



**Department of
Leadership Studies, Honors College**

Annual Report
July 1, 2017 - June 30, 2018

1. Mission Statement

The primary mission of the Department of Leadership Studies is to identify and recruit competent individuals to assume leadership positions in education and affiliated organizations such as non-profits and governmental agencies. At the time of its formation (July 2006), the department's mission was to prepare individuals for entry level student services positions in post-secondary education (CSPA MS program), to prepare school leaders for positions of assistant principal and principal (SLMA MS program), and to prepare district level leaders for positions of superintendent and assistant superintendent (EDS program). In AY 2007-2008, the SLMA MS program's scope was broadened to prepare individuals for school-based leadership positions as curriculum administrators and program administrators for gifted/talented education and special education. Simultaneously, the MS in School Counseling was moved to the department, further strengthening the philosophy that school leadership was a collaborative endeavor that included other key professional positions. In January 2010, the mission of the department again expanded with the MS programs in Library Media and Instructional Technology moving to the department. Effective in AY2012-2013 the Educational Specialist degree was revised to provide for two tracks: a P-12 track for individuals interested in advanced study related to P-12 schools as well as leadership positions requiring a license and a post-secondary track for individuals interested in higher education administration. The mission of the department expanded again on July 1, 2015 when the PhD program in Interdisciplinary Studies returned to the department. With the return of the PhD program, the department now offers a full range of advanced degree program.

To accomplish its mission, the Department of Leadership Studies:

- Seeks to find commonalities in the leadership roles in positions typically accepted by candidates who graduate from our programs.
- Reviews all programs on an annual basis to ensure that curricular offerings and related experiences address emerging trends and meet professional standards.
- Employs a competent faculty that stays active in research, service, and teaching methodology.
- Provides financial support necessary for faculty to engage in service, research, and professional development.
- Encourages collegiality among faculty, staff, and students.
- Actively recruits students for all of its programs.

2. Status/Achievement of 2018 Goals

Goal 1: Maintain high quality programs for each degree and certificate programs. (COE Goals 1-4)

Related UCA Strategic Planning Goals

CV a: Intellectual Excellence: We believe in lifelong intellectual development of students, faculty, and staff. We are committed to the free pursuit of knowledge and continuous growth in learning and teaching. (Educated Citizens, Scholarship, Cultural Competence, Learning Environment)

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Goal 1: UCA will support and empower students to succeed. Actions to improve retention and graduation rates to the levels already specified by the Board in the KPIs must be UCA's first order of business.

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Action Plans

1a. Review each degree and certificate program to determine if curricular changes are necessary.

Expected Results: Identification of needed curricular changes that result in approval by SPAs, state agencies, and program faculty.

Actual Results: •Instructional Technology (ITEC) program completed a self-study that included the external review. The faculty began identifying potential changes to the program with final decisions to be made during AY2018-2019.

•Library Media (LIBM) program completed the SPA report and received a positive review, continuing the program as National Recognized. In addition, LIBM began developing programmatic changes that will keep the program aligned with new standards from the SPA (ALA/AASLA) that become effective in ????. These changes were approved by the department, College Curriculum Committee, and PEC. These changes should go before the Graduate Council in September 2018.

•The school and district leadership programs completed their SPA reports. Both programs will need to resubmit reports to continue National Recognition. In addition, new state standards have been approved that will require these programs to complete a thorough review of the curriculum and make changes that address these new standards. This work will begin during AY2018-2019. Language changes were made in the PMC programs that clarified the number of hours that candidates are required to complete based upon individual situations. These changes also addressed issues raised by Student Financial regarding eligibility for federal financial aid.

•School counseling (SCCN) program faculty completed an in-depth review of the program. Based upon this review, the faculty recommended three changes: reduce the Add-on licensure track to 45 hours from 48 hours, combine two courses (SCCN 6320 Foundations and SCCN 6350 Developmental Counseling) into one course, a revised version of SCCN 6320 that will be renumbered to SCCN 6322, created a new course for students that enter the Initial Licensure track (SCCN 632x), and developed a new course (SCCN 63xx) to replace ASTL 6315 to more completely address the standard requiring a life span development component in the curriculum. (It should be noted that enrollment in ASTL 6315 is over 75% student counseling students.) The changes were approved by

the department, College Curriculum Committee, and PEC. These changes should go before the Graduate Council in September 2018.

- The College Student Personnel Program (CSPA) implemented two new courses that resulted from curricular decisions made in Ay2017-2107, Career Advising in Higher Education and Finance in Higher Education.
- The PhD program completed its initial 10 year review. The report from the external reviewers was received in late May, and the program and institutional response is to be submitted to ADHE by early July, 2018.
- All non-PhD programs developed new admission standards that addressed new policies implemented by the Graduate School.
- All non-accredited programs began discussions with the University Assessment Office regarding revisions of assessment criteria and documents.

Status:

Supporting Program Statistics

Links to Supporting Documents

None

1b. Review end of program and other student performance data to assess program effectiveness.

Expected Results: Information to assess student performance and feedback to determine if curricular and/or instructional adjustments are needed.

Actual Results: Not available

Status:

Supporting Program Statistics

Links to Supporting Documents

None

Goal 2: Refine program level data regarding student diversity, retention, graduation, and employment information. (COE Goals 1-5)

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Action Plans

2a. Collect and analyze data regarding student diversity for both admission and graduation with a focus on student admission data from Summer 2014 through Spring 2016.

Expected Results: Data necessary to begin to analyze trends for both the program and the department regarding both admission and retention through graduation.

Actual Results: Data were analyzed for the time period of Summer 2014 through Fall 2015 using the Argos Dashboard for Retention created by IR for the department. During this time period, excluding the PhD program, the departmental programs admitted 340 students. Sixty of these students were listed as non-white in the data bases with 47 of these students identifying as Black/African American. The other 17 students were a combination of Asian, 2 or more races, Hispanic, and non-identified. In terms of admission, underrepresented groups comprised 17.6% of admitted students. With regard to retention and graduation (R&G), the overall R&G rate was 78.5%, and underrepresented subgroups R&G rate was 75%. A quick analysis was made for students entering Fall 2016 and their retention rate through Spring 2018 with emphasis on non-PhD programs. The overall retention rates was 75%. A quick analysis was done on non-PhD students entering Fall 2016 (N=92), the overall retention rate through Spring 2018 was 75%. Of these 92 students, 21.7% were minority (15 were Black/African American (16.37%), 4 were Hispanic and 1 Asian). Nineteen of these 20 students were retained, the exception being one Black/African American. The graduation rate for these students was not yet available as the data base had not been updated with that information.

In conjunction with the upcoming CAEP review, and working with the Associate Dean, departmental programs that are affected by the CAEP review have identified baseline data that will be used to determine goals related to CAEP's diversity goals.

Status:

Supporting Program Statistics

Links to Supporting Documents

None

Goal 3: Support appropriate faculty development for all faculty as appropriate to their career goals and role within the department. (COE Goal 6)

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Action Plans

3a. Provide an internal support system for new faculty and non-tenured faculty to assist them in successfully navigating the tenure and promotion process.

Expected Results: Retention of new faculty.

Actual Results: The department had one faculty seeking tenure and/or promotion during the current year. This person was notified in mid-May that her application for tenure and promotion to associate professor was successful. One faculty member did submit for mid-tenure review; however, that faculty member subsequently resigned in late spring to accept a position closer to home area. Two faculty member will submit for mid-tenure review in the upcoming academic year. Senior faculty and the department chair met with one of these faculty members to review the mid-tenure process as well as the substance of the documents that must be brought before the departmental committee. Three new faculty members were hired in spring for the upcoming academic year. Senior faculty in

those program areas volunteered and accepted the responsibility to mentor these new faculty members.

Status:

Supporting Program Statistics

Links to Supporting Documents

None

3b. Provide support and mentoring to adjunct and other non-permanent faculty assigned to various program areas.

Expected Results: Anticipated results include the following: smoother transitions into the respective roles of these individuals, continuation and perhaps enhancement of the instructional programs.

Actual Results: The department had two visiting faculty member during AY 2017-2018. The program coordinators assumed responsibility for mentoring these individuals. One visiting faculty member continued to receive high ratings from students for her teaching (she had previously taught as an adjunct), made several presentations including one at a national conference, and contributed to a curricular initiative. The other visiting faculty member had no previous experience with online teaching, and required significant amounts of time to adjust to this role. All of the non-PhD program coordinators were faced with extra ordinary responsibilities during the year because of the number of adjuncts that were required to deliver program. Overall, approximately 60% of courses were taught by adjuncts and/or visiting faculty. The impact of this heavy reliance upon non-permanent faculty did come at a cost, even though the instructional program with probably two exceptions did not experience major negative effects. The school counseling coordinator convened multiple meetings over the course of the academic year to work with the adjuncts to supervise practicum and internship students as well as delivery the required seminars. The net result was greater consistency in content of seminars and clarifications regarding critical experiences in internship and practicum. The school and district leadership programs now have identified several school/profession based adjuncts that have been inducted into their roles. These individuals provide quality instruction as well as the perspective from the practitioner and policy side that helps enrich the programs. CSPA, while using more adjuncts than wanted, adjusted to a late resignation and reassignment of another faculty member. Furthermore, the UCA President asked to be involved in the instructional program, and fills an important need as the program moves forward. Also, a former university legal counsel reengaged in the

program, and this has promise to be a long term commitment. Across all program areas, the goal is create a balance between use of adjuncts and full time faculty. CSPA is now close to reaching that goal. The other programs still need additional faculty before then can actually reach the intentional balance that is needed.

The PhD program has identified several faculty members from outside the department to teach core courses. The program did hire a second full time faculty for Ay2018-2019, but still relies too heavily on adjunct faculty.

Status:

Supporting Program Statistics

Links to Supporting Documents

None

3c. Provide financial resources necessary for all faculty members to be active in appropriate professional organizations and agencies.

Expected Results: The expectation that both the individual faculty members and the program areas, the department, and university will benefit from this engagement.

Actual Results: Every faculty member that requested financial support for involvement with appropriate professional organizations received this support. The department committed all of the summer incentive money to professional development, just under \$12,000. In addition, some faculty members applied for funds from CTE as well as other UCA sources to augment the departmental budget. Overall, the department, spent nearly \$14,000 to support faculty professional development. Three faculty members did not travel to national conferences; however, all faculty that are actively seeking either promotion and/or tenure did attend national conferences. Faculty engagement in scholarly and service endeavors to the professional at large, summarized in the appropriate appendices C and D.

Status:

Supporting Program Statistics

Links to Supporting Documents

None

3. 2019 Goals

4. Five-year Goals

Goal 1: Monitor and assess delivery systems for all programs to ascertain the appropriateness for these delivery systems as positive responses to program needs.

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Projected Completion Date: June 2022

Goal 2: Establish professional and scholarly expectations for faculty supported by adequate resources.

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Goal 3: Gain increased visibility for our programs and faculty within and outside the state.

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Goal 4: Institute and maintain an effective data base on candidates and graduates.

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Projected Completion Date: June 2022

Goal 5: Through use of adjunct faculty, affiliate faculty, and new hires, develop a diverse teaching faculty for each program area.

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Projected Completion Date:

5. Challenges

The major challenge facing the department is human resources. The PhD program, once again, functioned with one full time person, and continued to rely heavily on adjuncts for instructional and mentoring resources. That program did hire a second full time faculty member for Ay2018-2019, and this hire will alleviate some of the burden on the full time faculty. However, the program still needs additional committed resources, and ideally will begin to engage more fully members of the department. Other departmental programs also are understaffed. For the 3rd straight academic year, over 50% of three hour courses were taught by non-permanent faculty (overloads, visiting, adjuncts). For the current year, approximately 62.5% of courses were taught by non-permanent faculty. The school/district leadership programs and the school counseling programs are in greatest need of additional resources. Overall the long term effects of being significantly understaffed affects more than just the instructional program: faculty have less time to pursue serious scholarship opportunities and seek external funds via grants; significant amounts of time are spent inducting adjuncts into the programs; faculty are less inclined to actively pursue more significant roles in professional organizations.

A second major challenge facing the department is student recruitment. None of the departmental programs has a natural feeder. As such, faculty members are consistently reminded that recruitment is one of their obligations. Fortunately, many of our new students come upon the recommendation of former students and/or return for another graduate degree or license. We recruit state wide for most of our programs, and get more students from over 75 miles from campus than within 75 miles. The CSPA program recruits nationally, and success is often determined by the types of assistantships available and these assistantships being competitive. All of our programs have competitors elsewhere in the state.

A third challenge is non-instructional resources for summer. Summers are critical times for student recruitment, and faculty are not always available to handle inquiries from students or to offer guidance to returning students.

6. Opportunities

The quality of the faculty represents the best opportunity. By and large, the faculty is highly dedicated to their individual programs and cooperative with each other. The senior faculty have a strong grasp of most of the factors that will directly impact programming in the near future. New faculty hires plus a new department chair will provide new perspectives for the department.

7. Summary

The current year has been challenging for the faculty and department. The increase in reliance upon non-permanent faculty took considerable energy from program coordinators. Several curricular review processes were completed as described earlier, Faculty productivity stayed in the acceptable range although a few faculty members reduced the amount of time dedicated to scholarship because the increase in use of non-permanent faculty and the need for curricular revisions. Enrollment stayed solid and retention remained constant. The arrival of the new department chair and the filling of two vacancies is a cause for optimism.

APPENDIX A: FACULTY PROFILE

Distribution of Full-Time Faculty by Rank

Rank	Continuing	New	Total	%
Professor	4	0	4	25.00
Associate Professor	4	0	4	25.00
Assistant Professor	6	0	6	37.50
Senior Lecturer/Clinical Instructor/Lab Instructor	0	0	0	0.00
Lecturer/Clinical Instructor/Lab Instructor II	0	0	0	0.00
Lecturer/Clinical Instructor/Lab Instructor I	0	0	0	0.00
Instructor	0	0	0	0.00
Visiting Assistant Professor	0	0	0	0.00
Visiting Lecturer	2	0	2	12.50
Total	16	0	16	100.00

Distribution of Full-Time Faculty by Tenure Status

Tenure Status	Continuing	New	Total	%
Tenured	7	0	7	46.67
Tenure-Track	6	0	6	40.00
Non-Tenure Track	2	0	2	13.33
Total	15	0	15	100.00

Distribution of Full-Time Faculty by Graduate Faculty Status

Graduate Faculty	Continuing	New	Total	%
Affiliated	2	0	2	13.33
Associate	0	0	0	0.00
Full	12	0	12	80.00
No	1	0	1	6.67
Total	15	0	15	100.00

List of New Full-Time Faculty

No new full-time faculty in report date range.

List of Administrative Assignments

Patricia Smith, Interim Dean, July 1, 2017 - Present

Susan Barclay, Program Co-Coordinator - CSPA, August 2016 - Present

Terry James, Chair, Department of Leadership Studies, February 1, 2007 - Present

Rhonda McClellan, Director, June 1, 2012 - Present

Rhonda McClellan, Director, June 1, 2012 - Present

Angela Webster Smith, Interim Associate Vice President for Institutional Diversity, October 1, 2013 - Present

Distribution of Full-Time Faculty by Gender and Race/Ethnicity

Race/Ethnicity	Female	Male	Total	%
American Indian or Alaska Native	0	0	0	0.00
Asian	1	0	1	6.25
Black or African American	1	0	1	6.25
Hispanic/Latino of Any Race	0	1	1	6.25
Native Hawaiian or Other Pacific Islander	0	0	0	0.00
Two or More Races	0	1	1	6.25
White	8	3	11	68.75
Non-Resident Alien	1	0	1	6.25
Unknown	0	0	0	0.00
Total	11	5	16	100.00
%	68.75	31.25	100.00	

APPENDIX B: INSTRUCTIONAL ACTIVITIES

SSCH by ADHE Term

Fiscal Year	HS Concurrent	Undergraduate	Graduate	Total
July 2016 - June 2017	0	0	6,921	6,921
July 2015 - June 2016	0	0	6,906	6,906
July 2014 - June 2015	0	0	6,554	6,554
July 2013 - June 2014	0	0	6,062	6,062

Academic Advising Loads

Term	Undergraduate	Graduate
Fall 2017	0	531
Spring 2018	105	493

Total Undergraduate Program Enrollment

No data available

Total Graduate Program Enrollment

Fall On-Schedule 2017	Enrolled
EDS-Educational Leadership	58
GC-Instructional Facilitator	0
GC-Instructional Technology-Distance Education	0
GC-Instructional Technology-Media Design & Development	0
GC-Instructional Technology-Technical Support	0
MS-College Student Personnel Services	30
MS-Instructional Technology	11
MS-Library Media and Information Technologies	90
MS-School Counseling K-12	152
MS-School Leadership, Management, and Administration	27
PHD-Leadership Studies	48
PMC-District Level Administration	3
PMC-School-Based Leadership-Adult Education Program Administration	0
PMC-School-Based Leadership-Building Administration	6
PMC-School-Based Leadership-Curriculum Administration	1
PMC-School-Based Leadership-Gifted-Talented Program Administration	0
PMC-School-Based Leadership-Special Education Program Administration	2

Term Total	428
EDS-Educational Leadership	Enrolled
Fall On-Schedule 2017	58
Fall On-Schedule 2016	64
Fall On-Schedule 2015	54
Fall On-Schedule 2014	44
Fall On-Schedule 2013	31
GC-Instructional Facilitator	Enrolled
Fall On-Schedule 2017	0
Fall On-Schedule 2016	0
Fall On-Schedule 2015	0
Fall On-Schedule 2014	2
GC-Instructional Technology-Distance Education	Enrolled
Fall On-Schedule 2017	0
Fall On-Schedule 2016	0
Fall On-Schedule 2015	1
Fall On-Schedule 2014	1
Fall On-Schedule 2013	1
GC-Instructional Technology-Media Design & Development	Enrolled
Fall On-Schedule 2017	0
Fall On-Schedule 2016	0
Fall On-Schedule 2015	0
Fall On-Schedule 2014	2
Fall On-Schedule 2013	3
GC-Instructional Technology-Technical Support	Enrolled
Fall On-Schedule 2017	0
Fall On-Schedule 2016	0
Fall On-Schedule 2015	0
Fall On-Schedule 2014	2
Fall On-Schedule 2013	1
MS-College Student Personnel Services	Enrolled
Fall On-Schedule 2017	30
Fall On-Schedule 2016	30
Fall On-Schedule 2015	25
Fall On-Schedule 2014	34
Fall On-Schedule 2013	39
MS-Instructional Technology	Enrolled
Fall On-Schedule 2017	11
Fall On-Schedule 2016	9
Fall On-Schedule 2015	19
Fall On-Schedule 2014	23
Fall On-Schedule 2013	22

MS-Library Media and Information Technologies

	Enrolled
Fall On-Schedule 2017	90
Fall On-Schedule 2016	116
Fall On-Schedule 2015	115
Fall On-Schedule 2014	122
Fall On-Schedule 2013	113

MS-School Counseling

	Enrolled
Fall On-Schedule 2014	78
Fall On-Schedule 2013	67

MS-School Counseling K-12

	Enrolled
Fall On-Schedule 2017	152
Fall On-Schedule 2016	138
Fall On-Schedule 2015	118

MS-School Leadership, Management, and Administration

	Enrolled
Fall On-Schedule 2017	27
Fall On-Schedule 2016	28
Fall On-Schedule 2015	28
Fall On-Schedule 2014	30
Fall On-Schedule 2013	25

PHD-Leadership Studies

	Enrolled
Fall On-Schedule 2017	48
Fall On-Schedule 2016	47
Fall On-Schedule 2015	45
Fall On-Schedule 2014	52
Fall On-Schedule 2013	45

PMC-District Level Administration

	Enrolled
Fall On-Schedule 2017	3
Fall On-Schedule 2016	3
Fall On-Schedule 2015	3
Fall On-Schedule 2014	4
Fall On-Schedule 2013	3

PMC-School-Based Leadership-Adult Education Program Administration

	Enrolled
Fall On-Schedule 2017	0
Fall On-Schedule 2016	0
Fall On-Schedule 2015	0
Fall On-Schedule 2014	0
Fall On-Schedule 2013	0

PMC-School-Based Leadership-Building Administration

Enrolled

Fall On-Schedule 2017	6
Fall On-Schedule 2016	3
Fall On-Schedule 2015	0
Fall On-Schedule 2014	2
Fall On-Schedule 2013	3

PMC-School-Based

Leadership-Curriculum Administration	Enrolled
Fall On-Schedule 2017	1
Fall On-Schedule 2016	2
Fall On-Schedule 2015	2
Fall On-Schedule 2014	0
Fall On-Schedule 2013	0

PMC-School-Based

Leadership-Gifted-Talented Program Administration	Enrolled
Fall On-Schedule 2017	0
Fall On-Schedule 2016	0
Fall On-Schedule 2015	0
Fall On-Schedule 2014	0
Fall On-Schedule 2013	0

PMC-School-Based Leadership-Special Education Program Administration

	Enrolled
Fall On-Schedule 2017	2
Fall On-Schedule 2016	4
Fall On-Schedule 2015	3
Fall On-Schedule 2014	1
Fall On-Schedule 2013	1

Total Undergraduate Program Degrees Awarded

No data available

Total Graduate Program Degrees Awarded

EDS-Educational Leadership	Degrees Awarded
July 2016 - June 2017	29
July 2015 - June 2016	22
July 2014 - June 2015	9
July 2013 - June 2014	10
Total	70

GC-Instructional Facilitator	Degrees Awarded
July 2016 - June 2017	0
July 2015 - June 2016	0
July 2014 - June 2015	0
Total	0

GC-Instructional Technology-Distance Education	Degrees Awarded
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July 2016 - June 2017	0
July 2015 - June 2016	0
July 2014 - June 2015	0
July 2013 - June 2014	0
Total	0

GC-Instructional Technology-Media

Design & Development

Degrees Awarded

July 2016 - June 2017	1
July 2015 - June 2016	0
July 2014 - June 2015	0
July 2013 - June 2014	0
Total	1

GC-Instructional Technology-Technical Support

Degrees Awarded

July 2016 - June 2017	0
July 2015 - June 2016	0
July 2014 - June 2015	0
July 2013 - June 2014	0
Total	0

MS-College Student Personnel Services

Degrees Awarded

July 2016 - June 2017	10
July 2015 - June 2016	12
July 2014 - June 2015	24
July 2013 - June 2014	16
Total	62

MS-Instructional Technology

Degrees Awarded

July 2016 - June 2017	7
July 2015 - June 2016	9
July 2014 - June 2015	3
July 2013 - June 2014	11
Total	30

MS-Library Media and Information Technologies

Degrees Awarded

July 2016 - June 2017	54
July 2015 - June 2016	47
July 2014 - June 2015	50
July 2013 - June 2014	37
Total	188

MS-School Counseling

Degrees Awarded

July 2015 - June 2016	31
July 2014 - June 2015	17
July 2013 - June 2014	10
Total	58

MS-School Counseling K-12

Degrees Awarded

July 2016 - June 2017	44
Total	44

MS-School Leadership, Management, & Administration

Degrees Awarded

July 2016 - June 2017	12
July 2015 - June 2016	14
July 2014 - June 2015	9
Total	35

MS-School Leadership, Management, and Administration	Degrees Awarded
July 2013 - June 2014	9
Total	9

PHD-Leadership Studies	Degrees Awarded
July 2016 - June 2017	7
July 2015 - June 2016	8
July 2014 - June 2015	2
July 2013 - June 2014	0
Total	17

PMC-District Level Administration	Degrees Awarded
July 2013 - June 2014	0
Total	0

PMC-District-Level Administration	Degrees Awarded
July 2016 - June 2017	4
July 2015 - June 2016	1
July 2014 - June 2015	0
Total	5

PMC-School-Based Leadership-Adult Education Program Admin.	Degrees Awarded
July 2016 - June 2017	0
July 2015 - June 2016	0
July 2014 - June 2015	0
Total	0

PMC-School-Based Leadership-Adult Education Program Administration	Degrees Awarded
July 2013 - June 2014	0
Total	0

PMC-School-Based Leadership-Building Administration	Degrees Awarded
July 2016 - June 2017	0
July 2015 - June 2016	0
July 2014 - June 2015	0
July 2013 - June 2014	0
Total	0

PMC-School-Based Leadership-Curriculum Administration	Degrees Awarded
July 2016 - June 2017	0
July 2015 - June 2016	0
July 2014 - June 2015	0
July 2013 - June 2014	0
Total	0

PMC-School-Based	Degrees Awarded
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**Leadership-Gifted-Talented Program
Admin.**

July 2016 - June 2017	0
July 2015 - June 2016	0
July 2014 - June 2015	0
Total	0

**PMC-School-Based
Leadership-Gifted-Talented Program
Administration**

Degrees Awarded

July 2013 - June 2014	0
Total	0

**PMC-School-Based Leadership-Special
Ed. Program Admin.**

Degrees Awarded

July 2016 - June 2017	2
July 2015 - June 2016	0
July 2014 - June 2015	0
Total	2

**PMC-School-Based Leadership-Special
Education Program Administration**

Degrees Awarded

July 2013 - June 2014	0
Total	0

Number of Directed Individual Student Learning Activities

Involvement Type	No.
Dissertation Committee Chair	10
Dissertation Committee Co-Chair	10
Dissertation Committee Member	18
Honors Thesis Advisor	1
Independent Research Advisor	2
Independent Study Advisor	10
Master's Thesis Committee Chair	3
Master's Thesis Committee Member	1
Other	5
Total	60

List of Directed Individual Student Learning Activities

Dissertation Committee Member, Mullen, Courtney. . January 15, 2015 - Present. Status:
In-Process.
Outcomes:

Dissertation Committee Co-Chair, (LEAD8V08), Stacks, Jamie. . 2017 - Present. Status.
Outcomes:

Dissertation Committee Co-Chair, (LEAD9V10), Yang, Hang. *Boundary Spanners in
University-School District Partnerships*. 2017. Status.
Outcomes:

Dissertation Committee Member, Brown, Sara. *Distributed Leadership Readiness Pilot Study*.
2017. Status.
Outcomes:

Independent Study Advisor, (EDLP6325), Bing, Buck. *School Community Relations*. 2017.
Status:
Outcomes:

Independent Study Advisor, (LEAD6V90), Ritter, Starla. *Preparing for Assessment*. 2017. Status.
Outcomes:

Independent Study Advisor, (LEAD6V90), Hayes, Virga. *Budget and Federal Programs Provide Services*. 2017. Status.
Outcomes:

Independent Study Advisor, (6V90), Hayes, Virga. *Student Assessment Guided Instruction*. 2017.
Status:
Outcomes:

Independent Study Advisor, (CSPA6340), Price, Brandon. *Career Advising in Higher Education*.
January 2018 - Present. Provided individualized career advising, Status: In-Process.
Outcomes: Course Completion

Independent Study Advisor, (CSPA6340), Robinson, Christian. *Career Advising in Higher Education*.
January 2018 - Present. Provided individualized career advising course,
Status: In-Process.
Outcomes: Course Completion

Dissertation Committee Member, Warnick, Kyla. *Assessing School Based Solution-Focused Brief Therapy Using a Biological Measure*. August 2017 - Present. Status: In-Process.
Outcomes: Presentation

Master's Thesis Committee Chair, (CSPA6V95), Gibbs, Rachel. *The A/Effect of a Motivational Interviewing-infused Peer Coaching Model*. August 2017 - Present. Status: In-Process.
Outcomes: Presentation

Independent Research Advisor, (LEAD6390), Washburn, Noah. *Human and Career Development*. June 2016 - Present. Status: In-Process.
Outcomes: Chapter 2 of Dissertation proposal

Dissertation Committee Member, Hicks, Sherese. *Bullying in Higher Education (Working Title)*.
April 2015 - Present. Status: In-Process.
Outcomes:

Dissertation Committee Co-Chair, (LEAD8V08), Dodson-Hunt, Jenny. *Leadership Identity Development in Fraternal Organizations*. 2015 - Present. Student in in-process of developing dissertation research proposal, Status: In-Process.
Outcomes: Dissertation Proposal

Independent Study Advisor, (CSPA6370), Jaeger, Amelia. *Individualized Internship*. August 2017 - December 2017. Provided an individualized internship course, Status: Completed.
Outcomes: Course Completion

Independent Study Advisor, (CSPA6370), Quick, Stephanie. *Individualized Internship*. August 2017 - December 2017. Provided individualized internship course, Status: Completed.
Outcomes: Course Completion

Master's Thesis Committee Chair, (CSPA6V95), Johnson, Relius. *The Experience of African-American Males in Their Pursuit to Graduate*. August 2017 - December 2017.

Status: Proposal.
Outcomes: Presentation

Independent Study Advisor, (CSPA6365), Quick, Stephanie. *Individualized Practicum*. June 2017 - August 2017. Provided an individualized practicum course, Status: Completed.
Outcomes: Course Completion

Independent Research Advisor, (MATH4325), Mullins, Jamie. *Mathematical Modeling in 3 Acts Elementary*. January 8, 2015 - Present. With funding from NCSM Ms. Mullins is working as an undergraduate researcher to create and file test 3-Act Modeling tasks for elementary students., Status: In-Process.
Outcomes: Electronic resource for teachers

Independent Study Advisor, (MATH5308), Krisell, Rebecca. *Mathematical Thinking for K-8 Teachers*. January 8, 2015 - Present. Status: In-Process.
Outcomes: Course credit

Master's Thesis Committee Chair, (MATH6396), Taylor, Javier. *Determining the correlation between the Reformed Teacher Observation Protocol (RTOP) and the Teacher Excellence and Support System (TESS) Using Commonly Scored Video Clips*. January 8, 2015 - Present. Status: In-Process.
Outcomes:

Internship Instructor/Supervisor, (SCCN6V95), Pay, Kia. . May 2017 - August 2017. Status.
Outcomes: Complete Internship for Summer Graduation

Internship Instructor/Supervisor, (SCCN6V95), McCowan, Paul. . May 2017 - August 2017. Status.
Outcomes: Internship II for Summer Graduation

itec Culminating Project Supervisor, Livermore, Jonathan. *Development and Instruction of Technology Classes for Elementary Teachers*. May 2017 - November 2017. Status.
Outcomes:

Waid, Christy. *Use of Video for Interprofessional Education in Healthcare*. March 2017 - July 2017. Status.
Outcomes:

itec Culminating Project Supervisor, Earls, Melissa. *Creating Instructional Handouts to Supplement MAT New Student Orientation*. March 2017 - July 2017. Status.
Outcomes:

Dissertation Committee Co-Chair, (LEAD8V08), Jackson, Matthew. *Working Title*. September 1, 2016 - Present. Matt is still working on his qualifying paper., Status: In-Process.
Outcomes:

Dissertation Committee Co-Chair, Lindholm, Craig. .. Status: Proposal.
Outcomes:

Dissertation Committee Member, Jackson, Damond. .. Status: Proposal.
Outcomes:

Dissertation Committee Chair, Jones, Henry. . 2017 - Present. Status: In-Process.
Outcomes:

Dissertation Committee Chair, Wilson, Joshua. . 2017 - Present. Status: In-Process.
Outcomes:

Dissertation Committee Chair, Washburn, Noah. . 2017 - Present. Status: In-Process.
Outcomes:

Dissertation Committee Co-Chair, Brantley, Shannon. . 2017 - Present. Status: In-Process.
Outcomes:

Dissertation Committee Chair, Argue, Sarah. . 2016 - Present. Status: In-Process.
Outcomes:

Dissertation Committee Member, Scribner, Hattie. . 2016 - Present. Status: In-Process.
Outcomes:

Dissertation Committee Chair, Lane, Emily. . 2015 - Present. Status: In-Process.
Outcomes:

Dissertation Committee Chair, (LEAD), Howard, Harvell. . January 2015 - Present. Status.
Outcomes:

Dissertation Committee Chair, Boles, Jack. . 2015 - Present. Status: In-Process.
Outcomes:

Dissertation Committee Co-Chair, Vest, Cody. . 2015 - Present. Status: In-Process.
Outcomes:

Dissertation Committee Co-Chair, (LEAD8308), Wolfe, Diane. . January 2015 - Present. Status.
Outcomes:

Dissertation Committee Co-Chair, Dodson, Jenny. . 2015 - Present. Status: In-Process.
Outcomes:

Dissertation Committee Co-Chair, Baker, Teresa. . 2015 - Present. Status: In-Process.
Outcomes:

Dissertation Committee Member, Knight, Cara. . 2015 - Present. Status: In-Process.
Outcomes:

Dissertation Committee Member, (LEAD8308), Tubb-Warbington, Cicily. . January 2015 -
Present. Status.
Outcomes:

Dissertation Committee Member, Mullen, Courtney. . 2015 - Present. Status: In-Process.
Outcomes:

Dissertation Committee Member, (LEAD8108), Jackson, Damond. . January 2015 - Present.
Status.
Outcomes:

Dissertation Committee Member, (LEAD8108), Carter, Kristy. . January 2015 - Present. Status.
Outcomes:

Dissertation Committee Member, (LEAD8108), Blanchett, Michael. . January 2015 - Present.
Status.
Outcomes:

Dissertation Committee Chair, Lindholm, Craig. . 2014 - Present. Status: In-Process.
Outcomes:

Dissertation Committee Chair, Howard, Harvell. . 2014 - Present. Status: In-Process.
Outcomes:

Dissertation Committee Member, Blanchett, Michael. . 2014 - Present. Status: In-Process.
Outcomes:

Dissertation Committee Member, Jackson, Damond. . 2013 - Present. Status: In-Process.
Outcomes:

Dissertation Committee Chair, Bertelsen, Kris. *Entrepreneurship and criminal justice populations.*
2017. Status: Completed.
Outcomes:

Dissertation Committee Member, Horton, Leah. *Environmental leadership in community colleges.*
2017. Status: Completed.
Outcomes:

Dissertation Committee Member, Brown, Sara. *Distributed leadership in community colleges.*
2017. Status: Completed.
Outcomes:

Dissertation Committee Member, (LEAD8108), Cawein, Mara. . January 2015 - 2017. Status:
Completed.
Outcomes:

Honors Thesis Advisor, Burke, Morgan. *Beauty in Diversity: The Modern Teacher Experience.*
September 2017 - Present. Examine the diversity of contemporary K-12 teachers.,
Status: In-Process.
Outcomes:

Dissertation Committee Member, Williams, Shannon. *Influences of Black Fathers on their Black
Sons' Well-Being, College Retention, and Graduation Goals while their Sons are Enrolled
at Institutions of Higher Education.* January 2017 - Present. Examine the influence of
black fathers on the collegiate success of black men students., Status: In-Process.
Outcomes:

Master's Thesis Committee Member, Story, Ariana. *Understanding Perceived Barriers and
Current Practices for Transgender Needs within the Fitness Industry.* January 2016 -
August 2017. Examine the practices of non-academic fitness centers with regards to the
transgender community., Status: Completed.
Outcomes:

Number of Directed Group Student Learning Activities

Involvement Type	No.
Group Research	4
Total	4

List of Directed Group Student Learning Activities

Group Research for LEAD 7300. Publishing state report on Economics of Educating Women
Outcomes: Publication

Group Research for LEAD, January 2015 - Present. Delta Health Project with AR Tobacco Settlement Commission
Outcomes:

Group Research for LEAD 8336, January 1, 2014 - Present. Developing a strategic plan, state-wide program proposal, and research proposal and program report; partners LACA and Pulaski Tech
Outcomes: Publication

Group Research for LEAD 8336, January 1, 2014 - Present. Stuttgart Chamber and Phillips Community College Leadership Institute; developed and taught leadership workshops; research project as well
Outcomes: Presentation

APPENDIX C: SCHOLARSHIP

Number of Artistic and Professional Performances (CFAC and Honors College only)

Total 0

List of Artistic and Professional Performances (CFAC and Honors College only)

No data available

Total Contracts and Grants

Organization	Under Review		Funded	
	No.	Total Funds	No.	Total Funds
Federal	0	\$0	3	\$1,442,840
Private	0	\$0	2	\$142,000
State	0	\$0	2	\$182,112
Other	0	\$0	1	\$3,000
Total External	0	\$0	8	\$1,769,952
University of Central Arkansas	1	\$2,011	7	\$7,650

List of Grants and Contracts

Under Review

McClellan, R. L., "IDC Professional Development Grant," University of Central Arkansas, \$2,010.55.

Funded

Bang, N. M., "Research Committee Travel Grant," Sponsored by College of Education at University of Central Arkansas, University of Central Arkansas, \$500.00. (November 10, 2017 - April 29, 2018).

Bang, N. M., "Diverse Faculty Support Grant," Sponsored by University of Central Arkansas, University of Central Arkansas, \$250.00. (September 28, 2017 - April 29, 2018).

Bang, N. M., "Faculty Development Grant for Career Practitioner Training," Sponsored by Center for Teaching Excellence at University of Central Arkansas, University of Central Arkansas, \$1,500.00. (November 20, 2017 - February 9, 2018).

Bang, N. M., "Course Design and Development Stipend for Career Guidance," Sponsored by University of Central Arkansas, University of Central Arkansas, \$1,300.00. (August 24, 2017 - December 15, 2017).

Bang, N. M. (Principal Investigator), "Course Design and Development Stipend for Educational Assessment and Evaluation," Sponsored by University of Central Arkansas, University of Central Arkansas, \$1,300.00. (August 24, 2017 - December 15, 2017).

Bang, N. M., "Course Design and Development Stipend for Multicultural Counseling," Sponsored by University of Central Arkansas, University of Central Arkansas, \$1,300.00. (May 8, 2017 - July 16, 2017).

Frederickson, C. K. (Principal Investigator), Martin, J. C. (Co-Principal Investigator), Bland, M. W. (Co-Principal Investigator), Bunn, G. O. (Co-Principal Investigator), Yarberry, F. M. (Co-Principal Investigator)

Investigator), Mason, A. J. (Senior Investigator), "DUE - Noyce Teacher Scholarships," Sponsored by NSF, Federal, \$1,198,506.00. (October 1, 2014 - September 30, 2019).

Garimella, U. I. (Principal Investigator), Hu, H. (Co-Principal Investigator), "Math and Science Partnership (MSP)," Sponsored by Department of Education, Federal, \$122,167.00.

Garimella, U. I. (Principal Investigator), Hu, H. (Co-Principal Investigator), "Excellence in Elementary Science Education (EESS) Year 2," Sponsored by Department of Education, Federal, \$122,167.00. (November 1, 2016 - September 1, 2017).

McClellan, R. L. (Principal Investigator), "Stuttgart Leadership Institute," Sponsored by Stuttgart Chamber and Phillips Community College, Other, \$3,000.00.

Shaw, E. O., "Faculty Development Grant," Sponsored by Center for Teaching Excellence, University of Central Arkansas, \$1,500.00. (2018 - February 20, 2018).

Staley, T. C., Howard, J. Y., Rainey, J. L., McClellan, R. L., Bramlett, R. K., Powers, E. (Co-Principal Investigator), Hubbard, B. M., Gillaspay, A., Anderson, D. L., "Arkansas Tobacco Settlement Commission Evaluation," Sponsored by State of Arkansas, State, \$175,000.00. (November 1, 2014 - August 14, 2020).

Webster Smith, A. (Principal Investigator), Boniecki, K. A. (Co-Principal Investigator), Bradford, K. B. (Co-Principal Investigator), "You Belong: Retaining At-Risk Students through Belonging Interventions," Sponsored by Winthrop Rockefeller Foundation, Private, \$137,000.00. (November 2015 - May 2019).

Webster Smith, A., "ACE Fellowship for Leadership Development Institutional Grant," Sponsored by Fidelity Investments, Private, \$5,000.00. (October 2017 - June 2018).

Webster Smith, A. (Principal Investigator), A. C. (Co-Principal Investigator), "Amigo Cup/Fest, Health Fair & Fiesta," Sponsored by Arkansas Minority Health Commission, State, \$7,112.17. (October 1, 2015 - October 31, 2017).

No data available

Number of Accepted or Published Publications by Type

Type	Peer Reviewed	Non-Peer Reviewed	Total	Student Author
Book	0	1	1	0
Chapter	5	0	5	1
Conference Proceeding	1	0	1	0
Journal Article	16	0	16	2
Other	0	1	1	0
Total	22	2	24	3

Number of Submitted Publications by Type

Type	Peer Reviewed	Non-Peer Reviewed	Total	Student Author
Journal Article	1	0	1	0
Other	1	0	1	0
Total	2	0	2	0

List of Publications

A. Peer Reviewed

1. Accepted or Published

- Christman, D., McClellan, R. L. Traversing borderlands: Delphi studies of resiliency and gender in higher education administration. *Journal of Higher Education*, 83(5), 648-670.
- Cognard-Black, A., Smith, P. J. (2017). Institutional Variability in Honors Admissions Standards, Student Body Characteristics, Program Support Structures, and Honors Student Persistence and Program Completion. *To appear in Journal of the National Collegiate Honors Council*, 18(2).
- Couture, R. R., Schwehm, J., Couture, V. G. (2017). Helicopter Colleges: A Return to In Loco Parentis? *College Student Journal/Project Innovation Inc.*, 51(3), 17.
<http://www.projectinnovation.com/college-student-journal.html>
- Couture, V. G., Bang, N. M., Harless, A. M. (2018). Understanding Career Counseling Interventions that School Counselors Use with Students in Poverty. *Mid-South Educational Research Association - Digital Manuscript*.
<http://www.msra.org/2017/proceedings/s58.html>
- Couture, V. G. (2018). Using Trans-Affirming Counseling Practices on College Campuses: Recommendations for Professional Practice. *To appear in The Practitioner Scholar: Journal of Counseling and Professional Psychology*, 7, 100-111.
<http://www.thepractitionerscholar.com/article/view/17978/11960>
- Couture, V. G. (2018). *Understanding the Use of Experiential Education in Online Counselor Education Programs to Increase Counselor Skill Development and Multicultural Counseling Competency*. Starksville, MS: Mid South Educational Research Association-Annual Conference. <http://www.msra.org/2017/proceedings/s60.html>
- Couture, V. G. (2017). Counseling Transgender College Students: Perceptions of College Mental Health Clinicians' Preparedness. *College Student Journal/Project Innovation Inc.*, 51(4), 19. <http://www.projectinnovation.com/instructions-for-authors.html>
- Gallavan, N., Huffman, S. P., Shaw, E. O. (2017). Ensuring ethics and equity with classroom assessments via mobile technology to enhance efficacy of online education. In M. Mills & D. Wake (Ed.), *Empowering learners with mobile open-access learning initiatives* (pp. 220-241). Hersey, PA: IGI Global.
- Gallavan, N., Webster Smith, A. (2018). Exploring cross-cultural responsiveness and critical consciousness in social studies education with the Barnga simulation. In C. Wright-Maley (Ed.), *More Like Life Itself: Simulations as Powerful and Purposeful Social Studies* (pp. 243-264). Charlotte, NC: Information Age Publishing, Inc..
- Hartsoe, J. K., Barclay, S. R. (2017). Universal Design and Disability: Assessing Faculty Beliefs, Knowledge, and Confidence in Universal Design for Instruction. *Journal of Postsecondary Disability and Education*, 30(30), 223-236.
<https://www.ahead.org/publications/jped>
- Henfield, M., Woo, H., Bang, N. M. (2017). Gifted Ethnic Minority Students and Academic Achievement: A Meta-Analysis. *Gifted Child Quarterly*, 61(1), 3-19.
<http://journals.sagepub.com/doi/pdf/10.1177/0016986216674556>
- Huffman, S. (2017). Politics, social media, and the school librarian: Supporting the most vulnerable among us. *Reading Improvement*, 138(5), 101-120.

- Li, C., Lu, J., Bernstein, B., Bang, N. M. (2018). Counseling Self-Efficacy of International Counseling Students in the U.S.: the Impact of Foreign Language Anxiety and Acculturation. *International Journal of Advanced Counseling/Springer*, 40(1), 1-12.
- McClellan, R. L., Hyle, A. E. Experiential learning: Dissolving classroom and research borders. *Journal of Experiential Learning*, 35(1), 238-252.
- McCoy Harless, A., Stoltz, K. B. (2018). Integrating Narrative Approaches with Early Recollections to Provide Career Counseling with Low-SES Secondary Students. To appear in *Journal of Individual Psychology/University of Texas Press*, 74(Issue 1/Spring 2018), 118 - 132.
- Parish, V.*, Hu, H. (2017). Perceived vs. Actual Online Teaching Needs of University Faculty: A Mixed-methods Study. In Leping Liu & D. Gibson (Ed.), *Research Highlights in Technology and Teacher Education 2017*. Chesapeake, VA: Association for the Advancement of Computing in Education (AACE).
- Rolland, A.*, Smith, P. J. (2017). Aided by Adderall: Illicit Use of ADHD Medications by College Students. To appear in *Journal of the National Collegiate Honors Council*, 18(2).
- Scott, R. I., Smith, P. J., Cognard-Black, A. (2017). Demography of Honors: The Census of U.S. Honors Program and Colleges. *Journal of the National Collegiate Honors Council*, 18(1), 189-224.
- Stephanie, H. (2018). The digital divide revisited: What is next? *Education*, 138(3), 239-247.
- Webster Smith, A. (2017). Enhancing Self-Efficacy with Care. In Freddie A. Bowles and Cathy J. Pearman (Ed.), *Self-Efficacy in Action: Tales from the Classroom for Teaching, Learning, and Professional Development* (pp. 13-25). Lanham, Maryland: Rowman & Littlefield.
- Webster Smith, A. (in press). Hope buster or hope muster. *ATE Yearbook XXVI: Building upon Inspirations and Aspirations with Hope, Strength, and Courage*. Lanham, Maryland: Rowman & Littlefield.
- Woo, H., Bang, N. M., Cauley, B.*, Choi, N. (2017). A meta-Analysis: school-based intervention programs targeting psychosocial factors for gifted racial/ethnic minority students. *Journal for the Education of the Gifted*, 40(3), 199-219.
<http://journals.sagepub.com/home/jeg>

2. Submitted

- Couture, V. G., Bang, N. M., Harless, A. M. In Abiola Dipeolu, Ph.D. (Ed.), *Successful Career Counseling Interventions Used with Students in Poverty: A Preliminary Report*. online, U.S.A.: Career Convergence.
- Couture, V. G. Developing Future Counselors: Bringing Experiential Education into Online Counselor Education. *Journal of College Teaching and Learning/Clute Institute*.
<https://www.cluteinstitute.com/ojs/index.php/TLC/index>

B. Non-Peer Reviewed

1. Accepted or Published

- Casey, K. M., Shaw, E. O., Whittingham, J. L., Gallavan, N. (in press). *Online Teaching: Tools and Techniques to Achieve Success with Learners*. Lanham, Maryland: Rowman & Littlefield Publishers, Inc..

Morris, D. D., McClellan, R. L., Forbush, S. W., Peppers, K. C., Lewis, V. J., Pauly, R. A., Dahlenburg, J. E., Morris, D. (2018). *Best Practices in Academic Advising* (pp. 21). Conway, Arkansas: Academic Affairs Committee.

2. Submitted

No data available

Number of Presentations by Scope

Scope	Total	Invited		Accepted		Student Author
		Peer Reviewed	Non-Peer Reviewed	Peer Reviewed	Non-Peer Reviewed	
Local	6	1	4	0	1	0
State	9	0	0	6	3	0
Regional	7	0	0	7	0	0
National	4	0	2	2	0	0
International	7	0	0	7	0	3
Unknown	8	0	3	3	2	0
Total	41	1	9	25	6	3

List of Presentations

A. Peer Reviewed

Barclay, S. R. (June 2018). Workshop presented at NCDA Annual Conference, National Career Development Association, Phoenix, AZ.

Barclay, S. R. (June 2018). *Creativity with the Career Construction Interview (CCI): Let Me Count the Ways*. Seminar presented at NCDA Annual Conference, National Career Development Association, Phoenix, AZ.

Barclay, S. R. (June 2018). *I Have to Declare a Major When? Helping Students Get from Nowhere to Somewhere*. Seminar presented at NCDA Annual Conference, National Career Development Association, Phoenix, AZ.

Childs, J., Bang, N. M., Bryd, J. (Oct. 2017). *Igniting the Fierce Leadership Experiences of Diverse Women within Chi Sigma Iota Chapters*. Roundtable presented at North Central Association for Counselor Education and Supervision (NCACES) Conference, North Central Association for Counselor Education and Supervision, Minneapolis.

Copeland, J. H. (Jan. 2018). *From Copyright Infringement to Digital Citizenship*. Seminar presented at Professional Development Day, College of Education, University of Central Arkansas.

Copeland, J. H. *The Concept of Digital Citizenship in Addressing Online Behavior*. Roundtable presented at September 14 2018 Arkansas Association of Teacher Educators, Harding University, Searcy, Arkansas.

Copeland, J. H. (Apr. 2018). *The Concept of digital citizenship: The norms of appropriate, responsible technology use for teachers, students and parents*. Roundtable presented at Arkansas Association of Instructional Media 2018 Annual Conference, Academic Section, Little Rock, Arkansas.

Copeland, J. H. (Apr. 2018). *Dewey Decimal Demise?* Roundtable presented at Arkansas Association of Instructional Media 2018 Annual Conference, Little Rock, Arkansas.

- Copeland, J. H. (Mar. 2018). *2018 The Dewey Demise*. Other presented at Louisiana Library Association Annual Conference 2018, Association of School Librarians, Alexandria Louisiana.
- Copeland, J. H. (Mar. 2018). *Mapping the Field of Mixed Methods Research: A Pathway for Innovative Research*. Other presented at Louisiana Library Association, Academic Committee, Alexandria Louisiana.
- Copeland, J. H. *2018 The Concept of Digital Citizenship The Norms of Appropriate, Responsible Technology Use for Teachers, Students and Parents*. Symposium presented at ArACTE, UCA, UCA Campus Conway Arkansas.
- Copeland, J. H. *The Basics of Digital Citizenship*. Other presented at 2018 Hot Springs Technology Institute, UCA, Hot Springs Arkansas.
- Couture, V. G., Bang, N. M., Harless, A. M. (Nov. 2017). *Understanding Career Counselor Interventions that School Counselors Use with Students in Poverty*. Paper Session presented at Mid South Educational Research Association, Starkville, MS.
- Couture, V. G., Bang, N. M., Harless, A. M. *Successful Career Counseling Interventions used with Students in Poverty: A Preliminary Report*. Paper Session presented at National Career Development Association, Pheonix Arizona.
- Couture, V. G. (Oct. 2018). *Voices of Rural School Counselors: A Study of Creating Safe Zones for LGBTQ Students*. Seminar presented at Southern Association of Counselor Education and Supervision Annual Conference, Southeran Association of Counselor Education and Supervision, Myrtle Beach, SC.
- Couture, V. G. (Apr. 2018). *Using Motivational Interviewing Techniques with Resistant Students*. Seminar presented at Arkansas Association of Colleges for Teacher Education, University of Central Arkansas, Conway, AR.
- Couture, V. G., Shaw, E. O., Huffman, S. P. (Apr. 2018). *Increasing Vocational Awareness using Electronic Media: Recommendations for Best Practice*. Seminar presented at Arkansas Association of Instructional Media Annual Conference, Little Rock.
- Couture, V. G. (Apr. 2018). *Stepping Away from the Screen: Service Learning in an Online Counseling Program*. Poster Session presented at American Counseling Association Annual Conference, American Counseling Association, Atlanta, GA.
- Couture, V. G. (Nov. 2017). *Understanding the Use of Experiential Education in Online Counselor Education Programs to Increase Counselor Skill Development and Multicultural Counseling Competency*. Paper Session presented at Mid South Educational Research Association, Starkville, MS.
- Gaudet, K., Smith, P. J., Blaska, L., Cobane, C., Marx, J., Gustafson, K. (Nov. 2017). *Justifying Honors: Balancing Excellence and Equity in Public Universities*. Roundtable presented at National Collegiate Honors Council, Atlanta, GA.
- McClellan, R. L., Ivory, G., Hyle, A. *Recognizing personal resources necessary for superintendent leader expertise development*. Paper Session presented at American Education Research Association, San Francisco.
- McClellan, R. L., Argue, S.*, Wilson, J.*. (2017). *Well-being and leader identity development in doctoral students*. Paper Session presented at Annual Meeting of the International Leadership Association, International Leadership Association, Brussels, Belgium.

Savickas, S., Antalvari, S., Apodaca, M., Barclay, S. R., Briddick, W. C., Stoltz, K. B. (June 2018). *Foundations of Career Construction Counseling*. Workshop presented at NCDCA Annual Conference, National Career Development Association, Phoenix, AZ.

Shaw, E. O., Whittingham, J. L., Gallavan, N. (Apr. 2018). *Supporting students with dyslexia*. Paper Session presented at Arkansas Association of Instructional Media (AAIM), Little Rock, AR.

Traywick, L., Saviers, B. N., Graybeal, L. M., Atkins, K. R., Brown, A. A., Cain, D. D. (Apr. 2018). *Bears for CARE: A Service-Learning Respite Program to Benefit Caregivers and Students*. Panel presented at Gulf South Summit, Birmingham, Alabama.

Wilson, J.* , North, M. A., Morris, D. D., McClellan, R. L. (Oct. 2018). *Leader Identity Development for Persons with Intellectual and Developmental Disabilities*. Roundtable presented at Authentic Leadership for Progress, Peace, & Prosperity, International Leadership Association, West Palm Beach Florida.

B. Non-Peer Reviewed

Casey, K. M., Shaw, E. O., Whittingham, J. L., Gallavan, N. (Apr. 2018). *Effective Online Teaching: Targets, Techniques, Tools, and Tips*. Workshop presented at AAIM 2018, Arkansas Association of Instructional Media, Little Rock, AR.

Casey, K. M., Shaw, E. O., Gallavan, N., Whittingham, J. L. (Apr. 2018). *Exploring the Critical Components of Effective Online Teaching and Learning*. Seminar presented at Arkansas Association of Colleges for Teacher Education, Conway, Arkansas.

Copeland, J. H. *A Framework for Addressing Cyberbullying, Sexting and Copyright Infringement*. Workshop presented at July 10 2018 One Day Literacy and Media Conference, Department of Leadership Studies - LIBM/ITEC Unit, University of Central Arkansas.

Copeland, J. H. (2018). Other presented at Greenbrier High School 10th & 11th Grade Students, Greenbrier, Arkansas.

Couture, V. G. (Apr. 2018). *Stepping Away from the Screen: Service Learning in an Online Counseling Program*. Poster Session presented at UCA College of Education Research Day, UCA College of Education, Conway.

Hanlin, A., Smith, P. J. (Nov. 2017). *Students in Honors: Having a Growth Mindset*. Paper Session presented at National Collegiate Honors Council, Atlanta, GA.

McClellan, R. L. (2017). presented at Community Development Institute.

McClellan, R. L. (2017). presented at Legislative Peer Review Committee.

Shaw, E. O. (Nov. 2017). *Establishing a sense of place with Mystery Skype*. Other presented at Arkansas Curriculum Conference, Arkansas Council for Social Studies, Little Rock, AR.

Smith, P. J., Kara, S., Lance, G. (Nov. 2017). *Best Honors Administrative Practices: Honors Program Assessment and Evaluation*. Seminar presented at National Collegiate Honors Council, Atlanta, GA.

Webster Smith, A. (Dec. 2017). *The Advantages of Cultural Competence in the Occupational Therapy Profession*. Workshop presented at Occupational Therapy Diversity Class, Occupational Therapy Department, UCA.

Webster Smith, A. (Sept. 2017). *More Effectively Teaching Diverse Students with CARE: Commitment. Attention. Reflection. Empathy.* Workshop presented at Center for Teaching Excellence, UCA Center for Teaching Excellence, UCA.

Webster Smith, A. (Sept. 2017). *Diversity and Inclusion in the Classroom.* Workshop presented at UCA CORE Diversity Professional Development, UCA CORE, UCA.

Webster Smith, A. (Sept. 2017). *Diversity and Inclusion in the Classroom.* Workshop presented at UCA CORE Diversity Professional Development, UCA CORE, UCA.

Whittingham, J. L., Herrington, L. L., Hendrix, T. J., Hawkins, A., Graybeal, L. M. (Jan. 2018). *Service-Learning Panel.* Panel presented at College of Education Professional Development Day, UCA College of Education, UCA.

APPENDIX D: PROFESSIONAL DEVELOPMENT AND RECOGNITION

Number of Faculty Development Activities Attended

Type of Activity	No.
Conference	7
Faculty Fellowship	1
Seminar	1
Workshop	5
Other	1
Total	15

List of Faculty Development Activities Attended

A. Professional Meetings/Conferences Attended

The 2017 Association for Counselor Education and Supervision (ACES) Conference. Association for Counselor Education and Supervision (ACES). Chicago, Illinois. Credit Hours. October 5, 2017 - October 8, 2017.

American Counseling Association Annual Conference. American Counseling Association. Atlanta, Georgia. Credit Hours. April 27, 2018 - April 29, 2018.

Arkansas Association of Colleges for Teacher Education Spring Conference. Arkansas Association of Colleges for Teacher Education. Conway, Arkansas. Credit Hours. April 6, 2018.

Mid-South Educational Research Association Annual Conference. Mid-South Educational Research Association. Starkville, Arkansas. Credit Hours. November 8, 2017 - November 10, 2017.

Arkansas School Counselor Association Annual Conference. Arkansas School Counselor Association. Hot Springs, Arkansas. Credit Hours. July 19, 2017 - July 21, 2017.

Association of Teacher Educators Annual Conference. ATE. Las Vegas, Nevada. Credit Hours. February 16, 2018 - February 20, 2018.

Arkansas Curriculum Conference. Arkansas Council for Social Studies. Little Rock, Arkansas. Credit Hours. November 2, 2017 - November 3, 2017.

B. Formal Study (coursework, continuing education, seminars, workshops, etc.)

Workshop. 2020 Leadership Redesigning Leadership Programs. Little Rock, Arkansas. Credit Hours. November 2, 2017

Workshop. 2020 Leadership. Arkansas Department of Education. Little Rock, Arkansas. Credit Hours. September 27, 2017

Workshop. COE Faculty Professional Development. UCA College of Education. Conway, Arkansas. Credit Hours. January 9, 2018

Workshop. Exploring Open Educational Resources, Part 1. Online Learning Consortium. Credit Hours. March 14, 2018 - March 16, 2018

Faculty Fellowship. Online Teaching: A Learning Community for Online Educators. UCA CTE. Conway, United States. Credit Hours. September 2016 - December 2017

Workshop. Fundamentals: Increasing Interaction & Engagement. Online Learning Consortium. Credit Hours. August 21, 2017 - August 27, 2017

Seminar. Women in Leadership. UCA CTE. Conway, Arkansas. Credit Hours. September 8, 2017 - May 8, 2018

UCA Professional Development. Unlawful Harassment Prevention Supervisor Supplement for Higher Education. UCA. Credit Hours. June 5, 2014 - Present

List of Awards and Honors

Huffman, Stephanie Pamela DECCA Post-Secondary Teacher of the Year, Marketing Division of the Arkansas Career and Technical Education Organization, Regional. (February 28, 2018).

Copeland, Judd Harris Faculty Service Award, College of Education, College. (April 19, 2018).

Harless, Angela McCoy Nominated President Elect - ArACES, Arkansas Association of Counselor Educators and Supervisors, State. (November 9, 2017).

Barclay, Susan Rene Research Award nominee, UCA College of Education, College. (2017).

APPENDIX E: SERVICE AND COMMUNITY ENGAGEMENT

Number of Activities with External Partners

Type of Activity	No.
Fundraising	1
Other	12
Unknown	1
Total	14

List of Activities with External Partners

Faculty, Career Construction Insitutue, July 2017 - Present

The Career Construction Institute provides career counselors and academic advisors with opportunities to learn and practice Career Construction Counseling using life design dialogues.

Co-editing major publication for national professional organization, National Career Development Association (NCDA), December 2016 - Present

Research Project, Oglethorpe University, August 2013 - Present

Collecting data to perform a mixed-methods study; will develop into multiple manuscripts.

Field Experiences, Central Baptist College, August 2012 - Present

The office of the Student Services supports CSPA students during their required practicum experiencee

Field Experiences, Hendrix College, August 2012 - Present

The offices of the Dean of Students and Students Rights and Responsibilities supports CSPA students during their required practicum experiencee

Member and Presenter, Arkansas Counseling Association, November 2016 - Present

Plan to present at the November ArCA Conference 2016 on Arkansas Counselor Activity research. I stay in contact with the recent past president, Carlton Brown, and other members throughout the state.

Secretary of Arkansas Association of Counselor Education and Supervision, Arkansas Association of Counselor Education and Supervision, January 1, 2016 - Present

I was elected secretary of ArACES at the ArCA Conference annual meeting November 2015. I have served two years and have been nominated to president-elect. I have many connections through this organization that would be of benefit to our program at UCA.

Member and Presenter, Arkansas School Counselor Association, August 2015 - Present

I plan to present at the annual conference in July and publish for the Arkansas School Counselor publication. I've been in contact with Robin Sparks, PP & L, and was told to submit a journal article to ASCA.

Member, Chi Sigma Iota, Rho Alpha Beta, August 2015 - Present

I am a member of the Chi Sigma Iota which is a counseling academic and professional honor society international. I am interested in starting our own chapter here at UCA. Our own Valerie Couture was president of the chapter at the University of Arkansas and would be a great person to start this.

Consultant and Trainer, EAST, Inc.

Consultant and Trainer, EAST, Inc., May 1977 - Present
 Consult regarding program planning and delivery; assist with program delivery

Advocate for homeless students, Quitman School District, August 15, 2015 - Present
 I am currently serving as the advocate for homeless students who have been referred for special education services or who those who need an advocate for any school related issues.

Fundraising, Conway Christian School, August 15, 2014 - Present
 Active in fundraising for the Fine Arts Council with the primary goal to build a Fine Arts building for CCS. Helped coordinate the silent auction and lunch fundraisers.

Number of University Service Activities

Type of Activity	Leadership Positions*	Non-Leadership Positions	Total
Department	9	40	49
College	12	28	40
University	9	42	51
Total	63	110	173

* Includes Committee Chair, Event Coordinator, Parliamentarian, Program Director, President, Vice-President, Secretary, Session Chair, and Workshop Organizer

List of University Service Activities

A. University

Member, Student Success and Retention Council, August 1, 2015 - Present
 Charge:

The Student Success and Retention Council undertakes on-going study of the retention and graduation/program completion of students at UCA; reports data on the retention and graduation/program completion of students at UCA to the president, board of trustees, and other campus stakeholders; researches best practices in increasing retention and graduation/program completion rates; proposes specific action steps to increase retention and graduation/program completion rates at UCA; oversees the implementation of approved action steps to increase retention and graduation rates; and assesses the success of these implementations.

Secretary, Academic Council, July 1, 2014 - Present
 The Academic Council is a committee consisting of Department Chairs and Associate Deans for the Academic Colleges that meets monthly with the Provost and his staff to review the academic needs or other concerns of the departments and colleges.

Member, Digital Measures Work Group, May 15, 2014 - Present
 The Digital Measures Work Group meets monthly to provide feedback to the Office of Institutional Research on the implementation of the Digital Measures Database and Tracking system for the UCA campus.

Member, College Level Associate Deans (CLADs), January 15, 2014 - Present
 CLADs is a monthly meeting of Associate Deans hosted by the Office of Sponsored Programs to review grant funding applications and strategies for the university.

Member, UCA Core Council, August 15, 2014 - August 15, 2017

The Charge of the Core Council is:

- a. To review the current UCA Core program and make appropriate recommendations to the Council of Deans.
- b. To review and recommend to the Council of Deans new and revised UCA Core curricula proposed by the various departments and colleges.
- c. To initiate and recommend policies and procedures relevant to UCA Core requirements. As a member of Core Council, I served in 2016 as the Chair of the Assessment Sub-Committee. We created a plan to rotate core outcomes to focus on assessing, training, and implementing changes to core outcomes at a pace that would allow for effective implementation. We reviewed proposals for new courses to the Core.

Member, University Admissions Committee, August 1, 2015 - August 1, 2017

Charge:

To review and make recommendations relative to current University of Central Arkansas admissions guidelines and criteria and to make decisions regarding admission appeals. In addition to reviewing appeals for conditional admittance, we also worked to create a form that members could use to objectively score and make recommendations on conditional admittance. We reviewed admission criteria and set standards.

Member, University Assessment Committee, August 1, 2015 - August 1, 2017

Review and approve departmental Continuous Improvement Process Plans at the university level. While serving on the University Assessment Committee, the committee conducted two searches for a Director of Assessment. We were successful at hiring Dr. Brandon Combs. We reviewed many Continuous Improvement Process Plans and provided feedback to departments. In 2017, we revised the CIPP process to an Assessment Plan and supported the new Director as he helped create an assessment plan for the Core as well as bring a new software system online for university assessment.

Member, Strategic Budget Advisory Committee, September 2014 - Present

Member, PhD in Leadership Program Review and Assessment Committee, September 2012 - Present

Participate in committee's work to review curriculum and assessments to take action on proposed changes.

Member, University Curriculum and Assessment Committee, January 2012 - Present

Participate in the committee's work with curriculum and assessment.

Member, DAC Subcommittee on Immigrant Experience at UCA, October 25, 2017 - Present

I have reviewed the application process of Immigrant faculty/staff and issues pertaining to undocumented students. I have generated ideas on how to Educating UCA community about immigrant issues.

Member, Study Abroad Advisory Council, August 2017 - Present

Work with other members to oversee the Study Abroad program at UCA; develop recommendations regarding student participation; evaluate and develop plans for risk management.

Faculty Advisor, National Society for Leadership & Success, 2016 - Present

Act as the faculty advisor to this national organization. The role is secondary to the primary advisor.

Member, Housing Exemptions Committee, August 2015 - Present

Liaison for CSPA and CSPA faculty selection, University College/UNIV 1100 & ACAD 1300, 2012 - Present
Market and recruit CSPA students for faculty positions for the ACAD 1300 (formerly UNIV 1100) course.

President's Leadership Fellows Interviews, Center for Leadership Development, 2017
Participated in panel interviews with President's Leadership Fellows applicant interviews.

Member, Sabbatical Leave Review Committee, August 2015 - August 2017
The committee evaluates applications for faculty sabbatical leaves and makes recommendations. Both the committee's recommendation and the provost's recommendation are forwarded, along with the applicant's file, to the president. In Fall, 2015, the committee reviewed and made recommendations on six files submitted by university faculty members.

Member, Data Standards and Information Access Oversight and Reporting Group, September 2014 - Present

Committee Chair, Greek Life Assessment Blue Ribbon Committee, September 2012 - Present
Review and promote implementation of Greek life assessment recommendations.

Member, Greek Alumni Advisory Board, February 2012 - Present
Considers opportunities to improve the Greek life program on campus.

Committee Chair, Faculty Senate, April 20, 2016 - August 30, 2017
Chair of Academic Affairs I Committee with initial charge to review and align the Faculty Senate Bylaws, Constitution and Procedural Manual. Successfully completed revision of Faculty Senate Bylaws, Constitution and Procedural Manual.

Member, Public Service Award Committee, August 2017 - Present
Reviewed nominations for UCA public service award. Met with award committee several times to decide on top nominees. I was able to work with other committee members to come to a consensus on the who should be rated the highest in public service.

Member, University Research Council, August 15, 2014 - Present
Review and approve applications for URC funds. Successfully reviewed and selected proposal to be awarded in the spring and fall terms.

Member, Student Center Board, September 2016 - Present
Board member - organization works on policies for student center activities.

Member, Faculty Development Committee, August 2015 - May 2018

- To foster curricular and course improvement and assist faculty in improving teaching.
- The committee reviews applications from faculty members to support, fully or in part, activities related to the development of curriculum and faculty instruction.

Instructor, EESS project STEM Teacher Technology Professional Development Workshop, January 2016 - September 2017
Designed and taught EESS project participants K-12 STEM teachers how to use technologies in their classroom Science teaching. This workshop is sponsored by the UCA STEM Institute.

Committee member, UCA CTE Instructional Designer Search, July 2017 - August 2017
Reviewed application packages; evaluated potential faculty candidates; Skype video interview potential candidates; interviewed candidates onsite.

Member, Faculty Grievance Committee, September 1, 2016 - Present

Member, University Calendar Committee, August 15, 2012 - Present

Member, Information Services Advisory Committee, January 5, 2018 - May 5, 2018
I took over the vacancy left by Dr. Wendy Rickman. The Faculty Senate and the College of Education will elect a new representative for the Fall 2018.

Member, Digital Measures Working Group, September 2014 - Present
College of Education representative on the DM Working Group that is refining the various data base screens.

Committee Chair, Graduate Council, August 2011 - Present
Serve as subcommittee chair. Make recommendations on curricular matters related to Graduate Programs.

Committee Chair, UCA Foundation Charlotte Cone Scholarship, May 2011 - Present
Responsible for coordinating expenditures from the fund.

Committee Chair, UCA EAST Scholarship/Financial Affairs, August 15, 2009 - Present
Chair of the EAST Scholarship Selection Committee. Select recipients for available EAST Scholarships; monitor the budget, and monitor the academic progress of recipients.

Member, Graduate Council, August 15, 2011 - June 30, 2018
Represent the College of Education as a department chair. Chair one of the sub-committees; member of the Joint Graduate Council PhD for UAMS/UALR and UCA; serve as a member of the McLaughlin Scholarship Review Committee.

SEEDS, 2016 - Present

Graduate Council, 2014 - Present

Research, Scholarship and Creative Activity Award Committee, 2015 - 2019

Faculty Senate, 2017 - 2018

Member, Institutional Review Board, 2013 - 2018

Member, First Year Experience, July 2017 - Present
Read articles, gather research, and implement actions for UCA students to experience a successful first year. Proposed Welcome Week activities for a 2020 Monday start

Ideas for contacting students

Outcomes of a UCA first year experience.

Member, Women's Leadership Network, July 2017 - Present

Offers themed programming and mentorship for women in the UCA and Conway communities. Facilitated the following initiatives and events

Mentoring program

Kick-off reception

Women in Politics Panel.

Member, Conway Conversations, January 2017 - Present

Advance diversity and inclusion conversations throughout the City of Conway. Host the following sessions:

Listen, Understand, Connect

Civility for Educators

Getting Out of the Boxes: Racing toward Communication, Connection, and Community.

Event Coordinator, Amigo Fest, July 2015 - Present

The Amigo Fest is a community event that highlights Latino/Hispanic culture and recruits Latino/Hispanic students to UCA.

Oversee the Health Fair for which I have received a grant for several years.

Serve as member of the Amigo Fest Committee, at large.

Chaired the 2017 Amigo Fest Committee. Convene the Health Fair committee to ensure the success of the event.

Member, Student Success and Retention Council, July 2015 - Present

Served as a thought leader with a cross section of campus leaders to design the success/retention plan and implement the sections within my administrative scope. The success and retention plan has been distributed to campus.

The diversity units are working on our portions of the plan.

Committee Chair, Lactation Station Committee, October 2014 - Present

Oversee the maintenance of campus lactation suites. This committee examined the need for lactation suites, petitioned the governing bodies for funding, and building heads for space. To date, UCA has designed and set up five stations in four lactation suites.

Chair Designate, Diversity Advisory Committee, July 2014 - Present

Coordinate the activities of the committee and facilitate meetings. Serve on the following subcommittees:

Black Men's Experience at UCA

Campus Climate Survey

Data Assessment

Diversity Funding

Diversity and Inclusive Excellence Award

Diversity Key Performance Indicators

Diversity Strategic Plan

Gender Identity-Technology & Forms

Immigrant Experience at UCA

Institutional Diversity Grant Program

Outstanding Diversity Outreach by a Student Award
Political & Religious Acceptance. New Programs:

Campus Climate Survey
Diversity Strategic Plan
Institutional Diversity Grant Program
New diversity award for faculty and staff
New diversity award for students.

Committee Chair, Minority Vendor Partnerships, May 2014 - Present

The purpose of this committee is to increase, measurably, the number of minority vendors participating in UCA's bidding, negotiation, and award processes. The committee has coordinated the following:

Community Leaders Luncheon
Minority Vendor Expo
(2) Minority Vendor Luncheons
Minority Vendor Training (UCA)
Minority Vendor Training (Conway Chamber of Commerce).

University Faculty Diversity Recruitment, September 2012 - Present

I was requested to represent the University at the annual Institute for Teaching and Mentoring, a conference that attracted 1,100 diverse doctoral students. I made a presentation to the Council of Deans and worked with the Office of the Provost and administrative assistants of the Deans to obtain promotional information on undergraduate and graduate programs as well as position announcements for academic positions for the promotions table. I adorned the table and met privately with interested doctoral candidates. I followed up with interested candidates.

Member, Institutional Review Board, August 15, 2012 - Present

Review expedited research proposals for protocol, design, and compliance with human subject protection, etc.

I continue to serve as an alternate and reviewed research proposals as recent as 11/17.

Faculty Mentor, Minority Mentor, January 2012 - Present

Serve as mentor to minority students. Stay in touch with students and coach through matters of life.

B. College

Member, Honors College TAG/URGE/ELF Grant Review Committee, January 1, 2017 - Present

The Undergraduate Research Grant for Education (URGE) Review Committee offers student training for the submission of URGE grants, oversees the call for grant proposals, reviews proposals and makes recommendations for funding within the budget that is provided. I designed the rubric currently in use for the review of proposals and worked with the Database Manager to move the URGE grant application and review process online.

Member, COE Research Committee, September 1, 2014 - Present

1. To encourage and support faculty research. More specifically, the College of Education Research Committee is to hold a meeting early during each Fall semester with all untenured tenure-track faculty to review College promotion and tenure guidelines and to plan support mechanisms to promote faculty research.

2. To review and recommend research to be supported by institutional research funds.
3. To arrange opportunities for faculty to share their research and scholarly accomplishments.
4. To review applicant proposals for Summer Research Incentive Support and make recommendations for funding to the Dean by April 1 of each Spring semester. Reviewed proposals and recommended CoE faculty for research grant awards. Personally served as the College of Education representative at the Fall 2014 University Research Council meeting. In 2015-2016, served on the sub-committee that reviewed Dr. Groves-Scott's proposal for Undergraduate Research stipends and created the necessary forms and application to get that program started.

Committee Chair, Honors College Assessment Committee, August 15, 2014 - Present
The Assessment Committee meets periodically to determine the needs of college in regards to meeting our student learning outcomes. The Assessment Committee is charged with setting the standards for the student learning outcomes as well as measuring progress towards those outcomes. I drafted a proposal that was approved by the committee that brought the Honors College Assessment plan in line with that of the university and the Core Council.

Member, Honors College Co-Curricular Committee, August 15, 2014 - Present
The Co-Curricular Committee is responsible for the co-curricular programming of the Honors College including SoapBoxes, Challenge Week, and any other programming throughout the year.

Committee Chair, Honors College Curriculum Committee, August 15, 2013 - Present
The Curriculum Committee is charged with the soliciting of faculty proposals for seminar courses and then the selection of seminar courses to be included in the curriculum. I designed the call for proposals currently being used by the Curriculum Committee.

Committee Chair, Honors College Admissions Committee, September 1, 2007 - Present
The Admissions Committee is responsible for the review of applications submitted to the Honors College for freshman and Track II admission. The committee coordinates three to four events each year to interview students and is responsible for the final decision of who to admit. I personally designed the application and selection process currently being used and worked with the Database Manager to move the application and review process online.

Committee Chair, COE Curriculum & Assessment Committee, September 2011 - Present

Member, Professional Education Unit, August 2007 - Present
Review proposals and changes to any part of the education unit, attend monthly meetings, and participate in PEU actions.

Member, COE Diversity Committee, August 23, 2017 - Present
As a COE Diversity Committee member, I shared my thoughts and comments with the committee chair and members. Specifically, I have provided my response to the questions. 1) How can we support the graduate programs in regards to recruitment and retention of diverse students and faculty? 2) What suggestions do you have regarding the syllabi for EDUC 1100, EDUC 1300, and ELSE 2300? In addition, I have contributed to making a list of suggestions by the committee concerning graduate program recruitment and the undergraduate intro to education courses.

Member, COE Research Committee, September 26, 2016 - Present
Responsibilities include encouraging and supporting faculty research as well as reviewing and recommending research to be supported by institutional research funds. My roles includes to arrange opportunities for faculty to share their research and scholarly accomplishments.

Member, COE Curriculum & Assessment Committee, August 2016 - 2018
Review and recommend edits on curriculum changes or development; review and approve/decline curriculum changes or development.

Committee Chair, COE Scholarship Committee - Undergraduate, July 2014 - Present

Marshal for Library Media and ITEC Graduates, UCA Graduation, December 10, 2016 - Present
Lead the Library Media and ITEC Students during UCA Graduation Ceremony.

Member, PEU Lighthouse Beacons, August 25, 2012 - Present
To foster communication, attitude, respect and enthusiasm among students in the College of Education.
To be a mentor for individual students as needed.

Member, COE Tenure & Promotion Committee, July 1, 2012 - Present
To review and evaluate faculty who apply for tenure and/or promotion.

Committee Chair, COE Scholarship Committee - Graduate, August 15, 2008 - Present
The Scholarship is for students accepted into the Master of Science degree program in Library Media and Information Technology who plan to become a school librarian. Two students are each awarded a \$1,000 scholarship for the academic year. Selection is based upon academic achievement, with consideration given to financial need.

Member, Representing College of Education at UCA Graduation Ceremonies for Fall, Spring and Summer, December 10, 2007 - Present
Representing College of Education at UCA Graduation Ceremonies for Fall, Spring and Summer. Serving as Marshal for College of Education departments as needed.

Committee Chair, COE Scholarship Committee - Graduate, August 31, 2007 - Present
The Gladys Sachse Endowed Scholarship is for students accepted into the Master of Science degree program in Library Media and Information Technology within the UCA College of Education and who plan to become a school librarian. Two students are each awarded a \$1,000 scholarship for the academic year. Selection is based upon academic achievement, with consideration given to financial need. GLADYS SACHSE SCHOLARSHIP AWARD WINNERS
LEADERSHIP STUDIES DEPARTMENT – LIBRARY MEDIA PROGRAM
2016-2017 ACADEMIC YEAR

I am very pleased to announce that Cherry Cantrell and Kimberly Scott are the winners of the Gladys Sachse Endowed Scholarships. Cherry and Kimberly are each awarded a \$1,000 scholarship to support their studies in the Graduate Library Media Program for the 2016-2017 academic year. Congratulations to Cherry and Kimberly!

Jud Copeland, Chair

The Gladys Sachse

Scholarship Committee.

Endowed

Member, Professional Education Unit (PEU), August 15, 2007 - Present

To evaluate and determine college mission and vision statements and to align programs with the new national Core Standards. The PEU effectively met its goals and responsibilities and continues to do so.

Member, National Standard 6 Committee: Unit Governance and Resources, November 12, 2017 - February 13, 2018

To review new National Standards for determining both the application of the Standards and educating students in the Library Media Program (LIBM). Finalized the Final Draft for the National Standards .

Member, Mashburn Center for Learning Advisory Team, September 2017 - Present

I assist the advisory team in increasing the knowledge of social/emotional learning (SEL). The Mashburn Center for Learning creates resources and opportunities that encourage Arkansas teachers to promote a sense of purpose, hope, academic achievement, and resilience for all learners as they experience barriers to learning.

Member, COE Research Committee, August 2017 - Present

Member, College of Natural Sciences and Mathematics Curriculum Committee, September 1, 2013 - Present

Study and make recommendations about curricular changes in the college. I have been able to attend all meeting and think I am making a contribution.

Committee Chair, Experience Survey for Advanced Programs Committee, November 21, 2016 - Present

To develop a field experience survey for advanced programs to determine whether we are meeting student needs and make necessary revisions based on those results. Created a survey and lead the committee on decisions to keep, revise, or remove items from the survey.

Member, CAEP Standard 2 Committee- Field Experience, September 19, 2016 - Present

1. Compare current practices in field/clinical experiences to relevant standards set and best practices expectations.
2. Examine COE data aligned to candidate field experiences and make recommendations for continuous improvement
3. Develop advisory council for clinical experiences
4. Support faculty understanding of CAEP Standard 2 Expectations. Helped with undergraduate survey of field experiences, created a survey for graduate field experiences, and will assist the committee May 2016 for a Create one-time advisory group in Spring structured after "The World Cafe" concept. <http://www.theworldcafe.com/>.

Faculty Mentor, 1:1 iPad Initiative, May 2016 - Present

Help and mentor faculty members in the Elementary Education Dept to design instructional activities or assignments using iPads.

Committee Chair, COE CAEP Diversity Committee, August 15, 2017 - Present
CAEP Diversity Committee.

Member, Graduate Program Coordinators, August 1, 2002 - Present

Committee Chair, CAEP Standard 5 Committee, September 1, 2016 - September 1, 2017
Quality Assurances Committee.

Committee Chair, COE Tenure & Promotion Committee, January 1, 2010 - September 1, 2017

Reviewed Dr. Angela Webster-Smiths tenure and promotion folio, Dr. Tammy Benson's promotion folio, and Dr. Jud Copeland's tenure folio.

Member, PEU Conceptual Framework Committee

Member, PEU Standard 6

Member, College of Education CAC, February 1, 2006 - May 2018

Member of the College Administrative Council. Advisory to COE Dean on matters related to the college. Represent the Department of Leadership Studies.

Committee Chair, COE Representative for Action Steps/ Objective 2, Goal 1

Graduate Program Coordinators, 2016 - Present

Promotion and Tenure, 2017 - 2018

CAEP Standard Report Reviewer, 2016 - 2017

Member, Transition to Teaching Search Committee, February 1, 2015 - Present

Reviewed applicants for the position of Recruiter/Counselor for Transition to Teaching. Involved in the interview process of the top three candidates.

UAPB Career Fair and Teacher Fair, UAPB Career Fair and Teacher Fair, April 2013 - Present

Along with colleague, Nancy Gallavan, I organized a UCA COE table and recruited students for COE and PhD graduate programs. Engage with students about graduate programs in the COE and across the university.

Member, COE Tenure & Promotion Committee, August 2012 - Present

I served on the College Tenure and Promotion Committee. Along with colleagues, determined the College decision.

C. Department

Faculty Advisor, CSPA Alumni Affairs, September 15, 2014 - Present

I was charged with reviving alumni relations for the CSPA program. I created the first official CSPA Alumni Facebook page which grew to a membership of over 200 alums within one week of launch.

I solicited articles from faculty, students, and alumni related to the CSPA program then edited and published the first electronic newsletter since the founding of the program in 2001.

Member, CSPA Curriculum Committee, August 15, 2014 - Present

Program Director/Coordinator, Program Coordinator, January 2007 - Present
Coordinate SLMA and EDLP programs.

Committee Chair, Department Curriculum Committee, September 2003 - Present

Member, Department Search Committee, September 2013 - December 2018
Reviewed applicants, assisted with coordinating and conducting interviews.

Committee Chair, Graduate Faculty Review Committee, August 2012 - December 2018
Organize and guide review of applications and vita for faculty appointments as Graduate Faculty.

Member, Tenure & Promotion Committee, February 2012 - December 2018
Review tenure-track faculty members' mid-tenure or tenure/promotion portfolio and application. Faculty members received either specific feedback on progress or a rationale for a tenure decision.

Committee Chair, Curriculum Committee, January 2012 - December 2018
Lead curriculum meetings to review program proposals. Provide guidance and feedback to faculty proposing curriculum changes. Leadership Studies programs that proposed successful curriculum changes included College, Student Personnel Administration, School Counseling, School Leadership, Management, and Administration, and Educational Leadership Program.

Committee Chair, Department of Leadership Faculty Search Committee, September 2014 - May 2018

Member, School Counseling Curriculum Review Committee, 2017 - Present
I have reviewed the curriculum of School Counseling Program and made revisions to identify any overlap or gaps in in SC program and how they align with state standards. Specifically, I reviewed the types of assignments and topics covered in each class in SC program and initial licensure and add-on licensure competencies. Based on discussion with faculty members in SC program, I provided suggestions on what the courses should cover and contributed to the development and revision of SCCN Matrix for Program Standards.

Faculty, The Faculty Search Process in College of Education, 2017 - Present
We invited several candidates for on-campus visit for assistant/associate professor and department chair positions. As a faculty member in College of Education, I have attended meetings with candidates and teaching/research/leadership presentations to support the faculty search process in College of Education.

Faculty Advisor, School Counseling New Student Orientation, August 2016 - Present
Assisted with the plannings and delivering of the School Counseling New Student Orientation Program. Contributed to the development of PowerPoint slides, materials, and handouts for the School Counseling New Student Orientation Program.
Assisted with the orientation three times per year.

Committee Chair, Search Committee-Assistant Professor, CSPA Program, August 2017 - Present
Directed committee and worked with members to review 48 applicant files; worked with members to develop short list of candidates (n=5); participated in all reference check calls and applicant telephone interviews; arranged and oversaw all on-campus interviews; made recommendation for hire.

Program Director/Coordinator, CSPA Program Coordinator, May 2017 - Present

Mentor, Office of Diversity and Community, September 21, 2015 - Present
Serve as a mentor in the Office's Level II mentorship program.

Faculty Advisor, American Library Association Pre-Accreditation Committee, May 30, 2018 - Present
Reviewed the ALA Accredited Library Media and Information procedures to implement a Master's Degree for Children and Youth Services in Public Libraries in Arkansas. Continue plans and follow up with Karen O'Brien and Terry Weech of the ALA Accreditation Committee to complete initial steps for this initiative.

Faculty Mentor, Cataloging Assistance with Former Students, July 1, 2016 - Present
To mentor graduates in the Graduate Library Media Program. Respond to questions from graduates in the professional field.

Member, Leadership Studies Department Promotion and Tenure Committee, August 15, 2013 - Present
To participate in determining Mid-tenure, Tenure and Promotion for eligible faculty in our department. Worked effectively as a team member in determining Mid-tenure, Tenure and Promotion criteria for eligible faculty.

Member, Leadership Studies Department, August 15, 2010 - Present
Responsibilities include regular meetings to review and take warranted action on issues related to teaching, research, scholarship and service on the department, college and university levels.

Member, Library Media and Instructional Technology Unit New Student Orientation Program, August 15, 2009 - Present
Continuing and updating the LIBM & ITEC Orientation for New Students (Fall, Spring and Summer Semesters). Completed Orientation Program and distributed it to both faculty and new students.

Faculty Advisor, American Association of School Librarians (AASL)L, November 8, 2017 - November 9, 2017
Participated in the Educators of School Librarians Section (ESLS) of AASL research symposium on the new AASL National School Library Standards. I was selected to serve on the symposium committee during the American Association of School Librarians (AASL) National Conference in Phoenix, AZ on November 8-9, 2017. Completed the review and editing of the new AASL-CAEP National Standards. The new Standards will directly impact the Graduate LIBM Program at UCA.

Member, Education Leadership Search Committee, September 2017 - Present
Search committee for tenure track Assistant Professor position.

Member, School Counseling Curriculum Study Committee, November 1, 2016 - Present
The School Counseling Curriculum Study Committee reviews the curriculum to verify that the curriculum meets the standards of the Arkansas Department of Education and the American School Counselor Association national model. The committee has reviewed each course syllabus, as well as course assignments, to make certain the curriculum meets or exceeds the expected standards.

Member, New Student Orientation Committee, August 15, 2016 - Present
Every semester the New Student Orientation Committee holds an on campus orientation

to review program and university expectations, campus resources and keys to online learning.

Member, Transfer Student Review Committee, August 15, 2016 - Present

The committee reviews student requests to transfer courses from other institutions to the school counseling program.

Faculty Marshal, Faculty Marshal for Graduation, December 16, 2017

I led the master degree students in Leadership Studies in the Fall 2017 commencement.

Reviewer for Colleagues Qualitative Research Interview Questions, Outside Expert

Reviewer, November 29, 2017

I reviewed Dr. Na Mi Bang's qualitative research interview questions for her research study which explores the lived experiences of graduate students who are members of the National Career Development Association (NCDA).

Committee Chair, Department of Mathematics Curriculum Committee, September 15, 2013 - Present

Study and make recommendation to the department regarding curricular changes. This committee has considered several course proposals and program changes during the fall term.

Member, Department of Mathematics: Graduate Committee, September 1, 2013 - Present

Study and make recommendations to the department concerning graduate programs. Has not met.

Committee Chair, Department of Mathematics: UCA STEMteach Committee, August 15, 2013 - Present

Work with the STEMteach co-director to study and make recommendations on matters related to STEMteach minor. Recruit students for the STEMteach program. The STEMteach programs for pure and applied mathematics in the final stages of approval. The mathematics education needs to change from a B.S.E. to a B.S. that is in process. We have held one recruitment meeting and distributed material to faculty advisors.

Committee Chair, Department of Mathematics: Mathematics Education Committee, August 15, 2013 - Present

Study and make recommendations to the department about all issues related to mathematics education including STEMteach. Developed two new courses, revised two courses, and made recommendations regarding finalizing STEMteach details, the committee is in the process of proposing a change from B.S.E. to B.S. degree.

Member, Tenure and Promotion Committee, January 1, 2013 - Present

All tenure track faculty serve on this committee. All candidates for promotion and tenure were reviewed and recommendations were made.

Committee Chair, Curriculum Review Committee for School Counseling Program, August 2017 - Present

My responsibilities are to meet with faculty and map the curriculum, look for gaps and overlap in curriculum/instruction. I am to make program decisions based on the analysis of the data and faculty feedback. So far, I have met with the faculty, mapped the curriculum and found gaps and overlap on curriculum standards. I am now looking at instructional strategies such as assignments and topics discussed to see if there is diverse learning opportunities and a variety of assessments to measure student learning.

Program Director/Coordinator, Field Experience Coordinator, January 8, 2017 - Present

My responsibilities were to develop and maintain curriculum CTE Bb conversion courses

for 11 sections of Practicum/Internship, PD for 7 adjunct instructors, create forms for field experience, and start creating a handbook for students and site-supervisors. Created and maintained Bb courses (11), trained adjunct instructors, created the following: field experience forms, orientation powerpoints, site-supervisor guides, and supervisee guides. I also managed technical issues and revised courses throughout Fall 2017 semester. There was no compensation other than the stipend for creating the master shells for Practicum and Internship by CTE.

Program Director/Coordinator, School Counseling Program Coordinators, August 13, 2015 - Present

I assisted Dr. James and Dr. Stoltz on coordinating duties such as student applicant questions, transfer credit, school counseling program meetings, annual reports, and attended COE coordinator meetings. I helped with brainstorming and informing other coordinators in our meetings on how we use videos for key assessments to show student growth in the school counseling program with our Individual & Group, and some of our Practicum, and Internship classes. I provided information to Donna Wake to assist her in completing a report for CAEP on what the school counseling program is doing to assess and show evidence of student growth and what we plan to do next year. I along with Donna Wake decided how we can best present student evidence of learning in 3 areas for CAEP for the upcoming school year (2016-2017).

ITEC program brochures & Recruitment, May 2016 - Present

Revising and redesigning ITEC program brochures & and helping with Recruitment

- Arkansas Curriculum Conference, Nov 4, 2016, Little Rock, AR
 - oTo recruit students for the itec, libm, and other Leadership Studies programs
- ADE Spring Teachers' Fair, April 22 2017, Little Rock, AR
 - oTo recruit students for the itec, libm, and other Leadership Studies programs.

Web Master, ITEC program Facebook page, March 2013 - Present

- Created and maintain the Facebook site for the ITEC program:
<http://www.facebook.com/ucaitecprogram> ;
- Posted communication regarding current trends and job opportunities in instructional technology field.

Member, Department Curriculum Committee, August 2011 - Present

Review Curriculum changes and updates.

organizer, Created Promotional video for the ITEC program, June 2017 - September 2017

- oSolicited individual video recordings by 7 graduates from the ITEC program to introduce possible careers and what they learned from the program
- oWorked with Ms. Kaitlin Talburt in UCA University Relations and Creative Services to create the video to help recruit students. <https://youtu.be/7sBimAcvX6k>.

Author, MS Library Media and Information Technologies, January 15, 2017 - Present
CAEP Accreditation Report.

Member, Tenure and Promotion, January 10, 2017 - Present

Patricia Smith's Mid-tenure Review. Patricia Smith's Mid-tenure Review.

Author, MS Instructional Technology, January 15, 2016 - Present

ADHE Review of Program Report.

Program Director/Coordinator, MS Instructional Technology, August 15, 2008 - Present
Program Coordinator for the MS in Instructional Technology. Responsible for writing

yearly program reviews, recruiting and retention of students, and working with professional organizations to expand the scope of outreach for the program.

Program Director/Coordinator, MS Library Media and Information Technologies, August 15, 2002 - Present
 Program Coordinator for the MS in Library Media and Information Technologies program. Responsible for writing yearly program reviews, recruiting and retention of students, and working with professional organizations to expand the scope of outreach for the program.

Member, Promotion and Tenure Committee

Little Rock School District Recruitment, January 2013 - Present
 I circulate Leadership Studies recruitment materials on Little Rock School District campuses. Answered questions of prospective students.

North Little Rock Recruitment, January 2013 - Present
 I attended the departmental recruitment session in North Little Rock. Followed-up with interested students.

Member, Tenure and Promotion Committee, August 2012 - Present
 I served on the Tenure and Promotion Committee. Along with colleagues, determined the departmental decision.

Member, Departmental Curriculum Committee, January 2012 - Present
 Participate in the scope and sequence of program courses, revised syllabi, and other program documents. Design new courses and update courses according to ELCC and state standards.

Number of Student Activities in which Faculty Participated

Type of Activity	Leadership Positions*	Non-Leadership Positions	Total
Unknown	0	49	49
Total	0	49	49

* Includes Advisor, Chair, Co-Chair, Coordinator/Organizer, Leader, Mentor, Moderator, and Sponsor

List of Student Activities in which Faculty Participated

Coordinator/Organizer, Honors Center Society, July 1, 2014 - Present
 Serve as coordinator to the Honors Center Society (oversee the faculty advisor). Authorize spending of membership fees. Assist student-elected representatives in the deliver of their mission.

Coordinator/Organizer, Honors Mentors, August 15, 2007 - Present
 Mentors-in-Residence are upper division Honors students who live alongside Honors freshman. Mentors, selected through a rigorous application and interview process, both develop their own programming and assist in Honors-sponsored freshman events such as the Freshman Retreat.

Coordinator/Organizer, Honors Ambassadors, July 1, 2007 - Present
 Advertise, recruit, and select up to 30 ambassadors to serve in a leadership role within Honors. I provide two orientation sessions annually to train these student volunteers to recruit potential Honors students at 50-100 recruiting events annually.

Panelist, Capstone Experience Presentations, January 2013 - December 2018
 Serve on evaluation panel for student's presentation of a three-year strategic plan for their schools.

Facilitator, New Student Orientation, January 2012 - January 2018
 Assist students during orientation; lead discussions with SLMA and EDLP students in breakout session.

Facilitator, State Exam Preparation Day, January 2012 - January 2018
 Organize and coordinate test preparation workshop on a Saturday approximately two weeks before an exam. The focus is on effective test strategies.

Coordinator/Organizer, Summative Portfolio Development and Defense, January 2013 - December 2017
 Organize final portfolio defense; secure practicing administrators to serve on evaluation panel.

Member, Greek Alumni Advisory Board, August 2012 - Present
 Guide and advise policy and procedures for the UCA Greek system.

Advisor, Sigma Phi Epsilon, August 2007 - Present
 Faculty advisor for student organization.

Advisor, Phi Iota Alpha, January 4, 2016 - Present

Advisor, Graduate Association of Student Personnel, August 15, 2015 - Present

Number of Professional Activities by Scope of Organization

Position/Role	Local	State	Regional	National	International	Total
Chair/Co-Chair/Leader	0	1	0	0	3	4
Editor	0	1	0	3	3	7
Member	0	2	1	4	4	11
Officer (Not President)	0	3	0	0	0	3
President	0	1	0	0	0	1
Reviewer	0	1	1	6	11	19
Other	0	4	2	1	1	8
Total	0	13	4	14	22	53

List of Professional Activities by Scope of Organization

Co-Chair, Assessment and Evaluation Committee, National Collegiate Honors Council, Lincoln, Nebraska, January 1, 2018 - Present.

Co-Chair, Research Committee, National Collegiate Honors Council, Lincoln, Nebraska, November 8, 2016 - Present.

NCHC-Approved Program Reviewer, National Collegiate Honors Council, Lincoln, Nebraska, November 7, 2016 - Present.

Member, Assessment and Evaluation Committee, National Collegiate Honors Council, Lincoln, Nebraska, August 15, 2012 - Present.

Member, Ethics Subcommittee, Arkansas Department of Education, Little Rock, Arkansas, September 2015 - Present.

The Code of Ethics is administered by a five-member Ethics Subcommittee composed of PLSB members. The Code of Ethics is governed by Ark. Code Ann. § 6-17-428 and the administrative rules adopted by the State Board of Education set forth the procedures for receiving, considering, and investigating complaints regarding the unethical behavior of licensed school personnel. The Professional Licensure Standards Board Ethics Subcommittee makes recommendations for enforcement to the State Board of Education.

Board Member, Professional Licensure Standard Board Advisory Committee, Arkansas Department of Education, Little Rock, Arkansas, September 2013 - Present.

The Professional Licensure Standards Board (PLSB) was created by Act 846 of 2007 (original act and amendments are codified at Ark. Code §§ 6-17-422 and 6-17-428). The Board is comprised of 13 voting members appointed by the State Board of Education for a three-year term and three non-voting members. My role is to represent Arkansas Professors of Educational Administrators.

President, ARPEA Executive Council, Arkansas Professors of Educational Administration, July 1, 2013 - Present.

Serve ARPEA in its efforts to shape ADE rules and regulations concerning school administrator licensing issues, plan annual conference, and communicate with all ARPEA Executive Board members.

Reviewer, Journal, NCPEA Annual Yearbook in Curriculum, Instruction, Technology Leadership and Program Preparation/Higher Education, National Council of Professors of Education Administration, January 2012 - Present.

Review submission for Annual Yearbook.

Reviewer, Journal, NCPEA Education Leadership Review in Curriculum, Instruction, Technology Leadership and Program Preparation/Higher Education, National Council of Professors of Education Administration, January 2012 - Present.

Review proposals to Education Leadership Review journal.

Assessor, Portfolio Phase II & III, Arkansas Leadership Academy, Fayetteville, Arkansas, July 2010 - Present.

Read and evaluate portfolio submissions for Phase II & III Arkansas Leadership Academy applicants.

Member, AERA Educational Change Sig Awards Committee Member, American Educational Research Association (AERA), December 2016 - Present.

Reviewed research proposals for the AERA Educational Change Sig and decided whether the Sig will support research proposals. Made recommendation for the discussion of expansion of research activities to enhance the research environment. Contributed to the discussions and decisions for the AERA Educational Change Sig Awards.

Member, NCDA Research Committee Member, National Career Development Association (NCDA), July 2016 - Present.

Led the committee members to revise the NCDA grant application using requests from the NCDA Board as well as other improvements to the clarity of the application. Revised the NCDA grant committee documents and submitted to the NCDA board.

Reviewer, Ad Hoc, Journal of Vocational Behavior, Elsevier, Milwaukee, Wisconsin, 2017 - Present.

The Journal of Vocational Behavior publishes original empirical and theoretical articles that contribute novel insights to the fields of career choice, career development, and work

adjustment across the lifespan and which are also valuable for applications in counseling and career development programs in colleges and universities, business and industry, government, and the military.

Reviewer, Ad Hoc, Career Development Quarterly, National Career Development Association, Broken Arrow, Oklahoma, 2016 - Present.
The Career Development Quarterly (CDQ) is the official journal of the National Career Development Association (NCDA). The purpose of CDQ is to foster career development through the design and use of career interventions and publish articles on career counseling, individual and organizational career development, work and leisure, career education, career coaching, and career management.

Reviewer, Ad Hoc, British Journal of Guidance & Counselling, Routledge/Taylor & Francis, London, England, 2016 - Present.
The aim of the British Journal of Guidance & Counselling is to publish work that sets trends and provokes fresh thought and innovation in the practice and understanding of counselling, psychotherapy and career guidance. The journal seeks to communicate, enrich and advance theory, research, policy and practice in these fields.

Editorial Review Board Member, Asian Pacific Education Review (APER), Springer Publications, Seoul, Korea, January 2016 - Present.
APER is a peer reviewed journal produced by the Education Research Institute at Seoul National University. I provide feedback to author(s) and editor related to content and statistical analysis procedures in author's manuscript.

Editorial Review Board Member, Journal of Student Affairs Research & Practice, NASPA Student Affairs Administrators in Higher Education, Washington, District of Columbia, January 2014 - 2020.
Provide feedback to author(s) and editor on journal submissions. Feedback relates to content and statistical procedures located in the manuscript.

Editorial Review Board Member, Journal of College Counseling, American College Counseling Association (ACCA), Meridian, Mississippi, 2011 - 2017.
Review and critique manuscripts for publication consideration.

Board Member, United We Dream, USA, May 15, 2014 - Present.
United We Dream is the largest immigrant youth-led organization in the nation. Our powerful nonpartisan network is made up of over 100,000 immigrant youth and allies and 55 affiliate organizations in 26 states. We organize and advocate for the dignity and fair treatment of immigrant youth and families, regardless of immigration status. DACA DAPA.

Reviewer, Journal, Bilingual Research Journal, Taylor & Francis Online, August 12, 2013 - Present.

Reviewer, Journal, Education Policy Analysis Archives, Arizona State University, August 14, 2012 - Present.

Reviewer, Journal, Current Issues in Education, Arizona State University, August 12, 2012 - Present.

Reviewer, Journal, Manuscript Reviewer, Administrative Issues Journal, January 2018 - Present.
Reviewed academic manuscripts which were qualitative and mixed method studies. (1).

School Counseling Content Specialist, Arch Ford Cooperative Specialist, Arch Ford, Conway, Arkansas, August 2017 - Present.

Chair, Counselors for Social Justice Awards Committee, Counselors for Social Justice, Atlanta, Georgia, August 2017 - Present.

Reviewer, Conference, Southern Association of Counselor Education and Supervision
Proposal Reviewer, Southern Association of Counselor Education and Supervision, Myrtle Beach, South Carolina, March 2018 - April 2018.
I reviewed 12 conference proposals focused on counseling theory and marginalized populations.

Session Chair, Mid South Educational Research Association, Mid South Educational Research Association, Starkville, Mississippi, November 8, 2017 - November 10, 2017.
I resided over the sessions focused on populations at risk. Session titles included: "What Influences African Americans to Enroll in Mentoring Programs?", "Understanding Career Counseling Interventions that School Counselors use with Students in Poverty," and "Restorative Justice in an Alternative School Setting.". Welcomed the presenters. Assisted with technical difficulties. Made sure sessions ended on time.

Reviewer, Program Proposal, Association of Counselor Education and Supervision Annual Conference, Association of Counselor Education and Supervision(ACES), Chicago, Illinois, October 5, 2017 - October 8, 2017.
I reviewed 20 conference proposals.

Planning Committee Member, Arkansas Curriculum Conference Board of Directors, ACTM (mathematics), ASTA (Science), ACTELA (english/language arts), ACSS (social studies), ASTA (AR State Teachers Association), STEM Coalition, Little Rock, Arkansas, January 1, 2014 - December 31, 2017.
Plan and run a conference for 1000+ Arkansas Educators.

President-Elect, Arkansas Council of Teachers of Mathematics Executive Board, ACTM, Arkansas, January 1, 2014 - December 30, 2017.
I will serve as president elect this year and then serve as president for two years. This groups publishes a newsletter, sponsors the regional and state mathematics contests, offers small grants and scholarships to mathematics teachers in the state and provided mathematics professional development for teachers - most notably the Arkansas Curriculum Conference. Attended the first meeting on October 30, 2013 and I have been added to the signature card for the organizations bank account. The February meeting was postponed due to weather and will be rescheduled. By virtue of this elected office I will be working on the program committee for the Arkansas Curriculum Conference.

Nominated for President-Elect, Arkansas Association of Counselor Education and Supervision, Arkansas, November 9, 2017 - Present.
I'm still secretary but have been nominated for president-elect and will know the results of the election in February 2017. I will be assisting with the 2018 conference and hosting a dinner at a restaurant the night before the conference.

Secretary, ArACES, Arkansas Association of Counselor Education, November 2015 - Present.
Provide memos and other pertinent information to ArACES members. 1. I hosted the 2016 ArACES Mid-Winter Conference at the Brewer-Hegeman Center at UCA February 26 and hosting a pre-conference dinner at Mike's place on February 25th.
2. I am hosting the 2017 ArACES Mid-Winter Conference again at the Brewer-Hegeman Center at UCA February 25 and hosting a pre-conference dinner at Mike's place on February 24th.

Reviewer, Journal, Contemporary Issues in Technology and Teacher Education (CITE) journal, Society for Information Technology and Teacher Education (SITE), Chesapeake, Virginia, June 2017 - Present.

I was invited to be a Peer-Reviewer by this journal. Article reviewed:

1.A Design- Based Research Approach to Improving Professional Development and Teacher Knowledge: The Case of the Smithsonian Learning Lab.

Reviewer, Journal, Educational Technology & Society journal, International Forum of Educational Technology & Society, Athabasca, Canada, December 2012 - Present. I was invited to be an Executive Peer-Reviewer after my paper was accepted by this journal. Article reviewed:

"Peer Support during Student Teachers' Practicum: A Case Study using a Web 2.0 Community on the Cloud" (#6165)

"Online video-based staff development: the future of teaching and learning", (#5787)

"Comparison of the preference on smart learning between employee and HRD manager" (#4310i)

"Supporting students' brainstorming using an augmented social network service and exploring their intention to use it" (#4171)

"Integrating international students in technology-rich learning environments" (#3274)

"Effects of Developed Electronic Instructional Medium on Students' Achievement in Chemistry" (#3763)

"Effects of Developed Electronic Instructional Medium on Students' Achievement in Chemistry" (#3763).

Reviewer, Journal, MERLOT Journal of Online Learning and Teaching (JOLT), Journal of Online Learning and Teaching, Long Beach, California, April 2012 - Present.

Journal Article Reviewer. Article reviewed:

"Strategies and Tools for Supporting Self-regulated Learning in E-learning Environments" (#2257)

"Learning in Open Online Environments: Participants' Experiences in Connectivist Massive Open Online Courses (MOOCs)" (#2368).

Reviewer, Conference, American Educational Research Association Proposal Review, American Educational Research Association, New York City, New York, August 2017. Reviewed 10 proposals for Technology, Instruction, Cognition & Learning Special Interest Group of the American Educational Research Association for 2018 conference presentations.

Reviewer, Conference, The Sixth International Conference of Educational Innovation through Technology EITT 2017 Proposal Review, Society of International Chinese in Educational Technology (SICET), Osaka, Japan, August 2017.

Reviewed 4 proposals regarding Technology, Instruction, Cognition & Learning for the 2017 conference presentations.

Editorial Review Board Member, Education Journal, Project Innovation, Mobile, Alabama, January 15, 2017 - Present.
Editorial Board.

Editorial Review Board Member, Reading Improvement Journal, Project Innovation, Mobile, Alabama, January 15, 2017 - Present.
Editorial Board.

Member, Legislative Committee, Association of Teacher Educators, Atlanta, Georgia, February 2014 - Present.

Chair, Legislative Committee, Arkansas Association of Instructional Media, Little Rock, Arkansas, August 15, 2010 - Present.

Reviewer, Journal, Tech Trends, Association of Educational Computing and Technology, August 1, 2010 - Present.
Review scholarly journal submissions for publication consideration.

Member, Past-Presidents' Council, Association of Teacher Educators, Reston, Virginia, February 2008 - Present.
Past-Presidents of ATE meet one or twice annually to plan and a Leadership Academy training for the ATE membership and to offer input into the state of affairs of the association. Membership is reserved for those that have been national president of the association. Varies year to year. Currently I am co-chairing a special task force to examine the role and scope of responsibilities of the executive director position and the needs of the association.

Member, Distinguished Teacher Educator Selection Committee, Association of Teacher Educators, February 2007 - Present.
Reviews applications and selects the recipients. Typically select one or two recipients each year.

Member, Executive Board, Southeastern Regional Association of Teacher Educators, October 1991 - June 2018.
Board conducts most of the official business of the association.

Reviewer, Journal, Action in Teacher Education, Association of Teacher Educators, February 2010 - May 2018.
Review manuscripts submitted for publication. Typically review 3-5 manuscripts per year.

Member, Fiscal Affairs Committee, Association of Teacher Educators, Reston, Virginia, February 2017 - February 2018.
Review the annual expenditures of the Association and report to the Delegate Assembly. Fiscal responsibility.

Doctoral Directors, International Leadership Association, International Leadership Association, 2015 - Present.

Advisory Board Member, Community Development Institute, November 1, 2012 - Present.

Member, International Leadership Association, International Leadership Association, 2012 - Present.

Reviewer, Journal, Educational Administration Quarterly, January 1, 2011 - Present.

Reviewer, Journal, International Journal for Qualitative Studies in Education, January 1, 2010 - Present.

Editorial Review Board Member, Journal of Research in Leadership Education, January 1, 2009 - Present.

Reviewer, Journal, The Journal of School Leadership, January 1, 2009 - Present.

Reviewer, Journal, Journal of Research in Leadership Education, January 1, 2008 - Present.

Invited Senior Scholar, International Conference, International Leadership Association, 2017.

Reviewer, Academic Program, University of Maine System, Maine, 2017.

Reviewer, Academic Program, University of Tennessee- Chattanooga, Tennessee, 2016 - 2017.

Member, Human Development and Capabilities Approach, 2015 - 2017.

President-Elect, Arkansas Chapter of the National Association of Multicultural Education, Arkansas Chapter of NAME, September 2013 - Present.
Coordinate the 2014 conference and serve on the executive team.

Member, Arkansas Department of Education, Arkansas LEADS Student Growth Model Committee, September 2013 - Present.
I work with other P-12 and post secondary educators across the state to determine a student growth model for the LEADS assessment. In this appointment, I represent the ArATE board.

Editorial Review Board Member, Editorial Board, ArATE ElectronicJournal, Arkansas, August 2012 - Present.
I was elected to the board.

I served on the editorial board of the electronic journal.

Reviewer, Conference, Arkansas Association of Teacher Educators, ArATE, January 2012 - Present.
I reviewed proposals for presentation at the annual state conference.

Member, By-Laws Committee, ATE By-Laws Committee, January 2012 - Present.
I served on the By-Laws Committee.

Member, Commission on Self Efficacy., ATE Commission on Self Efficacy, January 2012 - Present.
I serve on the Commission on Self Efficacy.

Editor, Associate, Topic Editor for International Journal of Educational Leadership Preparation., NCPEA Topic Editor for IJELP, U.S., January 2012 - Present.
Serve as topic editor for the International Journal of Educational Leadership Preparation.
Perform other roles for the organization on an adhoc basis.

Reviewer, Conference, National Council for Professors of Educational Administration, NCPEA, January 2012 - Present.
Reviewed proposals to be presented at annual conferences.

Number of Non-Credit Instruction Activities

Total	0
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List of Non-Credit Instruction Activities

Number of Public Service Activities by Scope of Organization

Position/Role	Local	State	Regional	National	International	Total
Board Member/Trustee	1	0	0	0	0	1
Coordinator/Organizer	0	1	0	0	0	1
Member	0	0	0	0	0	0
Other	2	1	0	0	0	3
Total	0	13	4	14	22	53

List of Public Service Activities by Scope of Organization