

Page A. Smith, Ph.D.

Professor and Associate Dean for Graduate Studies and Administration
College of Education and Human Development
The University of Texas at San Antonio
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Academic Training

2000	Ph.D. Educational Policy and Leadership. The Ohio State University
2000	M.A. Educational Administration. The Ohio State University
1984	Education and Research Institute Internship, Washington, D.C.
1983	M.S. Educational Administration. The University of Dayton
1978	B.S. Education. Wright State University

Professional Employment

2008 – present	<u>Professor of Education</u> The University of Texas at San Antonio, San Antonio, Texas
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Duties: Professor of Education, Department of Educational Leadership and Policy Studies responsible for teaching graduate-level courses in educational administration and leadership. Also responsible for advising masters and doctoral students, chairing doctoral dissertation committees, serving on university, college and departmental committees, and conducting field research. Additional duties include evaluation of tenured and tenure track departmental faculty, departmental representation on university committees of review for promotion and tenure, member provost's committee for evaluation of university hire senior rank professorial candidates

2006- present	<u>Associate Dean for Graduate Studies and Administration</u> The University of Texas at San Antonio, San Antonio, Texas
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Duties: Responsible for the execution, promotion and development of doctoral and masters programs in the College of Education and Human Development, including institutional auditing and routing of new program proposals. Also responsible for COEHD enrollment management processes, approval of class cap and schedule alterations, reviewing all graduate petitions, college personnel matters, communications with the Provost for Academic Affairs, Vice Provost and Dean of the Graduate School, and Vice Provost for International Development, appropriations of graduate student research and travel funding, and designations of teaching assistantships. Position duties also include: COEHD budgetary matters, periodic review and interviews with potential candidates for line professorial positions, coordination and evaluation of Dean's staff including college Student Development Specialists,

certification of graduate student program audits, masters theses and doctoral dissertations, allocation of budgetary funds commensurate to college programs, graduate recruiting operations and doctoral fellowship stipend awards. Other duties include facilitation of international partnerships and COEHD globalization initiatives, coordination of programmatic initiatives through both state and federal governance structures, COEHD SCACSCOC coordinator, oversight of off-campus masters' and doctoral cohort programs, administrative oversight of alternative delivery (distance, hybrid, and online) instructional policies and programs, and supervision of parliamentary policy revisions and faculty / personnel development. Additional responsibilities include evaluation and administration of COEHD Institutional Technology department.

2005-
2006 Doctoral Program Committee Chair and Graduate Advisor of Record
The University of Texas at San Antonio, San Antonio, Texas

Duties: Responsible for administration of departmental doctoral studies program including: recruitment, induction, admission and scheduling of Ed.D. doctoral cohort groups. Also responsible for certification of dissertation forms and processing doctoral communications within the department and between the department, Office of the Dean, and the Graduate School.

2005-
2008 Associate Professor of Education
The University of Texas at San Antonio, San Antonio, Texas

Duties: Responsible for teaching graduate-level courses in educational administration and leadership. Also responsible for advising masters and doctoral students, chairing doctoral dissertation committees, serving on university, college and departmental committees, and conducting field research.

2001-
2005 Assistant Professor of Education
The University of Texas at San Antonio, San Antonio, Texas

Duties: Responsible for teaching graduate-level courses in educational administration and leadership. Also responsible for advising masters and doctoral students, chairing doctoral dissertation committees, serving on university, college and departmental committees, and conducting field research.

2000 - Visiting Assistant Professor
2001 The Ohio State University, Columbus, Ohio

Duties: Teaching graduate-level courses in educational administration and leadership. Responsible for advising masters students and coordinating the College of Education internship program for principal certification and licensure in the Department of Educational Policy and Leadership. Also conducted and published field research, and served as departmental liaison to Columbus Public Schools.

1999 - Novice G. Fawcett Scholar
2000 The Ohio State University, Columbus, Ohio

Duties: Responsible for facilitation and coordination of research projects in Ohio public schools under the auspices of the Novice G. Fawcett Endowment, Dr. Wayne K. Hoy, Novice G. Fawcett Professor. Also, managed field research and analyzed data for publication. Participant/contributor to *Edliners* publishing group.

1999 Graduate Research Assistant
The Ohio State University, Columbus, Ohio

Duties: Primary researcher responsible for collection, aggregation and analysis of data collected from 100 Ohio high schools. Also designated a special graduate facilitator for the Ohio Systemic Initiative Grant (awarded \$60,000). Program delegate and graduate assistant coordinator responsible for materials outreach and welcome to the National Superintendents Academy, the Ohio State University

1998 - Graduate Administrative and Teaching Assistant.
1999 The Ohio State University, Columbus, Ohio

Duties: Responsible for advisement of matriculating freshmen students at University College, The Ohio State University. Taught undergraduate students in seminar and collective sessions. Also responsible for teaching service learning class to undergraduates and coordinating field experiences with Campus Collaborative university/community partners.

1982- Adjunct Professor of Political Science and History
1997 Wright State University, Dayton, Ohio

Duties: Taught undergraduate courses in political science, American civilization and humanities. Also served as competition judge and advisor to the Wright State University Scholastic Bowl competition.

1987 - District Departmental Chairperson. Social Studies
1997 Celina City School District, Celina, Ohio

Duties: Administrative liaison to Northwest Ohio Education Association school districts. Coordinated district curriculum and instruction in area of social studies education. Developed and directed senior exit competency assessment for Celina City Schools, Celina, Ohio. Responsible for coordinating North Central evaluation findings for Celina City Schools. Member in good standing of the Harvard University Secondary Schools Scholars Program.

1978 - Social Studies Teacher
1987 Celina Senior High School, Celina City Schools, Celina, Ohio

Duties: Social studies teacher of AP Government and United States History. Authored on-site video essays of historical sites for classroom instruction. Original member of Tri-Star Educational Compact steering committee. Member Learning Styles Inventory steering committee. Credits include published articles on topics of local history. Ohio Wesleyan Scholastic Excellence Program, mentor. Responsible for creating and grading exams, preparing and teaching daily lessons, and maintaining regular office hours for students.

PROFESSIONAL PAPERS, PUBLICATIONS AND MANUSCRIPTS

Peer-Reviewed Publications: Articles

In Print, Accepted, or In Press

Smith, P.A., & Kearney, W.S. (2013, In press, *International Journal of Educational Management*). The impact of achievement press on student success in elementary schools.

Richards, M.G., & Smith, P.A. (2013, Accepted, *Journal of School Leadership*). Measuring the expectations gap in Texas public schools.

Smith, P. A., (2013, Accepted, *Journal of School Public Relations*). Trust and organizational citizenship: Moderating the effects of school socioeconomic status.

Petersen, K.S., & Smith, P.A. (2011). Leading with force: The significance of collective efficacy and faculty trust in middle schools. *National Forum of Educational Administration and Supervision Journal*, 28(2)4-26.

- Kearney, W.S. & Smith, P.A. (2010). Principal influence and school change orientation in elementary schools: The importance of campus leadership. *The John Ben Sheppard Journal of Practical Leadership*, 5(1),1-25.
- Kearney, W.S. & Smith, P.A. (2009). Taps for the high stakes test. *Journal of Cases in Educational Leadership*, 12(3) 26-32.
- Smith, P.A., & Maika, S.A. (2008) Change orientations: The effects of organizational climate on principal, teacher, and community relations. *Journal of School Public Relations*, 29, (4) 477-498.
- Kearney, W. S., & Smith, P. A. (2008). Dropped for a loss: Dilemma at Hansbrough High. In Hoy, W.K. and Tarter, C.J. *Administrators solving the problems of practice: Decision-making concepts, cases, and consequences*, (pp.118-120) (3rd ed.). Boston: Allyn and Bacon.
- Smith, P. A., & Hoy, W.K. (2007). Academic optimism and student achievement in urban elementary schools. *The Journal of Educational Administration*, 45, (5) 556-568.
- Hoy, W. K., & Smith, P. A. (2007). Influence: A key to successful leadership. *The International Journal of Educational Management*, 21, (2,3), 158-167.
- Smith, P.A., & Shoho, A.R. (2007). Higher Education Trust, Rank and Race: A Conceptual and Empirical Analysis. *Innovative Higher Education*, 32, (3), 125-138.
- Garza, E., Barnett, B., Merchant, B., Shoho, A., & Smith, P. A. (2006). The urban school leaders collaborative: A school-university partnership emphasizing instructional leadership and student and community assets. *International Journal of Urban Educational Leadership*, 1, 14-30.
- Smith, P. A., & Birney, L.L. (2005). The organizational trust of elementary schools and dimensions of student bullying. *The International Journal of Educational Management*, 19, (6), 469-485.
- Smith, P. A., & Hoy, W. K. (2004). Teachers' perceptions of student bullying: A conceptual and empirical analysis. *Journal of School Leadership*, 14, 308-326.
- Smith, P.A. (2004). Mishap at Monroe. Case study included in *Administrators Solving the Problems of Practice: Decision-Making concepts, Cases, and Consequences*. Hoy, W.K. and Tarter, C.J., Allyn and Bacon.
- Hoy, W.K., Smith, P. A., & Sweetland, S.R. (2003). The development of the organizational climate index for high schools: Its measure and relationship to faculty trust. *High School Journal*.
- Smith, P.A. (2002). The organizational health of high schools and student proficiency in mathematics. *The International Journal of Educational Management*, 16, (2/3), 98-104.
- Hoy, W. K., Sweetland, S. R., & Smith, P. A. (2002). Toward an organizational model of achievement in high schools: The significance of collective efficacy. *Educational Administration Quarterly*, 38, (1), 77-93.

Smith, P. A., Hoy, W. K. & Sweetland, S.R. (2001). The organizational health of high schools and dimensions of faculty trust. *Journal of School Leadership*, 11, 135-151.

Peer-Reviewed Publications: Book Chapters

Smith, P.A., & Flores, A. (In press). Principal Influence and faculty trust: An analysis of teacher perceptions in middle schools. In D. Van Maele, P. Forsyth, & M. Van Houtte (Eds.), *Trust Relationships and School Life*. Springer Publications.

Smith, P.A. & Scarbrough, C. (2011). Mindful Schools as High Reliability Organizations: The Effect of Trust on Organizational Mindfulness. In M. DiPaola & P. Forsyth (Eds.), *Research and Theory in Educational Administration, Leading Research in Educational Administration: A Festschrift for Wayne K. Hoy*.

Kearney, W.S., & Smith, P.A. (2009). A theoretical and empirical analysis of change orientations in schools. In W. Hoy & M. Diapola (Eds.), *Studies in School Improvement*. Greenwich, CT: Information Age Publishing.

Shoho, A., & Smith, P. A. (2004). An exploratory analysis of faculty trust in higher education. In W. Hoy & C. Miskel (Eds.), *Theory and Research in Educational Administration*. Greenwich, CT: Information Age Publishing.

Hoy, W. K., Smith, P. A., & Sweetland, S. R. (2002). A test of a model of school achievement in rural schools: The significance of collective efficacy. In W. Hoy & C. Miskel (Eds.), *Theory and Research in Educational Administration*. Greenwich, CT: Information Age Publishing.

Books in Press

Calabrese, R. & Smith, P. A. (2010). *The Faculty Mentor's Wisdom: Conceptualizing, Writing, & Defending the Dissertation* (Rowan & Littlefield Education)

Calabrese, R. & Smith, P. A. (2010). *The Doctoral Student's Adviser & Mentor: Sage Advice from the Experts* (Rowan & Littlefield Education)

MANUSCRIPTS IN REVIEW AND PROGRESS BASED ON DATA COLLECTED AND ANALYZED

Articles and Book Chapters in Review

Kearney, W.S., Smith, P. A., Maika, S. (In review, *The Elementary School Journal*). The impact of supportive teacher behavior and collegial relationships on student engagement: A multi-level analysis of elementary school in Texas.

Articles in Progress

Smith, P.A., & Birney, L.L. An international analysis of the nature, meaning, and measurement of bullying. (To be submitted to *Review of Educational Research*)

Ferguson, K. & Smith, P. A. Climate controlled: The effects of social processes on teacher and principal mindfulness. (To be submitted to *Elementary School Journal*)

Smith, P.A. Pushing and shoving: A school bully confronts the literature. (To be submitted to *Phi Delta Kappan*)

Smith, P.A., & Gonzales, I. M. Aspects of school climate and dimensions of school bullying: A study of elementary schools. (To be submitted to *the Journal of Educational Administration*)

Smith, P.A. Illuminating the tunnel: Aspects of school climate and professional teacher behavior. (To be submitted to *The Journal of School Leadership*)

Books in Progress

Smith, P. A. *Curbing the Chameleon: Real Leadership in an Unreal World*. (To be submitted for publication to Rowan & Littlefield Education)

Birney, L. L., Smith, P. A., Kearney, W.S. *Student Bullying and Incidences of Campus Aggression: A Conceptual and Empirical View of Violence in Schools*. (To be submitted for publication to Rowan & Littlefield Education)

RESEARCH PAPER PRESENTATIONS

National and International Presentations (Peer-Reviewed)

Maika, S., Kearney, W.S. & Smith, P.A. (2012, November). The classroom climate index: A conceptual and empirical analysis. A paper presented at the annual meeting of the University Council for Education Administration, Denver, Colorado.

Smith, P.A., & McKenzie, S. G. (2012, April). *Trust and organizational citizenship: An analysis of Texas elementary schools*. A paper presented at the annual meeting of the American Education Research Association, Vancouver, British Columbia, Canada

Smith, P. A., & McKenzie, S.G. (2011, November). *Trust and organizational citizenship: Leadership traction for the slippery slope*. A paper presented at the annual meeting of University Council for Educational Administration, Pittsburg, PA.

Smith, P. A. (2011, January). *High reliability organizations, mindful schools, and Weickian practices: The effect of trust on organizational mindfulness*. A paper presented at the Hawaii International Conference on Education. Honolulu, Hawaii.

- Kearney, W. S., & Smith, P.A. (2010, October). *School climate and student success: An examination of the effect of climate on standardized tests*. A paper presented at the annual meeting of The University Council for Educational Administration, New Orleans, LA.
- Flores, A., Smith, P.A., & Merchant, B.M. (2010, May). *Principal influence and faculty trust: The organizational hand that fits the efficiency glove*. A paper presented at the annual meeting of American Educational Research Association Symposium, Denver, CO.
- Kearney, W. S., & Smith, P.A. (2010, May). *Change orientations in Schools*. A paper presented at the annual meeting of American Educational Research Association Symposium, Denver, CO.
- Flores, A., Smith, P.A., & Merchant, B.M. (2009, November). *Principal influence and faculty trust: An analysis of teacher perceptions in Texas middle schools*. A paper presented at the annual meeting of University Council for Educational Administration, Anaheim, CA.
- Smith, P.A., & Ferguson, K. (2009, April). *Social aspects of mindful schools: organizational climate, Weickian principles, and high-reliability organizations*. A paper presented at the American Education Research Association Symposium, San Diego, CA.
- Steele, M., & Smith, P.A. (2009, April). *Leading high reliability schools: The effects of organizational mindfulness on collective efficacy*. A paper presented at the American Education Research Association Symposium, San Diego, CA.
- Smith, P.A., & Petersen, K. (2009, April). *Revisiting human capital: The significance of collective efficacy and human capital in middle school environments*. A paper presented at the American Education Research Association Symposium, San Diego, CA.
- Smith, P.A., & Steele, M. (2008, October). *Leading high reliability schools: The effects of organizational mindfulness on collective efficacy*. A paper presented at the annual meeting of University Council for Educational Administration, Orlando, FL.
- Smith, P.A., & Petersen, K. (2008, October). *Leading With Force: The Significance of Collective Efficacy and Faculty Trust in Middle School Environments*. A paper presented at the University Council for Educational Administration, Orlando, FL.
- Maika, S.A., & Smith, P.A. (2008, October). *Equipping Elementary Schools for Transformation: The Effects of School Climate on Teacher, Principal and Community Change*. A paper presented at the University Council for Educational Administration, Orlando, FL.
- Kearney, W.S., & Smith, P. A. (2008, October). *School Change and Principal Influence: The Impact of Leadership*. A paper presented at the University Council for Educational Administration, Orlando, FL.

- Smith, P.A., & Gonzales, I.M. (2008, March). *Campus aggression and schoolyard bullying: Linking organizational climate with solutions*. A paper presented at the American Education Research Association Symposium, New York, NY.
- Smith, P.A., & Scarbrough, C. (2008, March). *High reliability organizations, mindful schools, and Weickian practices: The effect of trust on organizational mindfulness*. A paper presented at the American Education Research Association Symposium, New York, NY.
- Smith, P.A., & Maika, S.A. (2008, March). *Faculty orientation to change: The effects of organizational climate on principal, teacher and community transformation*. A paper presented at the American Education Research Association Symposium, New York, NY.
- Kearney, W.S., & Smith, P. A. (2008, March). *Principal influence: A study of its effects on three aspects of school change*. A paper presented at the American Education Research Association Symposium, New York, NY.
- Smith, P.A., & Gonzales, I.M. (2007, November). *Campus aggression and schoolyard bullying: Linking organizational climate with solutions*. A paper presented at the annual meeting of University Council for Educational Administration, Washington, D.C.
- Kearney, W.S., & Smith, P. A. (2007, November) *Conceptualizing doctoral research teaming: A collaborative model for students and supervising professors*. A paper presented at the annual meeting of University Council for Educational Administration, Washington, D.C.
- Shoho, A.R., Woods, J., & Smith, P. A. (2007, April). *The forgotten dimension of communication: Examining the listening skills of school administrators*. A paper presented at the annual meeting of The American Educational Research Association, Chicago, IL.
- Smith, P.A., & Ferguson, K. (2006, November). *Climate controlled: The affects of school social processes on teacher and principal mindfulness*. A paper presented at the annual meeting of University Council for Educational Administration, San Antonio, TX.
- Shoho, A.R., Woods, J., & Smith, P. A. (2006, November). *Is anyone listening? The dichotomous perspective of school administrator listening skills*. A paper presented at the annual meeting of University Council for Educational Administration, San Antonio, TX.
- Smith, P.A., & Scarbrough, C. (2006, November). *Adjusting the focus: Organizational trust and mindful schools*. A paper presented at the annual meeting of University Council for Educational Administration, San Antonio, TX.
- Smith, P.A. & Birney, P. (2006, April). *Aspects of school climate and professional teacher behavior: Is there light at the end of the tunnel?* A paper presented at the annual meeting of the American Educational Research Association, San Francisco, CA.

- Smith, P.A. & Birney, L. (2006, April). *The organizational trust of elementary schools and dimensions of student bullying*. A paper presented at the annual meeting of the American Educational Research Association, San Francisco, CA.
- Smith, P.A. & Birney, P. (2005, November). *Leveling the field: The significance of professional teacher behavior and school climate*. A paper presented at the annual meeting of University Council for Educational Administration, Nashville, TN.
- Smith, P.A. & Shoho, A.R. (2005, November). *Cracks in the mortar: Higher education faculty trust, rank, race and the future of leadership preparation*. A paper presented at the annual meeting of University Council for Educational Administration, Nashville, TN.
- Smith, P. A., & Birney, L.L. (2004, November). *Confronting the obvious: Teacher perceptions of student bullying and dimensions of faculty trust*. A paper presented at the annual meeting of University Council for Educational Administration, Kansas City, MO.
- Barnett, B., Garza, E., Merchant, B., Ruff, W., Shoho, A., & Smith, P. A. (2004, November). *Voices of emerging leaders: Cohort learning outcomes in partnership programs*. A paper presented at the annual meeting of University Council for Educational Administration, Kansas City, MO.
- Barnett, B., Garza, E., Merchant, B., Ruff, W., Shoho, A., & Smith, P. A. (2003, November). *Transforming a department of educational leadership into a learning community: Resolving the undiscussables*. A paper presented at the annual meeting of University Council for Educational Administration, Portland, OR.
- Smith, P. A., & Shoho, A. (2003, April). *Faculty trust in higher education: The development of a three-dimensional measure*. A paper presented at the annual meeting of the American Educational Research Association, Chicago, IL.
- Smith, P. A. (2002, November). *Student bullying: The development of a two-dimensional measure*. A paper presented at the annual meeting of University Council for Educational Administration, Pittsburgh, PA.
- Smith, P. A. (2002, April). *Collective efficacy and achievement in rural schools*. A paper presented at the annual meeting of the American Educational Research Association, New Orleans, LA.
- Smith, P. A. (2001, November). *The organizational health of high schools and student proficiency in mathematics*. A paper presented at the annual meeting of University Council for Educational Administration, Cincinnati, OH.
- Smith, P. A. (1999, March). *Hypertrophic shifting: Creating a systemic model of transformational leadership and change in public education*. A paper presented at the annual meeting of Mid-Western Education and Research Association, Chicago, IL.

State and Local Presentations (Refereed)

Smith, P.A., & Birney, L.L. (2005, April). *The organizational trust of elementary schools and dimensions of student bullying*. A paper presented at the annual meeting of the College of Education and Human Development Research Symposium at The University of Texas at San Antonio, San Antonio, Texas.

Smith, P. A., & Shoho, A.R. (2004, April). *Faculty trust in higher education: Assessing the impact of academic rank and gender*. A paper presented at the annual meeting of the College of Education and Human Development Research Symposium at The University of Texas at San Antonio, San Antonio, Texas.

Smith, P.A., & Shoho, A.R. (2003, April). *Higher education faculty trust: The concept and its measure*. A paper presented at the annual meeting of the College of Education and Human Development Research Symposium at The University of Texas at San Antonio, San Antonio, Texas.

Smith, P.A. (2002, March). *A conceptual and empirical analysis of student bullying*. A paper presented at the annual meeting of the College of Education and Human Development Research Symposium at The University of Texas at San Antonio, San Antonio, Texas.

PAPER PRESENTATIONS SUBMITTED/ACCEPTED (Refereed)

Kearney, W.S., Maika, S., & Smith, P.A. (Submitted, November, 2013). *Student engagement, school relationships, and supportive teacher behavior: A hat trick for campus success*. A paper submitted for presentation at the annual meeting of the University Council for Education Administration, Indianapolis, IN.

Richards, M., & Smith, P.A. (Submitted, November, 2013). *Measuring the expectations gap in Texas public schools*. A paper submitted for presentation at the annual meeting of the University Council for Education Administration, Indianapolis, IN.

CREATIVE ACTIVITIES AND CREATIVE WORKS

Teaching and Course Development

The University of Texas at San Antonio, San Antonio, Texas

EDL 7783*	Organizational Theory (Doctoral Core)
LDR 7003	Proseminar in Educational Leadership (Doctoral Core)
EDL 7343*	The Politics of Educational Change (Doctoral)
EDL 7563	Research in Leadership Laboratory (Doctoral)
EDL 5203	School and Community Relations (Masters)
EDL 6333	Creating Change (Masters)
EDL 5303	Human Relations in Educational Administration (Masters)

* Responsible for the inception, creation and development of denoted doctoral offerings to fulfill the degree requirements of Doctor of Education at The University of Texas at San Antonio.

The Ohio State University, Columbus, Ohio

ED. P & L 813 Organizational Theory (Masters)

ED. P & L 726 Educational Change (Masters)

ED. P & L 884* Principal Field Experience Internship (Masters)

ED. P & L 949* Collective Bargaining (Masters)

* Responsible for the inception, creation and development of denoted master's offerings to fulfill the degree requirements of Master of Science in Education at The Ohio State University.

Wright State University, Dayton, Ohio

HST 201* History of the American Frontier (Undergraduate)

HST 211 American Civilization to 1877 (Undergraduate)

HST 212 American Civilization 1877 to Present (Undergraduate)

ECON 200* Economic Life (Undergraduate)

Celina Senior High School, Celina, Ohio

Instructor of record for social studies comprehensive course offerings including: AP American Government, AP American History, Psychology, Economics, Senior Honors Seminar and World Civilization.

Professional Presentations and Invited Lectures (Non-refereed)

Icing on the cake: Utilizing organizational forces that do not require talent. (2013). Culinary Institute of America, San Antonio, Texas.

Beyond success: Organizational significance and business ethics. (2012). Mireles Elementary School, Northside Independent school District, San Antonio, Texas.

Managing time versus managing your life: The advantage of leaders who plan. (2012). Culinary Institute of America, San Antonio, Texas.

Higher education from the international perspective: Leading collaboratively in a global system. (2011). Huaiyin Normal University, Huaiyin, Peoples Republic of China.

Paying the price of greatness. (2010). Beijing Sport University, Beijing, Peoples Republic of China.

Developing leadership capacity through culturally based understanding. (2010). Hubei Normal University, Tianjin, Peoples Republic of China.

American graduate education and cultural adaptation: Global perspectives. (2009). Chang' An University, Xi'an, Peoples Republic of China.

Leading through change: Does the Hand fit the glove? (2009). Early College High School, University of Texas at San Antonio, San Antonio, Texas.

Leadership success and beyond: the question of significance (2006). Alamo and San Antonio Chapters of Phi Delta Kappa International, San Antonio, Texas.

In the line of fire: Effective management practices and five fatal errors to avoid (2006). San Antonio Police Department Captain's Training Seminar, San Antonio, Texas.

Leadership and the public trust: Management, ethics and organizational efficiency under fire (2005). San Antonio Police Department, San Antonio, Texas.

School bullies and victims: Characteristics and culture (2005). East Central Independent School District, San Antonio, Texas.

Changing your world to change the world (2004). Bush Middle School, Northeast Independent School District, San Antonio, Texas.

Leadership success and the significant path: Raising the bar (2002). New Life Educational Academy, San Antonio, Texas.

Leadership and legacy: The next frontier (2002). Sun Valley Elementary School, Southwest Local School District, San Antonio, Texas.

Shifting gears: Leadership preparation and the press for change (2002). Loyola University-Chicago, School of Education, Chicago, IL.

Consultations (pro bono)

San Antonio Independent School District, Social Processes and Institutional Change Analysis, San Antonio, Texas. 2007

Northside Independent School District, Principal Influence, Organizational Flow, and Teacher Receptivity to Change Analysis, San Antonio, Texas. 2007

Comal Independent School District, Organizational Trust, Institutional Mindfulness, and Administrative Influence Analysis, Comal, Texas.	2007
Salem Independent Schools, Organizational Health, Institutional Trust, and Citizenship Behavior Analysis, Salem, Ohio.	2006
Wheatley Middle School, San Antonio Independent School District, Organizational Climate, Institutional Efficacy, Trust, and Mindfulness Analysis, San Antonio, Texas.	2006
Southwest Independent School District, Social Processes and Climate Analysis, San Antonio, Texas.	2004
Northside Independent School District, Organizational Health and Institutional Climate Analysis, San Antonio, Texas.	2004
Climate Analysis and Presentation, Harlandale Independent School District, San Antonio, Texas.	2004
Social Processes Analysis, Northeast Independent School District, San Antonio, Texas.	2003
Personnel Selection and Evaluation Analysis, Delaware Public Schools, Delaware, Ohio.	1998
Personnel Selection and Evaluation Analysis, Marion County Schools, Marion, Ohio.	1998
North Central Evaluation Analysis, Northwest Ohio, Education Association Review Panel.	1997

Conceptual, Programmatic and Psychometric Innovations

The Persuasion Index (2006). Developed an organizational measure (with Dr. Wayne K. Hoy) to assess faculty perceptions of how campus leaders influence the school environment. (Published, 2007)

The Faculty Change Orientation Scale (2006). Developed an organizational measure (with Dr. Wayne K. Hoy and Dr. Sean Kearney) to assess teacher orientation to change press evident at the site level.

The Bully Scale (2004). Developed an organizational measure (with Dr. Wayne K. Hoy) to assess teacher perceptions of student bullying incidents and protection factors evident in elementary, middle and high schools. (Published, 2004)

The Higher Education Faculty Trust Index (2003). Conceptualized and developed an organizational measure (with Dr. Alan R. Shoho) to assess faculty perceptions of higher education trust in colleges and universities. (Published, 2004)

The Organizational Climate Index (2002). Developed and refined (with Dr. Wayne K. Hoy and Dr. Scott R. Sweetland) an organizational measure to assess four salient characteristics of school climate. (Published, 2003)

The Leadership of Equus (2002). Conceptualized a leadership program focusing on the value of trust-based philosophies in the workplace and how animal to human sensitivity and connection may increase administrative awareness of human-to-human dynamics in the work environment. Conceptualization derived from the theoretical underpinnings of Monty Roberts. (In progress)

SERVICE TO THE ACADEMY

Professional Service

External Reviewer: *American Journal of Chinese Studies* (2013)

1. Teachers' perceptions of new immigrants' children's academic and social challenges in Taitung, Taiwan.

External Reviewer: *Journal of Educational Administration*

1. Enabling School Structure, Collective Responsibility, and A Culture of Academic Optimism: Toward a Robust Model of School Performance in Taiwan (2012).
2. Collective Trust: A Social Indicator of Instructional Capacity (2012).
3. Academic Optimism and Community Engagement in Urban Schools (2010).

External Reviewer: *Educational Administrative Quarterly*

1. The Impact of Personal and Organizational Identification on Teacher Trust Development within the Context of Principal Authentic Leadership (2012).
2. Positive Psychology and Educational Administration: An Optimistic Research Agenda (2010).

External Reviewer: *International Journal of Educational Management*

1. Professional Identity of Faculty Members at Higher Education Institutions in Jordan (2013).
2. School Leadership Capacity, School Demographics and Student Achievement (2012).
3. Key Issues in Principal Selection Process in Northern Pakistan: A Model for Improvement (2010).

External Reviewer: *Journal of School Leadership* (2003 - present)

1. Distributed Leadership: A Case Study of One Elementary School's Leadership Activity (2010).

External Reviewer: *Book Review* (2011) School Rampage Shootings and Other Youth Disturbances: Early Preventive Interventions.

External Reviewer: *Educational Administration Quarterly* (2008 - present)

External Reviewer: *International Journal of Educational Management* (2009-present)

External Reviewer: *Journal of School Leadership* (2003 - present)

External Reviewer: *Journal of Educational Administration* (2008-Present)

External Reviewer: *American Journal of Chinese Studies* (2013)

External Reviewer, Promotion and Tenure, Full Professor Evaluation (2008 - Present)

- A. William Place (2012)
- Laura Rendon (2010)
- Kenneth Schechter (2008)
- Curt Adams – UCEA Culbertson Award Nominee (2012)

Member Editorial Board: *John Ben Shepperd Journal of Practical Leadership* (2008 – present)

Session Chair: 9th Annual Hawaii International Education Conference, Honolulu, HI (2011).

Session Chair: American Education Research Association Annual Conference, New York, NY, (2008)

Session Chair: American Education Research Association Annual Conference, San Francisco, CA, (2006)

Textbook review and evaluation, Allyn & Bacon, (2006 - present)

Conference Discussant: University Council for Educational Administration, (2005)

Reviewer of Annual Conference Proposals:

- University Council for Educational Administration, (2001-present)
- American Education Research Association Divisions A & L, (2001-present)

Member, AERA Division A Dissertation of the Year Award Selection Committee, (2002-2003)

Member, Dissertation of the Year Award Selection Committee, University Council for Educational Administration, (2002-2003)

Professional Affiliations

American Educational Research Association (AERA)	2000-present
AERA Organizational Theory Special Interest Group (SIG)	2000-present
University Council of Educational Administration (UCEA)	2000-present
Edliners, The Ohio State University	2000
Academy of Management	2000
Mid-Western Educational Research Association	1998

Professional Certifications

State of Ohio, High School Principal Certification, Provisional Standard (Grades 7-12).

State of Ohio, High School Teaching Certification (permanent status), Social Studies Comprehensive (Grades 7-12).

University Service

University Liaison and Sponsor. Joetsu University (Japan) Graduate Student Teacher Initiative. Designed internship experiences with Northside Independent School District and the COEHD (2013).

Strategic Planning Committee Member, The Graduate School. Advisory committee for Vice Provost and Dean of the Graduate School (2013).

Member, Vice for Provost for International Development Committee. International Advisory Council (2013-present).

UTSA Administrative Representative to Texas Chiropractic College. Facilitation of potential COEHD partnership with Health and Kinesiology (2013).

VPR Limited Submission Selection Committee: TG Public Benefit Grant Program participant (2012).

Facilitator and Author, *Dissertation Bootcamp Program*, University of Texas at San Antonio (2011-2012).

President's Executive Leadership Council Roadrunner Days Participant (2010 - present).

Director of Public Safety and Chief of Police Search Committee (2010).

Carlos and Malu Alvarez Graduate Research Education Excellence Fund Advisory Committee: Provost's appointment (2010).

Member Provost's Committee on Summer Scheduling Analysis (2009-2010).
University liaison to Beijing Sport University, Tianjing Sports University, Hebei Normal University, and Chang' An University, PR, China (2007 – present).

University Review Committee - Responsible for review and evaluation of tenure-track faculty candidates in light of mission of the university (2007- 2010).

Associate Director of Development Search Committee (2007).

UTSA University Library Committee – College of Education and Human Development representative (2005 - 2006).

UTSA 2016 Strategic Planning Committee member (2005).

University of Texas at San Antonio Graduate Fair, Graduate Faculty Representative (2005).

University Marshal, College of Education and Human Development Commencement Ceremonies (2005).

Faculty Commencement Attendee - College of Education Fall and Spring Commencement Exercises (2001-2005).

University Marshal, College of Education and Human Development Commencement Ceremonies (2001-2010).

University Faculty Grievance Committee (2002-2004) - Responsible for review and evaluation of faculty issues submitted for grievance procedures.

University Faculty Development Leaves Committee (2001-2002) - Evaluation and merit review of faculty proposals (tenured and non-tenured) submitted for university developmental leave status.

University Sponsor of Mr. Douglas Mader, Cincinnati Sycamore Schools. Public Schools Administrator Conference, San Antonio, Texas (2003).

UTSA faculty liaison / discussion participant to visiting Chinese Education delegation. (2002).

UTSA Delegate – University sponsored Bexar County Superintendent's Breakfast (2002).

College Service * Service now subsumed under administrative duties.

Administrative Sponsor, Study Abroad Program to China (2013).

COEHD Dean representative to the Graduate Student Association Reception and Student Recognition (2013).

Giuseppe Antonio and Marietta Martinello Awards Ceremony. Opening Remarks (2013).

16th Annual La Despedida Graduation Ceremony Sponsor – Isabel Martinez (2012).

Administrative Supervisor, Institutional Technology, College of Education and Human Development (2010).

Technical Advisor to COEHD *Spectrum* magazine (2010 – present)

College of Education Affirmative Action Advocate, Health and Kinesiology Search Committee (2009-10).

College of Education and Human Development Stage Marshal - Spring Commencement (2009).

College facilitator of institutional partnerships and exchange collaboratives between the COEHD and Beijing Sport University, Tianjing Sports University, Hebei Normal University, and Chang' An University, PR, China (2007 – present).

Graduate faculty co-sponsor on behalf of Ms. Gerri Berger to San Antonio Chapter of the American Association of University Women Scholarship (2007).

College of Education and Human Development Stage Marshal - Spring Commencement (2007).

College of Education and Human Development Academic Policy and Curricula Committee (2005-2007).

College of Education and Human Development Academic Policy and Requirements Committee (2005 -2006).

College of Education and Human Development Outstanding Student Award Committee - Responsible for solicitation, coordination and selection of annual outstanding student awards for both graduate and undergraduate students in the College of Education and Human Development (2002-present).

College of Education Graduate Program Committee Member (2001-present).

College Council Committee Member (2002-2005) - Responsible for representation and communication between the Department of Educational Leadership and Policy Studies and four other college units via regularly scheduled meetings with the council members and the dean.

Graduate faculty sponsor on behalf of Ms. Karen Petersen to San Antonio Chapter of the American Association of University Women Scholarship (2004). (Awarded \$1000.

Graduate faculty sponsor on behalf of Bernice G. Baumann to San Antonio Chapter of the American Society for Training and Development. Recipient of Keeper of the Flame Scholarship (2002). (Awarded \$1000)

College of Education and Human Development New Faculty Induction Steering Committee (2002).

Departmental Service

Faculty Search Committee-Department Chair / Professor Line (2011-2012) - Committee member responsible for interview, review and evaluation of candidates to fill departmental chairperson position).

Grader, Department of Educational Leadership and Policy Studies Comprehensive Exams for master's students (2003 – Present).

Chair, Department of Educational Leadership and Policy Studies Graduate Studies Program Committee for Ed.D. in Education (2005 – 2006) - Responsible for administration of departmental doctoral studies program, recruitment of cohort groups and admission of doctoral students.

Educational Leadership and Policy Studies Departmental Merit Review Committee (2005-2006) - Evaluation of annual departmental review for merit salary compensation.

Faculty mentor for Dr. Elizabeth Murakami, Assistant Professor – Responsible for mentorship and induction processes for new departmental faculty members (2005 – 2006).

Faculty Resources Committee Member (2004-2006)-Responsible for evaluation, selection and distribution of departmental grants, scholarships and awards.

Participant/Attendee University of Texas at San Antonio Superintendent's Symposium (2006 - present).

Educational Leadership and Policy Studies Fitness to Lead Subcommittee (2005) - Assisted in conceptualizing and proofing departmental Fitness to Lead policy for masters and doctoral level students in the program.

Chair, Educational Leadership and Policy Studies Departmental Merit Review Committee (2004-2005) – Conceptualized review forms and facilitated discussion and evaluation of annual departmental review for merit salary compensation.

Chair, Educational Leadership and Policy Studies Doctoral Program Revision Subcommittee (2004-2005)-Responsible for facilitating Leadership Emphasis Core curriculum evaluation and revision.

Department of Educational Leadership and Policy Studies Assessment Review Team - TEXES Administrative Certification Exam (2002-present).

David L. Clark National Graduate Student Research Symposium Departmental Criteria Subcommittee (2004).

Department of Educational Leadership and Policy Studies Scholarship Golf Tournament Coordinator of Volunteers (2003-2004).

Educational Leadership and Policy Studies Comprehensive Master's Exam – Review Sessions facilitator (2002-2006).

College of Education and Human Development faculty representative and sponsor of graduate student welcome outing and barbecue (2002-2003). Sponsorship held at Raymond Russell Recreational Park.

Chair, Educational Leadership and Policy Studies Faculty Search Committee - Assistant Professor Line (2002).

Educational Leadership and Policy Studies Comprehensive Master's Exam – proctor (2002).

Department of Educational Leadership and Policy Studies Scholarship Golf Tournament Steering Committee (2002).

Doctoral Studies Admissions Revision Subcommittee - (2001-2004).

Faculty Search Committee-Assistant /Associate Professor Line (2001-2003) - Committee member responsible for interview, review and evaluation of candidates to fill three departmental lines).

Member, Ad Hoc Educational Leadership and Policy Studies Academic Policy and Curriculum Committee (2001-2003)-Responsible for periodic review of masters level and doctoral level course offerings.

Participant faculty – Doctoral Studies Recruitment Seminar (2001-2003).
SERB Committee Member (2001)-Conceptualization and submission of grant to service UTSA input into SERB Consortium.

Doctoral Studies Committee Member (2001- present).

Administrative Service

Faculty sponsor and facilitator – American Association of School Administrators (AASA) departmental reception (2005).

Pro Bono Community and Student Service

LPAC Member, Northside Independent School District. Oversight Admissions Committee of Limited English Proficiency Students (2012-present).

Volunteer and participant, Annual First Nation Pow-Wow. Construction facilitator and Pays Plat First Nation Reserve community volunteer (2008-Present).

Commission Member, San Antonio Police Department Training Oversight and Review Committee (2007) – Commission is responsible for evaluations / recommendations regarding all “use of force” incidents associated with the SAPD.

Principal for a Day participant: Southwest Independent School District, Bob Hope Elementary School on behalf of Ivonna Gonzales (2005).

Principal investigator and research coordinator for Karen Petersen – A quantitative study of student bullying and collective efficacy, Northside Independent School District, San Antonio, Texas (2004-Present).

Principal investigator and research coordinator for Kathy Ferguson – A quantitative study of school climate and organizational mindfulness, Northside Independent School District, San Antonio, Texas (2004-Present).

Principal investigator and research coordinator for Ivonna Gonzales – A quantitative study of organizational climate and student bullying, Southwest Independent School District, San Antonio, Texas (2003 - 2004).

Principal investigator and research coordinator for Larry Birney – A quantitative study of student bullying and organizational trust, Northeast Independent School District, San Antonio, Texas (2003 –2004).

Principal investigator and research coordinator for Carl Scarbrough – A quantitative study of student organizational mindfulness and trust, Harlandale Independent School District, San Antonio, Texas (2003-Present).

Support staff and mentor program participant, Arthur James Cancer Research Center, Columbus, Ohio. Regular visitation and support counseling – inpatient and outpatient bone marrow transplant unit (2000 – Present).

HONORS, AWARDS AND SPECIAL RECOGNITION

Academic Fellowships and Scholarships

Novice G. Fawcett Graduate Scholar	The Ohio State University	2000
Flesher Fellowship in Educational Administration	The Ohio State University	2000
Martin D. Essex Scholarship in Educational Administration	The Ohio State University	2000
E. E. Lewis Fellowship in Educational Administration	The Ohio State University	1999
Ray Larmee Memorial Scholarship in Educational Administration	The Ohio State University	1998

Special Recognition and Awards

Member Phi Kappa Phi Academic Honor Society	2012 – present
Hebei Normal University, Peoples’ Republic of China, Graduate School, Visiting Professor Appointment	2010 - 2013
Beijing Sport University, Graduate School, PRC, Visiting Professor (2009 – Present)	2009
Wright State University Outstanding Alumni Award	2008
Emerald Literati Network Award for Excellence Highly Commended Award Winner	2008
Emerald Literati Network Award for Excellence Outstanding Article for International Journal of Education Management.	200
State of Ohio Nominee, American Legion Educator of the Year.	1997
Daughters of the American Revolution, Educator of the Year Nominee, Lima, Ohio Chapter.	1995
Recipient, State of Ohio Instructor of Politics Award Secretary of the State of Ohio.	1995
Designated, Who’s Who American High School Educators * Selected by unsolicited student/faculty nominations.	1992 – 1997
Keynote Commencement Speaker, Wright State University – Lake Campus Commencement Exercise.	1994
Education and Research Institute. National Journalism Center Internship, Washington, D. C.	1985
Ohio Outstanding Student Teacher Award, Northwest Ohio District, Lima Area Council for the Social Studies.	1978

FUNDED GRANTS

Research Grants

College of Education and Human Development Faculty Research Mini-Grant Award. Principal investigator. Title of grant: *Leveling the field: The significance of professional teacher behavior and school climate* (2006, \$1200).

College of Education and Human Development Faculty Research Mini-Grant Award. Principal investigator. Title of grant: *Confronting the obvious: Aspects of school bullying and dimensions of faculty trust* (2005, \$1000).

College of Education and Human Development Faculty Research Mini-Grant Award. Principal investigator. Title of grant: *Faculty Trust in Higher Education: Assessing the Impact of Academic Rank and Gender* (2004, \$1130).

College of Education and Human Development Faculty Research Mini-Grant Award. Principal investigator. Title of grant: *Faculty Trust in Higher Education: The Development of a Three Dimensional Model* (2003, \$990).

College of Education and Human Development Faculty Research Mini-Grant Award. Principal investigator. Title of grant: *A Conceptual and Empirical Analysis of Student Bullying* (2002, \$1000).

Institutional Grants

Pew Charitable Foundation, Ohio Humanities Council Community as Classroom Grant. Principal investigator. Title of grant: *The Courage of Their Convictions*. (1992, \$500).

THESES AND DISSERTATIONS

Dissertations Supervised (completed)

Dr. Larry L. Birney. Dissertation title: *Trust and Bullying: Antagonistic Forces*. Completed December 2004.

Dr. Patti A. Birney. Dissertation title: *Academic Emphasis: Teacher Perceptions of Its Relationship to Organizational Climate Factors*. (Co-chair with Dr. David Thompson). Completed December 2004.

Dr. Carl S. Scarbrough. Dissertation title: *Aspects of Organizational Mindfulness and Dimensions of Faculty Trust: Social Processes in Elementary Schools*. Completed December 2005.

Dr. Kathy J. Ferguson. Dissertation title: *The Organizational Climate Of Elementary Schools and Dimensions of School Mindfulness: A Study of Social Processes*. Completed May 2006.

Dr. Ivonna Gonzales. Dissertation title: *Aspects of School Climate and Dimensions of Student Bullying: A Study of Elementary Schools*. Completed December 2006.

Dr. Sean A. Maika. Dissertation title: *The Organizational Climate of Elementary Schools and Aspects of Change Orientation*. Completed December 2007.

Dr. W. Sean Kearney. Dissertation title: *Principal influence: A study of its effect on school change*. Completed December 2007.

Dr. Karen S. Petersen. Dissertation title: *Collective efficacy and faculty trust: A study of social processes in schools*. Completed Spring 2008.

Dr. Michaela Steele. Dissertation title: *Leading high reliability schools: The effects of organizational mindfulness on collective efficacy*. Completed Fall 2008.

Dr. Adrian Flores. Dissertation title: *Principal influence and faculty trust: An analysis of teacher perceptions in Texas middle schools*. Completed Spring 2009.

Dr. Scott G. McKenzie. Dissertation title: *Trust and organizational citizenship: A study of the three referents of trust and the organizational citizenship of elementary school teachers*. Completed Fall 2011.

Dissertations Supervised (in progress)

Ms. Tonya Hyde. *Student Bullying and Collective Efficacy of the Faculty: An Investigation of Opposing Forces*. In progress.

Mr. Christopher Kibbe. *Aspects of Organizational Justice and Climate in Urban Elementary Schools*. In progress.

Dissertations Completed (committee member)

Dr. William G. Ruff. Dissertation title: *Constructing the Role of Instructional Leader: The Mental Models of Urban Elementary Principals*. Completed December 2002.

Dr. Priscilla M. Quinn. Dissertation title: *Induction Teacher Success and Its Implications for Teacher Retention*. Completed December 2004.

Dr. Mary Miller. Dissertation title: *Accounting for Student and School Success in High Poverty, High Minority Schools: A Constructivist Approach*. Completed May 2005.

Dr. Jerry Woods. Dissertation title: *Listening Skills: An Exploratory Analysis of School Administrators' Self-Perceptions Versus Teachers' Perceptions*. Completed December 2005.

Dr. Kara Mowery. Dissertation title: *Beginning Teachers' Perceptions of Mentoring: Implications for School Leaders*. Completed December 2006.

Dr. Maria Rosen. Dissertation title: *Abstinence-only Sex Education: Perceptions of Teachers and Administrators of Mexican American Students*. Completed December 2006.

Dr. Jodi Spoor. Dissertation title: *Experiencing High School: A Student Perspective*. Completed December 2006.

Dr. Linda K. Carillo. Dissertation title: *Philosophical/Conscientious Objections to Compulsory Immunization Requirements: Leadership and Policy Considerations*. Completed Spring 2007.

Dr. Donnie A. Thompson. Dissertation title: *Picking Up the Pieces: Educational Experiences of Seven GED Students Who Left School Before Graduation*. Completed Spring 2007.

Dr. Alicia Olvera. Dissertation title: *Supporting Mexican Immigration Students in High School Completion: leaders' Perspectives in a Texas Border District*. Completed Fall 2007.

Dr. Debbie Deleon. Dissertation title: *Student and Teacher Perspectives on Art Integrated Science Education in an Urban High School in South Texas*. Completed Fall 2007.

Dr. Evangeline Aguilera. Dissertation title: *Urban school leadership: A case study on the transformation of a comprehensive high school into a small learning community*. Completed Spring 2008.

Dr. Juliet M. Ray. Dissertation title: *The relationship between attitude toward linguistic diversity and perceptions of instructional efficacy for teachers of English language learners*. Completed Spring 2008.

Dr. George E. Norton. Dissertation title: *Modeling student success at a Hispanic-serving institution: A local approach*. Completed Fall 2008.

Dr. Sandra Lebaron. Dissertation title: *Teacher efficacy within a core knowledge learning committee in a high stakes testing environment*. Completed Fall 2008.

Dr. Geraldine Berger. Dissertation title: *High school teachers' perceptions of school change and its implications for school climate*. Completed Spring 2009.

Dr. Theresa Dorel. Dissertation title: *Assessing the efficacy of paraprofessionals: The impact of No Child Left Behind*. Completed Spring 2009.

Dr. Brenda K. Ward. Dissertation title: *The impact of personal and organizational factors on school administrators' burnout*. Completed Spring 2009.

Dr. Lisa D. McDougale. Dissertation title: *Servant leadership in higher education: An analysis of the perceptions of higher education leaders regarding servant leadership practices at varying types of institutions*. Completed Fall 2009.

Dr. David Womack. Dissertation title: *A comparison between online and traditional learning in an undergraduate education environment*. Completed Fall 2009.

Dr. Anthony Mitchell. Dissertation title: *High school teachers' perceptions of school change and its implications for student achievement*. Completed Fall 2010.

Dr. Melinda Salinas. Dissertation title: *High school teachers' perceptions of principal influence and organizational change*. Completed Fall 2010.

Dr. Jorge L. Garza. Dissertation title: *On a path to success: Experiences of Hispanic high school students*. Completed Fall 2010.

Dr. Maria Gear. Dissertation title: *Addressing the academic achievement of at-risk students through a leadership team approach*. Completed Fall 2011.

Dr. Darcy-Baker Martinez. Dissertation title: *Preparing principals for social justice leadership*. Completed Spring 2012.

Dr. Willie James Black, Jr. Dissertation title: *Characteristics and obstacles: the rise of African American male principals in Texas*. Completed Spring 2012.

Dr. John R. Chavez. Dissertation title: *High school college-prep success for Hispanic students using funds of knowledge awareness*. Completed Spring 2012.

Dr. Kimberly Ridgely. Dissertation title: *Experiences of former school counselors who lead campuses in the role of the principal*. Completed Fall 2012.

Dr. Jerry Cheatom. Dissertation title: *A study of African American male superintendents in Texas public schools: How did they navigate the superintendency?* Completed Fall 2012.

Advisement of Students and Doctoral Committee Service

Doctoral Dissertation Committee Chairperson and Committee Member:
(* Denotes Doctoral Chairperson)

Christopher Kibbe*	Donald Mathis
Patricia Escobedo*	Kimberly Ridgley
Tonya Hyde*	Penny Pruitt
Donald Goess*	Jerry Cheatom
L'Nea Stewart	Lauren West
Gina Binovi	Rachel Yates*
Drunay Collins	Jeanette Monreal
Jennifer Baadsgaard*	

