

**ANNE O. HUGHES**

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**EDUCATION**

**Ph. D.: University of Chicago**, Chicago, Illinois. Major Subjects: Educational Psychology and Reading

**M. A.: University of South Carolina**, Columbia, South Carolina. Major Subjects: Educational Psychology and Reading

**B. A.: Swarthmore College**, Swarthmore, Pennsylvania. Major Subjects: History, English and Political Science

**CO-AUTHOR OF BOOKS**

1972: Equal Education: A New National Strategy. Bloomington, Ind.: University of Indiana Press, 1972. (Book) (An analysis of the national experience with ESEA Title I and the opportunity strategy).

Oct. 2002: “*American Education Apartheid—Again*”, Published in October 2002

Sep. 2005: “*Color-Blind Teaching: Excellence for Diverse Classrooms*”, published in September 2005.

**PAST POSITIONS AND CONSULTANCIES**

- 1993-present: Director, Research & Development, Sigma Corporation, Fairfax, VA  
2000 Consultancy on social research design and instrumentation for University Legal Services for evaluation of physically handicapped clients, District of Columbia
- 1994 - 99: Professor of Sociology, College of Arts and Sciences,  
1998 - 99: Consortium of Universities Senior Research Fellow, DOD Army research Institute  
1990 - 98: Scientific Parallel Processing Applied Research Center (SPPARC) Liaison with educational institutions and research organizations.
- 1988 - 94: Professor of Urban Studies, Department of Humanities and Social Science, College of Liberal and Fine Arts, University of the District of Columbia
- 1980 - 88: Director of Development and Sponsored Programs, University of the District of Columbia
- 1973 - 80: Professor of Counseling, Department of Counseling and Mental Health, Division of Graduate Studies, Federal City College, subsequently University of the District of Columbia
- 1970 - 73: Assistant Provost and Director of Freshman Studies, Federal City College  
1968 - 70: Federal Liaison to the Anacostia Community School Project, District of Columbia Public Schools, U.S. Office of Education
- 1967 - 68: Associate Professor of Education (Reading), University of Arizona, Tucson, Arizona
- 1963 - 67: Assistant Professor of Educational Psychology and Director of the Reading

- 1961 - 63: Disabilities Center, University of Texas, Austin, Texas  
Reading/Testing Consultant to South Stickney/Oak Lawn Public School District, Oak Lawn, Illinois
- 1957 - 61: Reading Diagnostician and Instructor, Reading Clinic, University of Chicago, Chicago, Illinois
- 1956 - 57: Research Associate, School of Education, University of South Carolina, Columbia, South Carolina
- 1954 - 56: Elementary school teacher in Baltimore, Maryland, and Fort Walton Beach, Florida

## **RESEARCH, EVALUATION AND POLICY STUDIES**

Projects of varying scope, level, and duration requiring diverse designs, instruments, and analysis techniques ranging from the evaluation of grant programs in the science to analyses of the cause of drug-related violence in the District of Columbia and Research design instrumentation and learning strategies for UDC-Anacostia Project 21, a study of the impact of high technology on at-risk minority urban youth and research on propensity of young African American for enlisting in the military .

Directed 12 Policy Studies and 23 Research and Evaluation studies (1972 -2000).

## **DEVELOPMENT AND ADMINISTRATION OF FUNDED GRANTS**

- 1992-98: Co-PI, USDA, Agricultural Experiment Station, \$280,000.
- 1994-98: Co-PI on three DOD Army Research Institute Contracts, \$95,000.
- 1995-98: Co-PI on BAA grant, DOD Army Research Institute, \$346,000.
- 1994-96: Assistant Project Director, Department of Education MSIP Institutional Grant, \$272,000.
- 1991-95: Assistant Project Director, NSF Grant, \$486,000.
- 1990-91: Assistant Project Director, NSF Planning Grant, \$50,000.
- 1985-88: Assistant Director, CPSET COSDET Center
- 1988-90: Assistant Project Director, "Special Grant", Department of Education, \$150,000.
- 1985-88: Assistant Project Director, "Minority Institution Science Improvement Program (MISIP)", Department of Education, CO-OP grant, \$478,000.
- 1988-91: Chairman, Faculty Senate Research Committee for Summer Faculty Research Awards, \$300,000.

## **SELECTED PUBLICATIONS**

1. Khatri, D.S., Hughes, A.O. and Brown, B. (2009), "*Closing the Gap in Mathematics for Dunbar High School juniors and seniors*", Executive summary, University of the District of Columbia, Washington, DC. 20009.
2. Khatri, D.S., Hughes, A.O. and Brown, B. (2008), "*Closing the Gap in Mathematics for DC Achievers*", Technical Report, University of the District of Columbia, Washington, DC. 20008. Submitted to the College Success and the Gates Foundations.
3. Khatri, D.S., Hughes, A.O. and Brown, B. (2007), "*Closing the Gap in Mathematics for*

- Graduating High School Seniors*”, Technical Report, University of the District of Columbia, Washington, DC. 20007.
4. Khatri, D.S., Hughes, A.O. and Brown, B. (2006), “*Closing the Gap in Mathematics for Graduating High School Seniors*”, Technical Report, University of the District of Columbia, Washington, DC. 20008.
  5. Khatri, D.S., Hughes, A.O. (2006), “*Faculty Development for Increasing Retention Rates in Freshman Level STEM Courses*”, Technical Report, University of the District of Columbia, Washington, DC. 20008.
  6. Khatri, D.S., Hughes, A.O. (2006), “*Retention Rates of 100% in Introductory College Physics and Social Science Statistics*”, Technical Report, University of the District of Columbia, Washington, DC. 20008.
  7. Survey of Handicapped Clients in the District of Columbia, University Legal Services, District of Columbia, 2000.
  8. Khatri, D.S., Hughes, A.O. and Ausbrooks, B.N.(1996C), Predicting Enlistment Propensity of Young African Americans, January 1, 1998, Technical Report.
  9. Khatri, D.S. and Hughes, A.O. (1996a). Teaching disability: a new solution. *UDC-SPPARC Occasional Paper 96-1*. Washington, D.C.
  10. Khatri, D.S. and Hughes, A.O. (1996b). Rescuing the nontraditional and minority students through mandatory degree ++ certification. *UDC-SPPARC Occasional Paper 96-2*. Washington, D.C.
  11. Khatri, D.S., Ausbrooks, B.N. and Hughes, A.O.(1996C). Mainstreaming at-risk youth: an experimental verification of five social theories. *UDC-SPPARC Manuscript 96-1*. Washington, D.C. (*submitted to Clinical Sociological Review for publication*).
  12. With Omid Omidvar and Daryao Khatri. (1995). Reanalysis of existing personnel database using neural networks, U.S. Army Research Institute. Alexandria, VA.
  13. With Joel Savell and Daryao S. Khatri. (1995) Propensity-relevant Norms among African American Youth. U.S. Army. Contract with Army Research Institute. Alexandria, Va.
  14. With Daryao S. Khatri and Beth N. Ausbrooks. (1994) UDC-Anacostia Project 21: From At-risk in High School to Success in College. Proceedings of Conference. Collaborative Solutions to Urban Problems. State University of New York. Buffalo, N.Y.
  15. With Daryao S. Khatri. (1994) Investigation of the Determinants of Army Enlistment Propensity among Black High School Juniors and Seniors. Contract with Army Research Institute. Alexandria, Va.
  16. With Daryao S. Khatri and Beth N. Ausbrooks. UDC-Anacostia Project 21: Impact of High Technology on Minority Inner City At-Risk Youth. UDC-AES, Department of Agriculture. Sept 1992. (Research Bulletin).
  17. Mayor's Task Force on Public Safety. An Analysis and Recommendations on the Mission, Operations and Funding of Public Safety Agencies of the District of Columbia. 1991.
  18. The Black Male: An endangered species. A symposium on WJLA, Channel 7. Sam Ford, Host: D.C.
  19. With Daryao S. Khatri. 1988-1990. Needs and Capabilities of Minority Institutions in the United States in the Sciences Grant funded by the MSIP Program. U.S. Department of Education (\$137,000).
  20. With Daryao S. Khatri Editor. Summary Handbook of Projects, 1983-1987. Minority Institution Science Improvement Program, D.C. Department of Education. Pp 195.

21. Co-author with Daryao S. Khatri. 1988. Highlights from the Results of the "Anatomy of Street Murders" Questionnaire. Anatomy of Street Murders Planning Conference: Proceedings. Washington, D.C.
22. Co-author with Joseph S. Drew. 1988. A theoretical Glance at the Problem. Anatomy of Street Murders Planning Conference: Proceedings. Washington, D.C.
23. Co-author with Joseph S. Drew. 1988. Coda: The antinomies of "The Anatomy": How Conferees Viewed the problem. Anatomy of Street Murder Planning Conference: Proceedings. Washington, D.C.
24. Co-editor with Joseph S. Drew 1988. The Anatomy of Street Murders Planning Conference: Proceedings. Washington, D.C. University of the District of Columbia Pp 74.
25. Co-author with Joseph S. Drew and Emanuel "Dave" Chatman, 1989. The Third Washington. Washington, D.C. University of District of Columbia. Pp 158.
26. Co-author with Joseph S. Drew. "The Phenomenon of Creativity at the State Level." Paper published in the Proceedings of the International Society for Comparative Study of Civilizations (ISCSC). Conference in Santa Fe, New Mexico, 1986.
27. Co-author with Joseph S. Drew. "Faculty Grant and Outreach Activity: How Academic Administrators May Objectify the Evaluation Process." Grants Magazine. Vol. 8. No. 3, Dec 1986.
28. Co-author with John F. Hughes. ESEA I: Twenty Years Later." Paper published in the Symposium on ESEA Chapter I Twentieth Anniversary Commemoration. June 1985.
29. Co-author with Joseph Drew. "Firing Up for Funding: A Model Faculty Proseminar in Grants and Contracts." Grants Magazine. Vol. 6, No. 2, June 1983.
30. Co-author with Daryao Khatri and Joseph Drew. "UDC Proseminars: A Model for Faculty Development." Social Papers. Vol. 2, 1982.
31. Co-author with John F. Hughes. "Federal Policy on Higher Education Research." Review of Higher Education. Vol. II, No. 1, Fall 1978.
32. Co-author with John F. Hughes. "The Education Amendments of 1972." Published in the 1974 Conference Proceedings of the Private School Promotion Foundation of Japan, Tokyo, Japan 1975.
33. Co-author of "Final Report of Evaluation of ESEA Title I, Program of the Public School of the District of Columbia for 1974", ACRA, Inc., 1974, Washington, D.C.
34. Co-author with John F. Hughes. Equal Education: A New National Strategy. Bloomington, Ind.: University of Indiana Press, 1972. (Book) (An analysis of the national experience with ESEA Title I and the opportunity strategy).
35. Editor and senior staff writer. DHEW Report of the Task Force on Urban Education, Jan. 1970, published by the NEA as Urban School Crisis, Spring 1970. Prager, Inc., Fall 1970.
36. "Cognitive Processes of Highly Creative vs Highly Intelligent Secondary Students" in International Reading Association Conference Proceedings, April 1968, Boston, Mass.