994	SACS Intercollegiate Athletic Subcommittee

### **College Committees**

(CAS—College of Arts and Sciences; PACS—College of Public Affairs & Community Service)

2013-2017	CAS Faculty Council (addresses administrative/faculty concerns other than P&T)
2015-2017	CAS Grievance Committee
2015-2017	CAS Special Promotion Committee
2011-2013	UNT SERVES supports students in Kerr Hall doing community service projects
2009-2013	PACS Awards Committee
2011-2013	PACS Promotion and Tenure Committee (elected position by faculty)
2011-2012	PACS search committee for faculty member with expertise in veterans research
2009	Committee to oversee the merger of the Departments of Aging and Sociology
2007-2008	Personnel Affairs Committee (elected position)
2006-2007	PACS diversity committee
2003-2007	Interdisciplinary Review Committee for the Ph.D. program in Applied Gerontology
1998-2000	Personnel Affairs Committee (elected position)
1999-2000	SCS Student Services Advisory Board
1999-spring	New Faculty Lines Review Committee

1989-1998 Curriculum Committee  
 1995-1996 Personnel Review Committee for School (elected position)  
 1994-1995 Research Committee  
 1993-1994 Survey Research Lab Advisory Board  
 1992-1994 Community Service Task Force  
 1992-1993 Search Committee for Director of General Access Computer Lab  
 1991-1993 Computer Lab Committee  
 1991-1992 Committee to investigate feasibility of survey research center.  
 1989-1991 Research Advisory Committee  
 1989-1991 Student Advisory Committee  
 1989-1990 Centennial Committee

### **Most Recent Sociology Department Committees**

2021-present Member, Faculty Awards Committee  
 2017-present Chairperson, Reappointment, Promotion and Tenure Committee (elected position)  
 2017-present Member, Personnel Affairs Committee (elected position)  
 2017, 2023 Ad Hoc Recruitment Committees to hire two new Assistant Professors  
 2015-2021 Department Representative for Preview Day  
 2014-2017 Member, Department Promotion and Tenure Committee  
 1993-2017 Member, Graduate Admissions Committee  
 2013-2014 Ad Hoc Committee to hire new Assistant Professor with specialty in Statistics  
 2011 Ad hoc committee to prepare application for Professor Emeritus for Dr. Seward  
 2010-2011 Ad hoc committee to review faculty member promotion to full professor  
 2010 Ad hoc committee to review criteria for faculty evaluations  
 2004-2009 Member, personnel affairs and promotion and tenure committee  
 2004-2009 ad hoc Ph.D. comprehensive exam appeals committees  
 2007-2008 Chair of Department

### **Undergraduate Courses Taught**

Soci 1510 Introduction to Sociology	Soci 3120 Health and Illness
Soci 3200 Social Theory	Soci 3280 Social Statistics
Soci 3300: Research Methods	Soci 3800 Sociology of Work
Soci 4550: Sociology of Aging	Soci 4170: Environmental Sociology

### **Graduate Courses Taught**

Soci 5030: Complex Organizations	Soci 5200: Research Methods and Design
Soci 5780: Multivariate Statistics	Soci 6200: Health and Aging
Soci 6200: Sustainable Community Development	Soci 6200: Teaching Sociology
Soci 6702: Environmental Sociology	

### **Graduate Student Committees**

Ph.D. Students, Chair or Serving on Committee

Current Ph.D. Students: Mamna Rani (**chair**), Neha Jangeti, Sam Coleman, Miles Brickell, Rongfang

Ph.D. Students Who Have Graduated: Chaired or Served on Committee

2022 Justice Obiora (**Chair**); Emirhan Demirhan (Barnes chair); Xiaoli Li (gerontology)  
2020 Christy Cooksey (**chair**); Marissa Underhill (Yancey chair)  
2019 Mehmet Celebi (Cready chair)  
2017 Lisa Whitaker (**chair**); Roxanne Long (Cready chair)  
2015 P.J. Magnus (Zafirovski chair)  
2014 Jennifer Pierce; Ali Can (Zafirovski)  
2012 Yuying Shen (**chair**, now tenured at Norfolk State University)  
2011 Michael Itashiki (**chair**), Kenan Bayhan (**chair**)  
2010 Jennifer Dillman (**chair**); Melissa Gosdin  
2008 Oguzhan Basibuyuk  
2007 Helen Potts (now lecturer at UNT)  
2006 Bashorat Ibragimova (Business Computer Information Systems); Kate Burkes (College of Education)  
2005 Rosalie Otters (**chair**); Clara Giraldo  
2004 Emily McDonald (**chair**)  
2002 Charlie Pruette  
2001 Gloria Evans (**chair**), Tracey McKenzie, Joel Carr  
2000 Paul Ruggiere, Mark Miller, Holly Carter  
1996 Debbie Barnes (Business Communication Information Systems, minor professor)  
1995 Jamie Knapp (**chair**, tenured at South Oklahoma State University); Charles Arnette (BCIS); Terrance Wickman (Education)  
1994 Leslie Stanley-Stevens (**chair**, promoted to regents professor at Tarellton State University)  
1993 Annette Allen;  
1991 John Jones

Current M.A. Students

Current: Katie Stinson; Blanca Reyes (journalism)

M.A. Students Who Have Graduated, Chaired or Served on Committee

2023 Elaise Anderson (**chair**); Sarah Coffin (Barnes); Ryan Edwards (Sobering)  
2022 Katherine Wilson (Sobering)  
2021 Gilyana Gotcher (**chair**)  
2020 Mark Hackman (**chair**); Sam Coleman (Seckin chair)  
2018 Jack Ingle (**chair**)  
2014 Glen Hastings (**chair**, interdisciplinary studies)

- 2013 Jiamei Sun (**chair**) Yousef Boudour (**chair**); Sharada Wilson
- 2012 Jake Steinberg (**chair**), Callie Gregory
- 2009 Mehmet Soyer (**chair**)
- 2008 Erin Lansmon-Winter
- 2004 Gail Markle (**chair**), Richard Maybry
- 2001 Thomas Gaylor (**chair**), Ryan Fletcher
- 2000 Mahdi Taalib-Dean, (**chair**)
- 1999 Julian Saxon (**chair**), Max Johnson (**chair**), Peggy Connorton (**chair**)
- 1998 Camilla Mounts (**chair**), Christina Borja (**chair**)
- 1997 David Higgins (**chair**); Curtis Ivester (**chair**); Sharon LaLone (**chair**); Aurura Sandoval (**chair**)
- 1996 Mo Uddin (**chair**); Dana Nolan (**chair**); Donna McCreary (**chair**); Patou Brozovic (**chair**); Laura Lyons (**chair**); Randy Fitzgerald (**chair**); Paul Ruggiere (**chair**)
- 1995 Paula Matheny (**chair**); Cheryl Winn (**chair**)
- 1994 Carol Watilo (**chair**); John Fenton (**chair**); Robbin Lent (**chair**); Rhoda Leister (**chair**);
- 1993 Amy Cyphers (**chair**); Rick Henry (**chair**); Dale Robinson (**chair**); Sharon Magness (**chair**)

#### Undergraduate Student Honors

- 2021 Siqi Fang, served as chair, she completed honors research paper and submitted it for publication, received \$50K scholarship for MA program at the U. of Chicago