

CURRICULUM VITAE

Claudia Paisley Flowers
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EDUCATIONAL AND PROFESSIONAL CREDENTIALS

Degrees

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

PROFESSIONAL EXPERIENCE

1995-present The University of North Carolina at Charlotte
Chairperson, Department of Educational Leadership (2016)
Full Professor, Department of Educational Leadership
Participating Faculty, Health Services Research
Promotion to full professor in 2007
Promotion to associate professor and tenure in 2001
Responsibilities: Support graduate programs in the College of Education through teaching and research in the areas of assessment, evaluation, research, and statistics
Awards: College of Education Teaching Award 2000
Bank of America Teaching Award Finalist 2005
Harshini V. deSilva Graduate Student Mentor Award 2012

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

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

Awards: Finalist for Outstanding Employee

1978-1985 Ridgeview Institute
Educational Therapist, Adolescent Services
 Responsibilities: Taught science, math, and computer literacy to hospitalized, emotionally disturbed adolescents.
Awards: Finalist for Outstanding Employee

TEACHING/CURRICULUM DEVELOPMENT

Courses Taught

RSCH 6101 Educational Research Methods
 RSCH 6109 Assessment and Evaluation Methods
 RSCH 6110 Descriptive and Inferential Statistics
 RSCH 8110 Descriptive and Inferential Statistics
 RSCH 8120 Advanced Statistics
 RSCH 8140 Multivariate Statistics
 RSCH 8150 Structural Equation Modeling
 RSCH 8210 Applied Educational Research and Evaluation Methods
 ADMN 8999 Dissertation Research

Dissertation Committees (successfully defended) *chair

2017	Pardue, Teneal	C&I Mathematics
2016	Brown, Chrystal	Educational Leadership
	Chinnis, Kimberly*	Educational Leadership
	Covington, Azure	C&I Urban Education
	Isawi, Dana	Counseling
	Martin, Caswell	Counseling
	Mitchell, Rolanda	Counseling
	Olsen, Jacob	Counseling
	Perrow, Adam	Educational Leadership
	Prieto, Tatia	Educational Leadership
2015	Stamper, Scottie*	Educational Leadership
	Jones, Shenika	Counseling
	MacLeod, Bailey	Counseling
2014	DeAngelis, Kris*	Educational Leadership
	Erby, Adrienne	Counseling
	Harden, Dia	Counseling
	Kizer, Melia	Counseling
	Lainas, Anya	Counseling
	Lee, Angel	Special Education
	Moore, Sarah	Counseling
	2013	Berwick, Amy
Fincher, Melissa*		Educational Research

	Jeffer, Patrick	Counseling
	Ritchotte, Jennifer*	Special Education
	Rosenbach, Laura*	Curriculum & Instruction
	Yowell, Alexi	Curriculum & Instruction
2012	Burton, Stephen	Counseling
	Helf, Jim	Educational Leadership
	Delmelle, Elizabeth	Geography
	Lau, Jared	Counseling
	Lucisano, Karen	Health Services
	Khan, Sara	Business
	Miller, Teresa	Counseling
	Wui, Li	Applied Mathematics
2011	Bobb, Travis	Counseling
	Johnson, Connie*	Educational Leadership
	Lutz, Cheryl*	Educational Leadership
	Maez, Drew*	Educational Leadership
	Olivera-Celdran	Counseling
2010	Eddy, Steven	Special Education
	Galloway, Tara	Special Education
	Mackiewicz, Sara	Special Education
	Meiser, Irene	Special Education
	Moore, Jamie	Counseling
	Nelson, Amy Hawn	Curriculum & Instruction
	Penn, Casaundria	Counseling
	Powers, Jamie	Counseling
	Reeder, Scott	Counseling
	Rousey, Susan	Counseling
	Tyrance, Shaun	Counseling
2009	Arthurs, Janet*	Educational Leadership
	Burgess, Colleen	Educational Leadership
	Clark, Kim*	Educational Leadership
	Eckenrod-Green, Wendy	Counseling
	Ellison, Antoinette*	Educational Leadership
	Graham, David	Counseling
	Lander, Maria	Educational Leadership
	Redden, Kent	Educational Leadership
	Rorrer, Audrey	Counseling
	Tolley, Patricia*	Curriculum & Instruction
2008	VanderGast, Tim	Counseling
	Surratt, Margaret	Counseling
	Crawford Sturm, Debbie	Counseling
	Baker, Joshua	Special Education
	Harris, Amber	Special Education
	Nance, John	Counseling
	Prikkh, Sejal	Counseling

2007	Hopkins, Hampton*	Educational Leadership
	Jo Karney*	Educational Leadership
	Rogers, Gabe	Counseling
2006	Briggs, Wanda	Counseling
	Callahan, Brenda	Counseling
	Evans, Renee'	Counseling
	Evans, Sally	Educational Leadership
	Mosley, Sullivan	Counseling
	Schleider, Matt	Special Education
2005	Cartner, Danny	Educational Leadership
	Dodson-Sims, Arlana	Counseling
	Rauch, Stephanie	Counseling
	Shalvis, Shawna	Special Education
	Wakeman, Shawnee	Special Education
2004	Allen, Joslyn	Educational Leadership
	Ellis, Mary	Educational Leadership
	Haseldon, Polly	Special Education
	Hess, Barbara	Counseling
	Higbie, Pat	Educational Leadership
	Howerton, Mary	Counseling
	Little, Bobbie	Educational Leadership
	Scarboro, Barbara	Counseling
2003	Morris, Debra	Educational Leadership
	Walker, Victoria	Educational Leadership
2002	Hensley, Sarah	Educational Leadership
	Turner, Michael	Educational Leadership
	Walker, Daisy	Educational Leadership
	Weycker, Betty	Educational Leadership
2001	Anderson, William	Educational Leadership
	Becoats, Eric	Educational Leadership
	Bolton, Randy	Educational Leadership
	Clarke, David	Educational Leadership
	Eisner, Mitch	Educational Leadership
	Grace Faris	Educational Leadership
	Griffin, Terri	Educational Leadership
	Hopper, Linda	Educational Leadership
2000	Freshcorn, Jeanie	Educational Leadership
	Fryer, Angelia	Educational Leadership
	Gibson, Carrie	Educational Leadership
	McCarty, Frances	Research, Measurement, & Statistics
	Watson, Jim	Educational Leadership
1999	Aycock, Barry	Educational Leadership
	Freemyer, Jim	Educational Leadership
	Hall, Harry	Educational Leadership
	McCarley, Leslie	Educational Leadership

PUBLICATIONS AND EDITORIAL ASSIGNMENTS

Book Chapters (students are in bold type)

- Wakeman, S., Flowers, C., & Browder, D. (2014). Delivering alternate assessment and student progress monitoring in inclusive schools. In J. McLeskey, N. L. Waldron, F. Spooner, & B. Algozzine (Eds.). *Handbook of Effective Inclusion Schools* (pp. 363-376). New York, Routledge.
- Quenemoen, R., Flowers, C., & Forte, E. (2014). The curriculum, instruction, and assessment pieces of the student achievement puzzle. In D. Browder, & F. Spooner (Eds.), *More Language Arts, Math, and Science for Students with Severe Disabilities*. Baltimore, Brookes.
- Wakeman, S., Browder, D., Flowers, C., & Karvonen, M. (2011). Alternate achievement standards for alternate assessments: Considerations for policy and practice. In M. Russel & M. Kavanaugh (Eds.), *Assessing Students in the Margins: Challenges, Strategies, and Techniques* (pp. 149-170). Charlotte, NC: Information Age Publishing Inc.
- Browder, D. M., Wakeman, S. Y., & Flowers, C. (2009). Alignment of alternate assessments with state standards. In W. D. Schafer and R. Lissitz (Ed.), *Technical Quality of Alternate Assessments based on Alternate Achievement Standards* (pp. 61-92). Baltimore: Brookes Publishing.
- Browder, D. M., Wakeman, S. Y., & Flowers, C. (2009). Which came first—The curriculum or the assessment? In W. D. Schafer and R. Lissitz (Ed.), *Technical Quality of Alternate Assessments based on Alternate Achievement Standards* (pp. 329-334). Baltimore: Brookes Publishing.
- Fincher, M. & Flowers, C. (2009). Georgia alternate assessment: A portfolio approach. In W. D. Schafer and R. Lissitz (Ed.), *Technical Quality of Alternate Assessments based on Alternate Achievement Standards* (pp. 171-188). Baltimore: Brookes Publishing.
- Flowers, C. (2009). Does the Emperor Have New Clothing? In W. D. Schafer and R. Lissitz (Ed.), *Technical Quality of Alternate Assessments based on Alternate Achievement Standards* (pp. 347-350). Baltimore: Brookes Publishing.
- Flowers, C., Browder, D., Ahlgrim-DeLzell, L., & Spooner, F. (2006). Promoting the alignment of curriculum, assessment, and instruction. In D. M. Browder & F. Spooner (Eds.), *Teaching reading, math, and science to students with significant cognitive disabilities* (pp. 295-311). Paul H. Brooks Publishing.
- Robinson, B., & Flowers, C. (2004). Symptoms of workaholism: Pop psychology or private pain?

In R. H. Coombs (Ed), *Handbook of Addictive Disorders*. New York: John Wiley & Sons, Inc.

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

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

Journal Publications-Refereed (* data-based)

Povenmire-Kirk, T., Test, D., & Flowers (under review). In the Driver's Seat: Improving Transition for Diverse Youth with Disabilities. *Teaching Exceptional Children*. *

Flowers, C., Test, D, Povenmire-Kirk, T., Diegelmann, K. M., Bunch-Crump, K., & Kemp-Inman, A. (under review). Confirmatory factor analysis and measurement invariance of the educator AIR Self-determination Scale. *Assessment of Effective Intervention*. *

Flowers, C., Test, D, Povenmire-Kirk, T., Diegelmann, K. M., Bunch-Crump, K., & Kemp-Inman, A. (in press). Multi-level model of interagency collaboration for students with disabilities: A demonstration model. *Journal of Special Education*. *

Povenmire-Kirk, T., Test, D., & Flowers (in press). CIRCLES: Building an interagency network for transition planning. *Journal of Vocational Rehabilitation*. *

Olsen, J., Foxx, S., Flowers, C., & Algozzine, B. (in press). An examination of factors that relate to school counselors' knowledge and skills of multi-tiered systems of support. *Professional School Counseling*. *

Karvonen, M., Wakeman, S., Browder, D., Rogers, M. A., & Flowers, C. (in press). Academic curriculum for students with significant cognitive disabilities: Special education teacher perspectives a decade after IDEA 1997. *Current Issues in Education*. *

Rosenbach, L.J., Flowers, C., Bird, J., & Algozzine, B. (in press). An evaluation of a strategic staffing initiative in a large urban school district. *Journal of Applied Educational and Policy Research*. *

Lee, A., Wakeman, S., Browder, D., & Flowers, C. (in press). Teaching writing in response to text to students with developmental disabilities who participate in alternate assessments. *Education and Training in Autism and Developmental Disabilities*. *

Wilkins, P., Algozzine, B., & Flowers, C. (in press). Preliminary analyses of technical characteristics of the *Basic Technology Competencies for Educators Inventory – Revised*. *Journal of Applied Educational and Policy Research*. *

- Lee, A., Browder, D.M., Flowers, C., & Wakeman (2016). Teaching evaluation of resources designed for adapting mathematics for students with significant cognitive disabilities. *Research and Practice for Persons with Severe Disabilities*. DOI: 10.1177/1540796916634099
- VanderGast, T. S., Foxx, S. P., Flowers, C., Rouse, A. T., & Decker, K. M. (2015). A window into South Korean culture: Stress and coping in female high school students. *Journal of School Counseling, 13*(13). Retrieved from <http://www.jsc.montana.edu/articles/v13n13.pdf>*
- Povenmire-Kirk, T., Diegelmann, K., Crump, K., Schnorr, C., Test, D., Flowers, C., & Aspel, N. (2015). Implementing CIRCLES: A model for interagency collaboration in transition planning. *The Journal of Vocational Rehabilitation*. DOI: 10.3233/JVR-140723 *
- Watson, J., Flowers, C., Lyons, J., McColl, A., & Algozzine, B. (2015). Superintendents' Attitudes toward Public Education in North Carolina. *Journal of Applied Educational and Policy Research*. Retrieved from <https://journals.uncc.edu/jaepr/issue/view/57>.
- Kazemi, D., Flowers, C. & Shou, Q., Levine, M.J., Van Horn, R. (2014). Personality risk for alcohol consequences among college freshmen. *Journal of Psychosocial Nursing and Mental Health Services, 52*(7), 38-45.*
- Ritchotte, J.A., Matthews, M.S., & Flowers, C.P. (2014). The validity of the achievement-orientation model for gifted middle school students: An exploratory study. *Gifted Child Quarterly*, DOI: 10.1177/0016986214534890 or <http://gcq.sagepub.com/content/early/2014/05/19/0016986214534890>.*
- Karvonen, M., Wakeman, S., Flowers, C., & Moody, S. (2013). The Relationship of Teachers' Instructional Decisions and Beliefs about Alternate Assessments to Student Achievement. *Exceptionality: A Special Education Journal, 21*:4, 238-252. *
- Karvonen, M., Flowers, C., & Wakeman, S. (2013). Factors associated with access to the general curriculum for students with intellectual disability. *Current Issues in Education, 16*(3), 1-19.*
- Browder, D. M., Trela, K., Courtade, G. R., Jimenez, B. A., Knight, V., & Flowers, C. (2012). Teaching mathematics and science standards to students with moderate and severe developmental disabilities. *The Journal of Special Education, 46*, 26-35.
- Jimenez, B., Browder, D., Flowers, C, Mims, P. J. Knight, V., & Lee, A. (2012). The effects of a "Tell-Show-Try Apply" professional development package on teachers of students with severe developmental disabilities. *Teacher Education and Special Education, 35*, 212-227.*

- Flowers, C., Kim, D. H., Lewis, P., & Davis, V. C. (2011). A comparison of computer based testing and pencil paper testing for students with a read aloud accommodation. *Journal of Special Education Technology*, 26(1), 1-12. *
- Parikh, S. B., Post, P., & Flowers, C. (2011). The relationship between a belief in a just world and social justice advocacy attitudes of school counselors. *Counseling and Values*, 56, 57-72. *
- Algozzine, B., Beattie, J., Bray, M., Flowers, C., Gretes, Mohanty, G., & Spooner, F. (2010). Multi-method evaluation of college teaching. *Journal of Excellence in College Teaching*, 21, 27-49. *
- Baker, J., Spooner, F., Ahlgrim-Delzell, L., Flowers, C., & Browder, D. (2010). A measure of emergent literacy for students with severe developmental disabilities. *Psychology in the Schools*, 47(5), 501-513.
- Browder, D. M., Ahlgrim-Delzell, L., Flowers, C., & Baker, J. N. (2010). An evaluation of a multi-component early literacy program for students with severe developmental disabilities. *Remedial and Special Education*. DOI: 10.1177/0741932510387305 *
- Browder, D. M., Trela, K., Courtade, G. R., Jimenez, B. A., Knight, V., & Flowers, C. (2010). Teaching mathematics and science standards to students with moderate and severe developmental disabilities. *The Journal of Special Education*.
- Bird, J., Dunaway, M., Flowers, C., Lyons, J., & Lee, D. (2010). Principal interns' level of involvement and perceived knowledge and skills developed during the internship process. *Academic Leadership*, 8(3). Retrieved from http://www.academicleadership.org/emprical_research/Principal_Interns_Level_of_Involvement_and_Perceived_Knowledge_and_Skills_Developed_During_the_Internship_Process.shtml
- Browder, D. M., Gibbs, S., Ahlgrim-Delzell, L., Courtade, G., Mraz, M., & Flowers, C. (2010). Literacy for students with significant cognitive disabilities-What should we teach and what should we hope to achieve? *Remedial and Special Education*. Prepublished June 17, 2008; 10.1177/0741932508315054
- Dunaway, M. Bird, J., Flowers, C., Lyons, J., & Lee, D. (2010). Intern and mentor perceptions of the internship experience. *Academic Leadership*, 8(3). Retrieved from http://www.academicleadership.org/emprical_research/Intern_and_Mentor_Perceptions_of_the_Internship_Experience.shtml
- Taylor, D. B., Ahlgrim-Delzell, L., & Flowers, C. (2010). A qualitative study of teacher perceptions on using explicit instruction curriculum to teach early reading skills to students with significant developmental disabilities. *Reading Psychology*, 31:6 524-545.
- VanderGast, T., Culbreth, J., & Flowers, C. (2010). An exploration of experiences and

- preferences in clinical supervision with play therapists. *International Journal of Play Therapy*, 19, 174-185.
- Flowers, C., Wakeman, S., Browder, D., & Karvonen, M. (2009). An alignment protocol for alternate assessments based on alternate achievement standards. *Educational Measurements: Issues and Practice*, 28(1), 25-37.
- Diliberto, J., Beattie, J., Flowers, C., & Algozzine, B. (2009). Effects of syllable skills instruction on reading achievement. *Literacy Reading and Instruction*, 48, 14-27.
- Helf, S., Cooke, N., & Flowers, C. (2009). The effects of two grouping conditions on reading achievement and instructional efficiency for students at-risk for reading failure. *Preventing School Failure*, 53, 113-128. *
- Browder, D. M., Ahlgrim-Dezell, L., Courtade, G., Gibbs, S. L., & Flowers, C. (2008). Evaluation of the effectiveness of an early literacy program for students with significant developmental disabilities using group randomized trial research. *Exceptional Children*, 75, 33-52.
- Browder, D. M., Flowers, C., & Wakeman, S. Y. (2008). Facilitating participation in assessment and the general curriculum: Levels of symbolic communication for students with significant cognitive disabilities. *Assessment in Education: Principles, Policy & Practice*, 15, 137-151.
- Green, M., Piel, J., & Flowers, C. (2008). Reversing arithmetic misconceptions in elementary education undergraduates with short-term instruction using manipulatives. *The Journal of Educational Research*, 101, 234-242.
- Spooner, M., Flowers, C., Lambert, R. & Algozzine, B. (2008). Is more really better? Examining perceived benefits of an extended student teaching experience. *The New Educator*, 263-269.
- Bray, M., Pugalee, D., Flowers, C. P., & Algozzine, B. (2007). Accessibility of middle schools' web sites for students with disabilities. *The Clearing House*, 80, 169-178. *
- Browder, D. M., Wakeman, S. Y., Flowers, C., Rickelman, R. J. Pugalee, D. & Karvonen, M. (2007). Creating access to the general curriculum with links to grade level content for students with significant cognitive disabilities: An explication of the concept. *Journal of Special Education*, 41(1), 2-16. *
- Karvonen, M., Wakeman, S. Y., Flowers, C., & Browder, D. (2007). Measuring the enacted curriculum for students with significant cognitive disabilities. *Assessment for Effective Intervention*, 33(1), 29-38. *
- Morales, L. S., Flowers, C., Guitierrez, P., Kleinman, M., & Teresi, J. (2007). Item and scale

- differential functioning of the Mini-Mental Status Exam assessed using DFIT methodology. *Medical Care*, 55(11), 143-151.*
- Veal, W. R., Bray, M. & Flowers, C. (2007). Developing an online accessible science course for all learners. *Contemporary Issues in Technology and Teacher Education*, 5(3), 271-289.
- Browder, D., Wakeman, S., & Flowers, C. (2006). Assessment of progress in the general curriculum for students with disabilities. *Theory into Practice*, 45, 249-259.
- Flowers, C. (2006). Confirmatory factor analysis of scores on the *Clinical Experience Rubric: A measure of dispositions for preservice teachers*. *Educational and Psychological Measurement*, 66, 478-488.*
- Flowers, C., Browder, D., & Ahlgrim-Delzell, L. (2006). The alignment of three states alternate assessments to state standards. *Exceptional Children*, 72, 201-215.*
- Mohanty, G., Gretes, J., Flowers, C., Algozzine, B., & Spooner, F. (2006, May 26). Multi-method evaluation of instruction in engineering classes. *Journal of Personnel Evaluation in Education*. Published online: <http://dx.doi.org/10.1007/s11092-006-9006-3> *
- Nassar-McMillan, S., McFall-Roberts, E, Flowers, C., & Garrett, M.T. (2006). Ebony and ivory: Relationship between African American adolescent females' skin color and rating of self and peers. *Journal for Humanistic Counseling Education and Development*, 45, 79-94.*
- Karvonen, M., Flowers, C., Browder, D.M., **Wakeman, S.**, & Algozzine, R. (2006). A Case Study of the Influences on Alternate Assessment Outcomes for Students with Disabilities. *Education and Training in Developmental Disabilities*, 41, 95-110.*
- Robinson, B. E., Flowers, C., & Bums, C. (2006). An empirical study of the relationship between self-leadership and workaholism "firefighter" behaviors. *Journal of Self Leadership*, 2, 29-36.
- Robinson, B., Flowers, C., & Ng, K. (2006). The relationship between marital estrangement and workaholism: Husbands' perspective. *The Family Journal*, 14, 213-220.*
- Wakeman, S. Y., Browder, D. M., Flowers, C., & Ahlgrim-Delzell, L. (2006). Principals' knowledge of fundamental and current issues in special education. *National Association of Secondary School Principals Bulletin*, 90, 153-174.
- Browder, D.M., Ahlgrim-Delzell, L.A., Flowers, C., Karvonen, M., Spooner, F., & Algozzine, R. (2005). How states implement alternate assessment. *Journal of Disability and Policy Study*, 15(5), 209-220.*
- Flowers, C., Browder, D., Ahlgrim-Delzell, L., & Spooner, F. (2005). Teachers' Perceptions of Alternate Assessments. *Research and Practice for Persons with Severe Disabilities*, 30,

81-92.*

- Hess, B.A., Post, P., & Flowers, C. (2005). A follow-up study of kinder training for preschool teachers of children deemed at-risk. *International Journal of Play Therapy, 14*, 103-115.
- Algozzine, B., Beattie, J., Bray, M. Flowers, C., Gretes, J., Howley, L., Mohanty, G., & Spooner, F. (2004). Student evaluation of college teaching: A practice in search of principles. *College Teaching, 52*(4), 134-141.
- Brewington, J.O., Nassar-McMillan, S.C., Flowers, C.P., & Furr, S.R. (2004). A preliminary investigation of factors associated with job loss grief. *The Career Development Quarterly, 53*, 78-83.*
- Edwards, D., Gfroerer, K., Flowers, C. & Whitaker, Y. (2004). The relationship between social interest and coping resources in children. *Professional School Counseling, 7*(3), 187-194.*
- Browder, D.M., Flowers, C., Ahlgrim-Delzell, L., Karvonen, M. Spooner, F., & Algozzine, R. (2004). The alignment of alternate assessment content to academic and functional curriculum. *Journal of Special Education, 37*(4), 211-223.*
- Browder, D.M., Spooner, F., Ahlgrim-Delzell, L., Flowers, C., Karvonen, M., & Algozzine, R. (2004). A content analysis of the curricular philosophies reflected in states' alternate assessment performance indicators. *Research and Practice in Severe Disabilities., 28*, 165-181.*
- Flowers, C., Jordan, L., Algozzine, R., Spooner, F., & Fisher, A. (2004). Evaluating distance education: Comparison of student ratings of instruction in distance education and traditional courses. *International Journal of Instructional Technology and Distance Learning* [On-line serial], 1(3), 55-64. Available: http://www.itdl.org/Journal/Mar_04/*
- Holdrinet, D., Portelance, J.P., Maurice, P., Flowers, C.P., & Antonak, R.F. (2004). Élaboration d'un Inventaire d'attitudes envers les personnes ayant une déficience intellectuelle (IAPDI) à partir du Mental Retardation Attitude Inventory. *Revue Francophone de la Déficience Intellectuelle, 14*(2), 163-174.*
- Post, P., Sheely, A., McAllister, M., Hess, B., & Flowers, C. (2004). Child-centered kinder training for teachers of pre-school children deemed at-risk. *International Journal of Play Therapy, 13*, 53-74.*
- Test, D. W., Flowers, C., Hewitt, A., & Solow, J. (2004). Training needs of direct support professionals. *Mental Retardation, 42*, 327-337.*
- Bray, M., Flowers, C.P., Smith, S., & Algozzine, R.F. (2003). Accessibility of elementary schools' web sites for students with disabilities. *Education, 123*(4), 815-830.*

- Browder, D.M., Spooner, F., Algozzine, B., Ahlgrim-Delzell, L., Flowers, C., & Karvonen, M. (2003). What we know and need to know about alternate assessment. *Exceptional Children, 70*, 45-61.*
- Flowers, C.P., Hancock, D.R., & Testerman, J. (2003). An interview protocol and scoring rubric for evaluating teacher performance. *Assessment in Education: Principle, Policy, and Practice, 10*(2), 161-169.
- Hancock, D.R., & Flowers, C.P. (2003). The world wide web's effect on social desirability responding. *International Journal on E-Learning, July-September, 5-12*.*
- Test, D., Flowers, C., Hewitt, A. & Solow, J. (2003). Statewide study of direct support staff workforce. *Mental Retardation, 41*(4), 276-285.*
- Carroll, J.J., Robinson, B., Flowers, C. (2002). Marital estrangement, positive feelings toward partners, and locus of control: A national study of female professional counselors. *Journal of Addiction & Offender Counseling, 23*(1), 30-40.*
- Flowers, C.P., Bray, M., Furr, S., Algozzine, R. (2002). Content Accessibility of Counselor Education Homepages. *Journal of Technology in Counseling, 2*(2). [On-line:http://jtc.colstate.edu/vol2_2/flowersbray.htm]*
- Flowers, C.P., & Robinson, B. (2002). A structural and discriminant analysis of the Work Addiction Risk Test. *Educational and Psychological Measurement, 62*(3), 515-524.*
- Testerman, J., Flowers, C., & Algozzine, R. (2002). Basic technology competencies of educational administrators. *Contemporary Education, 72*(2), 58-61.*
- Wethington, H., DeBate, R., Flowers, C., & Turner, M. (2002). Eating attitudes, body image, and nutrient intake in female triathletes. *Women in Sports and Physical Activity Journal, 2*, 115-139.*
- Allen, S.K., Smith, A.C., Test, D.W., Flowers, C., & Wood, W.M. (2001). The effects of Self-Directed IEP on student participation on IEP meetings. *Career Development for Exceptional Individuals, 24*, 107-120.*
- Flowers, C., Bray, M., & Algozzine, R.F. (2001, November). Content accessibility of special education organisations' web sites. *Journal of Research in Special Educational Needs*. [On-line:<http://www.nasen.org.uk>]*
- Flowers, C., Bray, M., & Algozzine, R.F. (2001). Content accessibility of community college web sites. *Community College Journal of Research and Practice, 25*, 475-485.*
- Graham, S., Furr, S., Burke, M.T., & Flowers, C. (2001). The relationship between spiritual health and coping resources. *Counseling and Values, 46*, 2-13.*

- Hancock, D. R., & Flowers, C. P. (2001). Comparing social desirability responding on World Wide Web and paper-administered surveys. *Educational Technology Research and Development, 49*(1), 5-13.*
- Robinson, B., Carroll, J.J., & Flowers, C. (2001). Marital estrangement, positive affect, and locus of control among spouses of workaholics and spouses of non-workaholics: A national study. *American Journal of Family Therapy, 29*, 397-410.*
- Robinson, B.E., Flowers, C., Carroll, J. (2001). Work stress and marriage: A theoretical model examining the relationship between workaholism and marital cohesion. *International Journal of Stress Management, 8*(2), 165-175.*
- Flowers, C.P., Bray, M., & Algozzine, B. (2000). Accessibility of schools and colleges of education home pages for students with disabilities. *College Student Journal, 34*(4), 550-556.*
- Flowers, C.P., & Algozzine, R.F. (2000). Development and validation of scores on the basic technology competencies for educators inventory. *Educational and Psychological Measurement, 60*(3), 411-418.*
- Flowers, C.P., Hancock, D., & Joyner, R. (2000). Effects of instructional strategies and conceptual levels on students' motivation and achievement in a technology course. *Journal of Research and Development in Education, 33*(3), 189-198.*
- Flowers, C.P., Robinson, B.E., & Carroll, J.J. (2000). Criterion-related validity of the Marital Disaffection Scale as a measure of marital estrangement. *Psychological Reports, 86*, 1101-1103.*
- Algozzine, B., Bateman, L.R., Flowers, C.P., Gretes, J.A., Hughes, C.D., & Lambert, R. (1999). Developing technology competencies in a college of education. *Current Issues in Education, 2*(1), [on-line: <http://cie.ed.asu.edu/springb99/algozzine/index.html>]
- Algozzine, B., Bateman, L.R., Flowers, C.P., Gretes, J.A., Hughes, C.D., & Lambert, R. (1999). Developing technology competencies in a college of education. *Contemporary Education, 70*(4), 26-31.
- Flowers, C.P., Bray, M., & Algozzine, R.F. (1999). Accessibility of special education program home pages. *Journal of Special Education Technology, 14*(2). 21-26.*
- Flowers, C.P., Oshima, T.C., & Raju, N.S. (1999). A description and demonstration of the polytomous-DFIT framework. *Applied Psychological Measurement, 23*(4), 309-326.*
- Kern, R.M., Edward, D., Flowers, C.P., Lambert, R., & Belangee, S. (1999). Teachers' lifestyles and their perceptions of students' behavior. *The Journal of Individual Psychology, 55*, 422-436.*

Oshima, T.C., Raju, N.S., Flowers, C.P., & Slinde, J.A. (1998). Differential bundle functioning using the DFIT framework: Procedures for identifying possible sources of differential functioning. *Applied Measurement in Education, 11*(4), 353-369.*

Shapiro M.B., Morris R.D., Morris M.K, Flowers C., Jones R.W. (1998). A neuropsychologically based assessment model of the structure of attention in children. *Developmental Neuropsychology, 14*(4), 657-677.*

Oshima, T.C., Raju, N.S., & Flowers, C.P. (1997). Development and demonstration of multidimensional IRT-based internal measures of differential functioning of items and tests. *Journal of Educational Measurement, 34*(3), 253-272.*

Oshima, T.C., McGinty, D., & Flowers, C.P. (1994). Differential item functioning with a criterion-referenced test: Use of limited closed-interval measures. *Applied Psychological Measurement, 16*, 381-388.*

Wells, J., Layne, B., & Flowers, C.P. (1993). Assessment of computer-based instruction use in criminal justice education programs. *Journal of Educational Technology Systems, 22*, 57-67.*

Journal Publications-Invited

Baker, J., Spooner, F., Ahlgrim-Delzell, L., Flowers, C., & Browder, D. (2010). A Measure of Emergent Literacy for Students with Severe Developmental Disabilities. *Psychology in the Schools, 47*, 501-513.

Browder, D., Wakeman, S., & Flowers, C. (2006). Assessment of progress in the general curriculum for students with disabilities. *Theory into Practice, 45*, 249-259.

Flowers, C.P. (Dec. 17, 1999). Workaholics tend to be married to the job-and nothing else. *The Business Journal*.

Flowers, C.P., & Williams, E. (1989). The rise in youth hate group activity. *Focus on Child and Adolescent Psychiatry, 1*(4), 14-15.

Flowers, C.P. (1986). Teaching the attention-deficit disorder child. *Insights Magazine, 1*, 14.

Abstracts

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

Book Reviews

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

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

Technical Reports

Browder, B., Wakeman, S., & Flowers, C. (2016). How to teach state standards to students who take alternate assessments. A Product of the National Center and State Collaborative.

Towles-Reeves, E., Kearns, J., Flowers, C., Hart, L., Kerbel, A., Kleinert, H., Quenemoen, R., Thurlow, M., (August 2012). Learner Characteristics Inventory Project Report: A Product of the NCSC Validity Evaluation (PDF).

Quenemoen, R., Kearns, J., Quenemoen, M., Flowers, C., & Kleinert, H. (2010). *Common misperceptions and research-based recommendations for alternate assessment based on alternate achievement standards*. National Center on Educational Outcomes. Retrieved from <http://cehd.umn.edu/nceo/OnlinePubs/technicalreports.html>

Flowers, C., Wakeman, S., Browder, D. & Karvonen, M. (2007). *Links for academic learning: An alignment protocol for alternate assessments based on alternate achievement standards*. Charlotte, North Carolina: University of North Carolina at Charlotte. Retrieved from <http://cehd.umn.edu/nceo/>

Wakeman, S., Flowers, C., & Browder (2007). *Aligning alternate assessments to grade level content standards: Issues and considerations for alternates based on alternate achievement standards*. National Center on Educational Outcomes. Retrieved from <http://cehd.umn.edu/nceo/OnlinePubs/technicalreports.html>

Wakeman, S., Flowers, C., & Browder (2007). *Planning alignment studies for alternate assessments based on alternate achievement standards*. National Center on Educational Outcomes. Retrieved from <http://cehd.umn.edu/nceo/OnlinePubs/technicalreports.html>

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

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

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

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

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

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

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

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

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

PRESENTATIONS

Refereed

Davidson, A., Hagge, S., Herrera, B., Flowers, C., & Thurlow, M. (2015). *Item construct maintenance when varying levels of support and complexity*. Paper accepted for the 2015 annual meeting of the National Council of Measurement in Education. Chicago.

Flowers, C., Turner, C., Herrera, B., Towles-Reeves, L., Thurlow, M., Davidson, A., & Hagge, S. (2015). *Developing a large-scale assessment using components of evidence-centered design: Did it work?* Paper accepted for the 2015 annual meeting of the National Council of Measurement in Education. Chicago.

Herrera, B., & Flowers, C. (2015). *A writing story: Building from the ground up*. Paper accepted for the 2015 annual meeting of the American Educational Research Association. Chicago.

Flowers, C. (2014). *Measuring growth for diverse populations*. NCME Invited Symposium organizer. Annual meeting of the National Council of Measurement in Education. Philadelphia.

Karvonen, M., Flowers, C. & Wakeman, S. (2014). *Alternate assessment item features and student outcome*. Annual meeting of the American Educational Research Association. Philadelphia.

Karvonen, M., Flowers, C., Ahumada, A., Bowman, T, & Williams, L. (2013). *Standing in the middle of the bridge: Lessons learned about current AA-AAS and implications for the next generation of assessments*. National Conference on Student Assessment. Washington, DC.

- Flowers, C. (2013). A Comprehensive Approach to Validity Evaluation within an ECD-based, Fully-Accessible Assessment Context. Annual meeting of the National Council of Measurement in Education. San Francisco.
- Karvonen, M., Flowers, C., & Wakeman, S. Y. (2013). An Exploration of Methods for Measuring Academic Growth for Students with Significant Cognitive Disabilities. Annual meeting of the American Educational Research Association. San Francisco.
- Ritchotte, J., Matthews, M., & Flowers, C. (2013). The validity of the achievement-orientation model in predicting differences in achievement among gifted middle schoolers. Annual meeting of the American Educational Research Association. San Francisco.
- Wakeman, S. & Flowers, C. (2013). Everything Changes: Implementing Evidence-Centered Design to Address Large-Scale Assessment Challenges. Annual meeting of the National Council of Measurement in Education. San Francisco.
- Flowers, C. & Hess, K. (2012). *The Future of Alternate Assessment: Preliminary Directions and Findings of the Two Common Core-based Alternate Assessment Consortia*. Annual meeting of the National Council of Measurement in Education. Vancouver, BC.
- Karvonen, M., Wakeman, S., Moody, S., & Flowers, C. (2012). The Impact of Teachers' Instructional Decisions and Beliefs about Alternate Assessments on Student Achievement. Annual meeting of the American Educational Research Association. Vancouver, BC.
- Watkins, T., Jordan, L., & Flowers, C. (2012, April). *Diagnostic Accuracy of Formative Assessments and Optimal Cutoff Scores for Prediction of High-Stakes Assessment*. Annual meeting of the American Educational Research Association. Vancouver, BC.
- Flowers, C., Algrim-Delzell, L., Browder, D., & Allor, J. (2011, April). *Predictors of Literacy for Students with Significant Cognitive Disabilities*. Annual meeting of the American Educational Research Association. New Orleans.
- Freeman, S., Test, D., & Flowers, C. (2011, February). *North Carolina 2010 post-school outcomes*. Presented at the North Carolina Association of Research on Education. Charlotte, NC.
- Galloway, T. W., Jordan, L. U., O'Brian, C., Beattie, J., & Flowers, C. (2011, February). Oral Reading Fluency and Maze Measures as Predictors of Performance of End-of-Grade Assessment of Reading Comprehension. Presented at the North Carolina Association of Research on Education. Charlotte, NC.
- Baker, J., Browder, D., Ahlgrim-Delzell, L., & Flowers, C. (2010, April). *Longitudinal Analysis of an Early Literacy Program for Students with Severe Developmental Disabilities*. Presented at the annual meeting of the American Educational Research Association. Denver, CO.

- Flowers, C., Ahlgrim-Delzell, L., Baker, J., Browder, D. (2010, April). *Predictors of literacy for Students with Significant Cognitive Disabilities*. Presented at the annual meeting of the American Educational Research Association. Denver, CO.
- Karvonen, M., Rogers, M., Turner, C., Flowers, C., & Herrera, B. (2010, April). *Correlates of Student Performance on an Alternate Assessment Based on Alternate Achievement Standards*. Presented at the annual meeting of the American Educational Research Association. Denver, CO.
- Baker, J., Spooner, F., Ahlgrim-Delzell, L., Flowers, C., & Browder, D. (2009, April). *Patterns of Achievement in Literacy for Students with Intellectual Cognitive Disabilities*. Presented at the annual meeting of the American Educational Research Association. San Diego, CA.
- Flowers, C., Kim, D.H, & Lewis, P. (2009, April). *The comparability of adult reader and online reader on large-scale test outcomes*. Annual meeting of the National Council of Measurement in Education. San Diego, CA.
- Flowers, C. & Wakeman, S. (2008, April). *Providing access to the general curriculum for students with significant disabilities*. Presented at the Council of Chief School Officers annual meeting. Orlando, FL.
- Karvonen, M. & Flowers (2009, April). *Predictors of Access to the General Curriculum for Students with Significant Cognitive Disability*. Presented at the annual meeting of the American Educational Research Association. San Diego, CA.
- Ahlgrim-Delzell, L, Browder, D., & Flowers, C. (2008, March). *Measuring language and reading skills for students with intellectual disabilities*. American Educational Research Association Annual Meeting, New York.
- Karvonen, M., Wakeman, S., Flowers, C., & Browder, D. (2008, March). *Measuring the enacted curriculum for students with significant cognitive disabilities*. American Education for Research in Education Annual Meeting, New York.
- Browder, D., Wakeman, S., & Flowers, C. (2007, April). *Levels of symbolic communication as access points for the one percent in alternate assessments*. Paper presented at the American Education Research Association, Chicago.
- Flowers, C., Karvonen, M., Wakeman, S. & Browder, D. (2007, April). *Comparison of Alignment Results for Alternate Assessments Based on Alternate Achievement Standards: Performance-based and Portfolio Formats*. Paper presented at the National Council for Measurement in Education, Chicago.
- Karvonen, M., Wakeman, S., & Flowers, C. (2007, April). *Validation of Curriculum Indicators Survey: Measuring enacted curriculum for students with significant cognitive disabilities*. Paper presented at the American Education Research Association, Chicago.

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

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

student rating of instruction in distance education and traditional courses. North Carolina Association of Research in Education, Charlotte.

Flowers, C., & Bray, M. (July, 2000). *Accessibility of schools and colleges of education home pages for students with disabilities.* Paper presented at the Congr s international of The World Association of Education Research/Association mondiale des sciences de l' ducation.

Spooner, M., Flowers, C., & Lambert R. (March, 2000). *The value added for student teachers in a year-long internship compared to traditional semester-long internship.* North Carolina Association of Research in Education, Greensboro.

Robinson B.E., Flowers, C., Carroll, J.J. (March, 2000). *Spouses of workaholics and spouses of non-workaholics: A national study of marital relationships.* Poster paper presented at the North Carolina Association of Marriage and Family Therapists Annual Conference, Charlotte. (Awarded 1st place in poster competition)

Robinson, B.E., Carroll, J.J. (March, 2000). *Marital estrangement and adjustment among spouses of workaholics and spouses on non-workaholic.* Poster paper presented at the American Counseling Association's Annual Conference, Washington DC.

Bray, M. & Flowers, C. (October, 1999). *Individual access applications: Transitions from traditional to alternative delivery methods.* International Conference on Technology and Education, Tampa.

Bray, M. & Flowers, C. (October, 1999). *World Wide Web accessibility.* International Conference on Technology and Education, Tampa.

Flowers, C.P., Bray, M., & Algozzine, R.G. (March, 1999). *Accessibility of institutions of higher education home pages.* International Conference on Technology and Education Annual Conference Proceedings.

Flowers, C.P., Hancock, D.R., & Joyner, R.E. (April, 1999). *Enhancing students' motivation by matching conceptual level and instructional type.* Presented at the annual American Educational Research Association, Montreal.

Spooner, M. & Flowers, C.P. (1999). *Partnerships for the future: Building successful relationships between schools and colleges of education.* Presented at American Association of Colleges for Teacher Education, Washington, DC.

Jordan, L., Spooner, F., Calhoun, M.L., Flowers, C., Beattie, J., & Wood, W. (November, 1998). *High tech but not low touch: A distance education program in learning disabilities.* Paper presented at the 20th International Conference on Learning Disabilities, Albuquerque, NM.

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

calculations, data entry, and tabulation: Software demonstration of a system for survey research. Presented at the annual American Educational Research Association, Chicago.

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

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

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

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

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

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

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

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

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

Non-Refereed

Browder, D., Flowers, C., Wakeman, S., & Kim, D. (2007, May). *The "How To" of conducting alignment studies for AA-AAS.* National Alternate Assessment Center: Lexington, KY.

State Presentations

Freeman, S., Flowers, C., & Test, D. (2012, March). North Carolina Postschool Outcome Results for 2011. North Carolina Association of Research in Education Annual Meeting, Greensboro, NC.

Freeman, S., Flowers, C., & Test, D. (2011, March). North Carolina Postschool Outcome Results for 2010. North Carolina Association of Research in Education Annual Meeting, Charlotte, NC.

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

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

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

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

Invited Presentations

Flowers, C. (2014). *Current Development in Designing Accessible Large-scale Assessments*. Florida Educational Research Association. Cocoa Beach, FL.

Flowers, C. & Hess, K. (2012). *The Future of Alternate Assessment: Preliminary Directions and Findings of the Two Common Core-based Alternate Assessment Consortia*. Annual meeting of the National Council of Measurement in Education. Vancouver, BC.

Fincher, M. & Flowers, C. (2007, October). *Technical quality of the Georgia Alternate Assessment: A portfolio assessment*. Paper presented at the Maryland Assessment Conference, College Park.

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

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

- Flowers, C. & Gong, B. (2006, October). *Alignment methods for alternate assessments based on alternate achievement standards*. Symposium for the National Alternate Assessment Center, Washington, DC.
- Flowers, C. & Gong, B. (2006, October). *Alignment methods for alternate assessments based on alternate achievement standards*. Symposium for the National Alternate Assessment Center, Denver, CO.
- Browder, D. & Flowers, C. (December, 2004). National Center of Educational Outcomes Technical Assistance Conference Call.
- Flowers, C., & Testerman, J. (September, 2001). *The North Carolina Experienced Teacher Evaluation System*. Southwest School Alliance.
- Flowers, C.P. & Testerman, J. (2000). *UNC Charlotte's experienced teacher evaluation pilot program*. 12th Annual School Leadership Conference.
- Flowers, C.P. (2000). *Evaluation standards of the UNC Charlotte experienced teacher evaluation instrument for North Carolina*. North Carolina Professional Teaching Standards Commission Annual Meeting.
- Flowers, C.P., Testerman, J., Hancock, D., & Algozzine, B. (1999). *Evaluation instrument for career status teachers in North Carolina*. Southeastern Regional Vision for Education Conference, Greensboro, NC.
- Flowers, C.P., Testerman, J., Hancock, D., & Algozzine, B. (1999). *UNC Charlotte Career Teacher Evaluation System*. Personnel Administrator of North Carolina Annual Conference, Asheville, NC.
- Testerman, J., Flowers, C.P., Hancock, D., & Algozzine, B. (2000). *The UNC Charlotte experienced teacher evaluation instrument for North Carolina*. Piedmont Triad Education consortium, Greensboro, NC.
- Testerman, J., Flowers, C.P., Hancock, D., & Misenheimer, J. (2000). *Implementing the new evaluation systems*. School Leadership Development, Chapel Hill.
- Flowers, C.P. (1998). *Best practices for measuring competence in children*. SUCCESS, INC. Training Conference (Southwest region), Charlotte, NC.
- Flowers, C.P. (1997). *The evaluation of developmental education programs*. Presented to the North Carolina Association of Development Education Meeting, Salisbury, NC.

Grants and Contracts (funded)

Karvonen, M. & Wakeman, S. *Longitudinal Examination of Alternate Assessment Progressions*

- (LEAAP). \$271,136 for 2 years. Flowers is a research associate.
- Talbot, Laura. *Electromyostimulation and Strength Walking for Knee Injuries: Nurse Managed Care*. Department of Defense. 499,994 for 4 years. Flowers is the statistician.
- Test, D. & Flowers, C. *A Study of the Effects of a Three-Tier Model of Interagency Collaboration on Transition Outcomes for Students with Disabilities*. 2011-2015, \$2,495,693 for four years.
- Wakeman, S., Browder, D., & Flowers, C. (2010-2015). National Center States Collaboration (NCSC). Subcontract with University of Minnesota. [\$1,450,000]
- Browder, D.M. & Algozzine, R. *Project RAISE: Reading Accommodations and Interventions for Students with Emergent Literacy*. U.S. Department of Education. U.S. Department of Education 2005-2009. \$600,000 per year. With C. Flowers & F. Spooner, Research Associates.
- Test, D. & Flowers, C. *Developing a Statewide Post-school Follow-up System for Special Education*. North Carolina Department of Public Instruction. (\$99,000 per year)
- Browder, D.M., & Flowers, C. *UNC Charlotte Partnership in National Center on Achievement and Standards at University of Kentucky*. U.S. Department of Education. 2005-2009. \$200,000 per year. With S. Wakeman & M. Karvonen.
- Browder, D., & Flowers, C. *Access to the general curriculum*. U.S. Department of Education. OSEP. Directed Research. \$180,000 per year for 3 years. 2003-2007. With F. Spooner & B.Algozzine, Research Associates
- Browder, D., & Flowers, C. *Evaluating the impact of alternate assessment outcomes*. U.S. Department of Education. OSEP. Field Initiated Research. \$180,000 per year for 3 years. 2001-2004. With F. Spooner & B.Algozzine, Research Associates.
- Calhoun, M.L. & Flowers, C (2003). *Comprehensive Candidate Assessment Project*. UNC Charlotte Academic Improvement Grant. (\$21,700)
- Flowers, C. (2001) *A comparison of measurement equivalence methods based on confirmatory factor analysis and item response theory*. Senior Faculty Research Grant (\$5000)
- Flowers, C.P., & Robinson, B.E. (2000). *A Construct Validity Study of the Work Addiction Risk Test*. Faculty Research Support Grant. (\$5000)
- Flowers, C.P. (2000). *Type I and Type II Error Rates of Differential Functioning of Items and Test*. UNC Charlotte Junior Faculty Research Grant. (\$3500)
- Flowers, C.P., Testerman, J., Hancock, D., & Algozzine, B. (1999). *Development of the Career*

Teacher Evaluation System. North Carolina Department of Public Instruction. (\$70,000)

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

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

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

SERVICE

University Committees

Institutional Review Board (Chair) 2000-2007, 2010-
 Curriculum Improvement Grants Committee 2002-2004
 Faculty Competitive Grants Committee 1997-1999, 2004-2006
 Faculty Academic Policy and Standards Committee (alternate) 2000-2002
 University Web Technology Task Force 1998-2000
 Faculty Information and Technology Services Advisory Committee 2003-2005
 Instructional Course Management Review Committee 1998
 Faculty Executive Committee (alternate) 2005-2006
 Ad hoc FCTeL Evaluation Team 2006
 Women's Academy Advisory Committee 2007-
 Faculty Grievance Committee (Chair) 2007-
 Advisory Committee to Charlotte Research Institute Campus (PORTAL) 2008-2009

College Committees

Comprehensive Candidate Assessment Plan Team (Chair) 2001-
 College Review Committee 2003-2006 2015-2016
 Accreditation and Continuous Improvement Committee 2003-
 Assessment Committee 2005-
 Planning Committee for the Ph.D. in Counseling 2001-2002
 Graduate Curriculum Committee 2000-2002
 Commencement Reception Committee 1998-2003
 Information Technology Advisory Committee 1997-1999
 Faculty Service Award Committee 1999

Department Committees

Department Review Committee 2001-2003
 Graduate Readmission Committee 1997-2000
 Search Committees (Chair) 2003, 2004, 2006, 2007

Other Assignments

Webmaster for the College of Education 1996-2002

Peer Observer 2001-
Mentor 2001-

REVIEWER

Applied Psychological Measurement, 2010
Journal of Educational Measurement, 1996
Journal of Special Education, 2001-
American Journal on Mental Retardation, 1996
Canadian Journal of Behaviour Science, 2000
Psychological Reports, 2001-
Exceptional Children, 2001-2002
Psychological Methods 2003
Educational Policy Analysis Archives 2005
Early Childhood Research Quarterly 2006
The Psychologist-Manager Journal 2006

ADVISORY PANELS AND BOARDS

North Carolina Teacher Evaluation Panel (2000)
Board of Examiners--National Council for Accreditation of Teacher Education (2002-)
Georgia Technical Advisory Committee (2006-)
New Hampshire Technical Advisory Committee (2008-)
Florida Technical Advisory Committee (2007-)
Research to Practice Panel – National Center for Educational Outcomes (2006-)
OSEP Task Force -- White Paper on Inclusion of Students with Disabilities in
Accountability (G. Tindal, Chair) (2005)

MEMBERSHIP AND PROFESSIONAL LEADERSHIP POSITIONS

Membership

American Educational Research Association
American Psychological Association (Division 5 Affiliate)
Association for the Advancement of Computing in Education
National Council on Measurement in Education
 Brenda Loyd Outstanding Dissertation Award (Chair, 2011)
 Diversity Issues and Testing Committee (Chair, 2014)
North Carolina Association for Research in Education (Secretary, President)