



**Department of  
Leadership Studies, Student Transitions, Honors College**

**Annual Report**  
January 1, 2020 - December 31, 2020

## 1. Mission Statement

## 2. Status/Achievement of 2020 Goals

**Goal 1:** All department programs will sustain a data-driven quality assurance process for continuous program improvement, which ensures programs meet external review expectations.

### **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)

### **Action Plans**

**1a.** The department will continue to gather and use data for program improvement and accreditation.

**Expected Results:** Engaging in gathering and using data for program improvement and accreditation.

**Actual Results:** The CSPA program completed an external review and worked to redesign and incorporate feedback from the review process.

The SLMA program faculty completed an internal audit of the program to determine alignment with the Arkansas Department of Education standards as well as a content analysis to alleviate overlap across courses.

The SLMA program was restructured in alignment with standards from DESE and national organizations using the PSEL and NELP standards

The SPA reports for both School and District Leadership programs were submitted for review and approved.

The revised School Leadership program was approved by the AR Division of Elementary and Secondary Education.

The revised ITEC program was launched.

**Status:**

### **Supporting Program Statistics**

### **Links to Supporting Documents**

None

**Goal 2:** The department will recruit, retain, and support high quality students, faculty, and staff while recognizing diversity as critical for excellence.

### **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)

CV c: Diversity: We are dedicated to attracting and supporting a diverse student, faculty and staff population and enhanced multicultural learning opportunities. We value the opportunity to work, learn, and develop in a community that embraces the diversity of individuals and ideas, including race, ethnicity, religion, spiritual beliefs, national origin, age, gender, marital status, socioeconomic background, sexual orientation, physical ability, political affiliation, and intellectual perspective. (Recruitment and Retention, Support, Knowledge)

CV d: Integrity: We are committed to ethical and responsible behavior in our own actions and to developing the same commitment in our students, thus fostering individuals who will have the skills, knowledge, and ability to engage positively with a diverse and changing world. Our commitment extends to all levels of our campus to foster a climate of ethical conduct, respect, responsibility, and trust. (Ethics, Respect, Responsibility, Trust)

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.

Goal 2: Each UCA student will be prepared to effectively compete in the marketplace upon graduation and demonstrate continued involvement in and contribution to the UCA community after graduation.

## Action Plans

**2a.** Engage in recruiting, retaining, and supporting high-quality students, faculty, and staff while recognizing diversity as critical for excellence.

**Expected Results:** Increased recruitment, retention, and support of high-quality students, faculty, and staff while recognizing diversity as critical for excellence.

**Actual Results:** The department had assistance from Institutional Research, to develop a Retention/Graduation Report dashboard to track admission, retention, and graduation data.

Program assessments and reviews were conducted for all programs with curricular changes to PhD, LIBM, and SCCN. The CSPA program completed a self-study and external review.

LS began to develop assessment and annual reporting processes for Ph.D., ITEC, CSPA.

**Status:** Ongoing

## Supporting Program Statistics

**2b.**

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

**Actual Results:** All programs track dispositions and program completers complete surveys on program effectiveness and areas of needed growth.

MAT and middle level program faculty meet to analyze data and make recommendations relevant to the overall program, individual programs, and candidates with and without provisional licenses.

The COE, specifically the MAT program, continues to support the in-house development of an online Ethics Training Program to meet the state requirement for MAT students to be trained in the standards for ethical behavior prior to gaining provisional certification.

STEM instructors visit freshman-level science and math courses in August to share about the STEMteach program.

T&L recruited for MAT program in various regions of the state (River Valley, Northeast, North Central, Southeast).

Graduate program coordinators (including T&L faculty) created a draft recruitment/retention plan for advanced programs based on review of previous 5 years' data on program admission and retention figures.

MAT program faculty created a draft recruitment/retention plan for initial MAT programs based on review of previous 5 years' data on program admission and retention figures.

T&L faculty formed a partnership with the UCA Institutional Diversity Committee and activities to investigate UCA SOC perceptions of education as a major and teaching as a career option.

Whittingham directs program recruitment efforts for COE graduate programs.

T&L faculty participate in the Teacher Cadet Partnerships

Wake has fully developed RR plans on file and submitted to CAEP.

STEMteach faculty regularly meet with candidates for retention efforts.

Individual advising appointments for all students are tailored to monitoring academic progress and providing support as needed (academic, personal).

MAT advertising with social and streaming radio to target the recruitment of students of color.

**Status:**

**Supporting Program Statistics**

**Links to Supporting Documents**

None

**Goal 3:** The department will incorporate transformational and innovative learning experiences that are grounded in evidence-based practices.

**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)

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.

**Action Plans**

**3a.** Maintain ongoing opportunities for students to engage in transformational and innovative learning practices using evidence-based practices.

**Expected Results:** Students engage in transformational and innovative learning experiences.

**Actual Results:** The College Student Personnel Services and Administration program attended 1- 2 national placement exchanges each year to collaborate with the UCA Division of Housing to recruit graduate students that could serve as Resident Assistants. Typically, 40-50% of students recruited are minority students and out of state students. Departmental representatives participated in the Chamber of Commerce “Welcome Back” program for Conway teachers to recruit potential graduate students and to maintain contact with graduates and friends of the University.

The departmental representatives examined graduate program options during the end of semester session for graduating seniors from the departments of Elementary, Literacy, and Special Education, and Teaching and Learning.

The departmental representatives attended the UAPB Career Fair to recruit potential graduate students.

The departmental representative attended two Bear Facts Day events to support recruitment of undergraduate students.

Program coordinators provided lists of admitted, non-enrolled students prior to the end of each registration cycle and conducted follow-up contact with students.

Program coordinators made contact with all admitted students that had not enrolled for at least three semesters after initial admission.

Program coordinators and/or the department chair responded almost immediately to inquiries received via UCAOnline and from individual students.

**Status:** Ongoing

## Supporting Program Statistics

3b.

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

**Actual Results:** The College Student Personnel Services and Administration program attended 1- 2 national placement exchanges each year to collaborate with the UCA Division of Housing to recruit graduate students that could serve as Resident Assistants. Typically, 40-50% of students recruited are minority students and out of state students. Departmental representatives participated in the Chamber of Commerce “Welcome Back” program for Conway teachers to recruit potential graduate students and to maintain contact with graduates and friends of the University.

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Program coordinators and/or the department chair responded almost immediately to inquiries received via UCAOnline and from individual students.

**Status:**

## Supporting Program Statistics

### Links to Supporting Documents

None

**Goal 4:** The department will affirm the importance of a culture of professionalism, appropriate dispositions, and change.

### Related UCA Strategic Planning Goals

CV b: Community: We value and respect as our greatest asset the people who make up our community – students, faculty, and staff, as well as the people connected to us through ties to our local community and region, the state of Arkansas, our nation, and the

world. That is, we believe people are the focus of our institution. (Collegiality, Partnerships, Safe and Health Environment, Service)

CV c: Diversity: We are dedicated to attracting and supporting a diverse student, faculty and staff population and enhanced multicultural learning opportunities. We value the opportunity to work, learn, and develop in a community that embraces the diversity of individuals and ideas, including race, ethnicity, religion, spiritual beliefs, national origin, age, gender, marital status, socioeconomic background, sexual orientation, physical ability, political affiliation, and intellectual perspective. (Recruitment and Retention, Support, Knowledge)

CV d: Integrity: We are committed to ethical and responsible behavior in our own actions and to developing the same commitment in our students, thus fostering individuals who will have the skills, knowledge, and ability to engage positively with a diverse and changing world. Our commitment extends to all levels of our campus to foster a climate of ethical conduct, respect, responsibility, and trust. (Ethics, Respect, Responsibility, Trust)

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## Action Plans

### 4a. Maintain ongoing levels of professionalism and appropriate dispositions.

**Expected Results:** Engagement in ongoing levels of professionalism and appropriate dispositions.

**Actual Results:** First-year CSPA students experienced field trips to three distinct college environments with different missions, philosophical orientations, and student bodies:

Central Baptist College, College of the Ozarks, and Pulaski Tech.

Approximately 50% of LIBM practicum students completed volunteer experiences at a professional conference.

LIBM 6320 students completed visits to three information agencies to determine ways to integrate the work of the agency into the school library experiences and school curriculum.

Second-year CSPS students, as part of their Leadership course, completed a culminating project that required them to present the final report.

CSPA, SLMA, and SCCN students completed practicum and/or internship experiences in multiple settings.

SLMA and SCCN students participated in face to face environments to complete the Change Game, a focus on a decision-making process.

In Interdisciplinary Ph.D. in Leadership Studies (LEAD), five students advanced to the final round of the international student case study in leadership competition at the International Leadership Association annual meeting in Toronto, CA.

One LEAD student at ILA was chosen for the Emerging Scholars Research Consortium, a one-on-one discussion between emerging scholars and established scholars about

student research projects.

LEAD students and faculty participated in “Living on the Edge: A Poverty Simulation,” hosted by the Community Development Institute.

Over 10 Leadership Studies students were co-authors on published research reports.

**Status:** Ongoing

#### **Supporting Program Statistics**

**4b.**

**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 5:** The department will develop, sustain, and enhance partnerships that ensure program quality and maximize opportunity for all.

#### **Related UCA Strategic Planning Goals**

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## Action Plans

**5a.** Engage in partnership building activities to establish and maintain opportunities for our students.

**Expected Results:** Work with partners to create relationships to provide our students with opportunities.

**Actual Results:** The College Student Personnel Services and Administration program worked collaboratively with the Department of Housing to recruit resident assistants/coordinators.

The School Leadership, Management, and Administration program along with the Educational Specialist program, sponsored review sessions for candidates that are required to successfully complete the mandated tests for licensure for building and district level licensures.

The Interdisciplinary Ph.D. in Leadership Studies (LEAD) had faculty and students serve on advisory boards of Ecofest and Arts Fest (merged community event) and supported the planning and execution of the events.

LEAD faculty and students continued to conduct research on well-being in the Delta with the Arkansas Tobacco Settlement Commission and various agencies/programs within the Delta.

LEAD faculty and students served on the Community Development Institute Advisory Board and taught in the CDI Bootcamp Training for UCA students and community members.

LIBM faculty collaborated with T&L and ELSE faculty to host a two-day conference for librarians, literacy specialists, and teachers.

The Leadership Studies faculty members collaborated on two research projects publishing 2 reports on education equity.

**Status:** Ongoing

### Supporting Program Statistics

**5b.**

**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

### 3. 2021 Goals

### 4. Five-year Goals

### 5. Challenges

The 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. However, we lack an established recruiting plan. We plan to take steps toward organizing an approach to recruiting that would leverage social media and other electronic communication to recruit beyond the immediate region of the university.

The PhD program has experienced substantial reduction in the number of applications for the program, which may be reflective of the potential saturation of potential students interested in the program. To address the issue we are moving the program to online delivery which will substantially expand the number of potential students we could recruit into the program. We are also working to expand to 3 concentrations.

Another challenge with the PhD program has been the over use of independent study credit to tailor the programs for student needs. In efforts to attend to the individual interests of the students, programs of study have been designed with multiple independent study courses which has increased inconsistency in program focus and reduced faculty members time to work with multiple students. We are addressing the challenge by restructuring the program to bring alignment to the goals of the program and focusing the programs of study to eliminate the need and use of independent study credits.

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.

Another related challenge is the opening of competing programs at Arkansas State University. The program requires fewer credits to complete and have less complicated admission processes. The programs have influenced our school counseling and school leadership programs. To address the challenges we are restructuring our curriculum and examining our admission requirements.

The number of students enrolling in the Instructional Technology program was very low. As a result, we have restructured the program, modernizing the curriculum and focusing on computer science and online teaching and learning. We are working to increase the number of students enrolled in the program. We are seeing an increase in the number of students enrolling in the program.

During the last year, we moved the LIBM, ITEC, and SCCN programs to 100% online, as the campus requirements for the programs were negatively influencing potential student enrollment into the program. The transition has been positively embraced.

### 6. Opportunities

The quality of the faculty members in the department represents the best opportunity. By and large, the faculty is highly dedicated to their individual programs and are working well as a team. The senior faculty have a strong grasp of most of the factors that will directly impact programming in the near future.

New faculty member provide new perspectives for the department and bring into the department new opportunities.

We are continuing to build our culture of research through the use of the Research Scholars Group. Two groups with a total of 13 faculty members took an idea and formed a research project, implemented the project and drafted a report of the results. The reports were submitted for review to two different outlets. In addition, the work was accepted for two presentations at the annual AACTE conference. The goal of the group has been to increase the culture of scholarship within the department and college. We are going to continue to the process in 2019-2020.

Our SPA review for our SLMA program was returned as unacceptable and the rewrite resulted in the program being nationally recognized. However, there was a need for additional modifications for full approval. The program was revised because of changes to the Arkansas state standards for school leader preparation programs.

## **7. Summary**

During the past year the department underwent substantial changes: a new ITEC/LIBM program coordinator, 2 new hires, 1 faculty member moved into the department, curriculum restructuring, and the continued development of a new culture. While the changes were positive there were multiple challenges and stress for the department members. With stability in the faculty, we will be able to focus on modernizing our curriculum and innovative approaches to recruiting and teaching our programs. Also with the stability, there is an expectation that there will be an increase in the faculty members' engagement in scholarship. Further, there has been increased collaboration with faculty members in different departments and across campus for teaching and research, broadening the perspectives and opportunities for the department members.

## APPENDIX A: FACULTY PROFILE

### Distribution of Full-Time Faculty by Rank

Rank	Continuing	New	Total	%
Professor	2	0	2	12.50
Associate Professor	5	0	5	31.25
Assistant Professor	8	0	8	50.00
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	1	0	1	6.25
<b>Total</b>	<b>16</b>	<b>0</b>	<b>16</b>	<b>100.00</b>

### Distribution of Full-Time Faculty by Tenure Status

Tenure Status	Continuing	New	Total	%
Tenured	7	0	7	43.75
Tenure-Track	8	0	8	50.00
Non-Tenure Track	1	0	1	6.25
<b>Total</b>	<b>16</b>	<b>0</b>	<b>16</b>	<b>100.00</b>

### Distribution of Full-Time Faculty by Graduate Faculty Status

Graduate Faculty	Continuing	New	Total	%
Affiliated	1	0	1	6.25
Associate	2	0	2	12.50
Full	12	0	12	75.00
No	1	0	1	6.25
<b>Total</b>	<b>16</b>	<b>0</b>	<b>16</b>	<b>100.00</b>

### 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 - June 30, 2020

Dianne Letsch, Adjunct Professor, August 15, 2017 - Present

Rhonda McClellan, Director, June 1, 2012 - Present

Rhonda McClellan, Director, June 1, 2012 - Present

Angela Webster, 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	2	0	2	12.50
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	7	3	10	62.50
Non-Resident Alien	1	0	1	6.25
Unknown	0	0	0	0.00
<b>Total</b>	11	5	16	100.00
<b>%</b>	68.75	31.25	100.00	

**APPENDIX B: INSTRUCTIONAL ACTIVITIES**

**SSCH by ADHE Term**

<b>Term</b>	<b>HS Concurrent</b>	<b>Undergraduate</b>	<b>Graduate</b>	<b>Total</b>
Spring On-Schedule 2020	0	0	1,584	1,584
Spring Off-Schedule 2020	0	0	0	0
Summer I On-Schedule 2020	0	0	305	305
Summer I Off-Schedule 2020	0	0	529	529

<b>Fiscal Year</b>	<b>HS Concurrent</b>	<b>Undergraduate</b>	<b>Graduate</b>	<b>Total</b>
July 2019 - June 2020	0	0	4,376	4,376
July 2018 - June 2019	0	0	5,389	5,389
July 2017 - June 2018	0	0	6,414	6,414
July 2016 - June 2017	0	0	6,921	6,921
July 2015 - June 2016	0	0	6,906	6,906

**Academic Advising Loads**

<b>Term</b>	<b>Undergraduate</b>	<b>Graduate</b>
Spring 2020	0	62

**Total Undergraduate Program Enrollment**

No data available

**Total Graduate Program Enrollment**

<b>EDS-Educational Leadership</b>	<b>Enrolled</b>
Fall On-Schedule 2019	48
Fall On-Schedule 2018	53
Fall On-Schedule 2017	58
Fall On-Schedule 2016	64
Fall On-Schedule 2015	54

<b>GC-Computer Science and Teaching</b>	<b>Enrolled</b>
Fall On-Schedule 2019	0

<b>GC-Instructional Facilitator</b>	<b>Enrolled</b>
Fall On-Schedule 2018	0
Fall On-Schedule 2017	0
Fall On-Schedule 2016	0
Fall On-Schedule 2015	0

<b>GC-Instructional Technology-Distance Education</b>	<b>Enrolled</b>
Fall On-Schedule 2018	2
Fall On-Schedule 2017	0
Fall On-Schedule 2016	0
Fall On-Schedule 2015	1

<b>GC-Instructional Technology-Media Design &amp; Development</b>	<b>Enrolled</b>
Fall On-Schedule 2019	0
Fall On-Schedule 2018	1
Fall On-Schedule 2017	0
Fall On-Schedule 2016	0
Fall On-Schedule 2015	0

<b>GC-Instructional Technology-Technical Support</b>	<b>Enrolled</b>
Fall On-Schedule 2018	0
Fall On-Schedule 2017	0
Fall On-Schedule 2016	0
Fall On-Schedule 2015	0

<b>GC-Online Teaching and Learning</b>	<b>Enrolled</b>
Fall On-Schedule 2019	0

<b>MS-College Student Personnel Administration</b>	<b>Enrolled</b>
Fall On-Schedule 2019	34

<b>MS-College Student Personnel Services</b>	<b>Enrolled</b>
Fall On-Schedule 2018	32
Fall On-Schedule 2017	30
Fall On-Schedule 2016	30
Fall On-Schedule 2015	25

<b>MS-Instructional Technology</b>	<b>Enrolled</b>
Fall On-Schedule 2019	7
Fall On-Schedule 2018	9
Fall On-Schedule 2017	11
Fall On-Schedule 2016	9
Fall On-Schedule 2015	19

<b>MS-Library Media and Information Technologies</b>	<b>Enrolled</b>
Fall On-Schedule 2019	50
Fall On-Schedule 2018	58
Fall On-Schedule 2017	90
Fall On-Schedule 2016	116
Fall On-Schedule 2015	115

<b>MS-School Counseling K-12</b>	<b>Enrolled</b>
Fall On-Schedule 2019	86
Fall On-Schedule 2018	130
Fall On-Schedule 2017	152
Fall On-Schedule 2016	138
Fall On-Schedule 2015	118

<b>MS-School Leadership, Management, and Administration</b>	<b>Enrolled</b>
Fall On-Schedule 2019	22
Fall On-Schedule 2018	24
Fall On-Schedule 2017	27
Fall On-Schedule 2016	28
Fall On-Schedule 2015	28

<b>PHD-Leadership Studies</b>	<b>Enrolled</b>
Fall On-Schedule 2019	41
Fall On-Schedule 2018	48
Fall On-Schedule 2017	48
Fall On-Schedule 2016	47
Fall On-Schedule 2015	45

<b>PMC-District Level Administration</b>	<b>Enrolled</b>
Fall On-Schedule 2019	6
Fall On-Schedule 2018	2
Fall On-Schedule 2017	3
Fall On-Schedule 2016	3
Fall On-Schedule 2015	3

<b>PMC-School-Based Leadership-Adult Education Program Administration</b>	<b>Enrolled</b>
Fall On-Schedule 2019	0
Fall On-Schedule 2018	0
Fall On-Schedule 2017	0
Fall On-Schedule 2016	0
Fall On-Schedule 2015	0

<b>PMC-School-Based Leadership-Building Administration</b>	<b>Enrolled</b>
Fall On-Schedule 2019	8
Fall On-Schedule 2018	6
Fall On-Schedule 2017	6
Fall On-Schedule 2016	3
Fall On-Schedule 2015	0

<b>PMC-School-Based Leadership-Curriculum Administration</b>	<b>Enrolled</b>
Fall On-Schedule 2019	0
Fall On-Schedule 2018	1
Fall On-Schedule 2017	1
Fall On-Schedule 2016	2



Fall On-Schedule 2015	2
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**PMC-School-Based  
Leadership-Gifted-Talented Program  
Administration**

	<b>Enrolled</b>
Fall On-Schedule 2019	0
Fall On-Schedule 2018	0
Fall On-Schedule 2017	0
Fall On-Schedule 2016	0
Fall On-Schedule 2015	0

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

	<b>Enrolled</b>
Fall On-Schedule 2019	3
Fall On-Schedule 2018	2
Fall On-Schedule 2017	2
Fall On-Schedule 2016	4
Fall On-Schedule 2015	3

**Total Undergraduate Program Degrees Awarded**

No data available

**Total Graduate Program Degrees Awarded**

<b>May 2020</b>	<b>Degrees Awarded</b>
EDS-Educational Leadership	13
GC-Computer Science and Teaching	0
GC-Instructional Technology-Media Design & Development	0
GC-Online Teaching and Learning	0
MS-College Student Personnel Administration	15
MS-Instructional Technology	1
MS-Library Media and Information Technologies	3
MS-School Counseling K-12	20
MS-School Leadership, Management, & Administration	4
PHD-Leadership Studies	2
PMC-District-Level Administration	1
PMC-School-Based Leadership-Adult Education Program Admin.	0
PMC-School-Based Leadership-Building Administration	0
PMC-School-Based Leadership-Curriculum Administration	0
PMC-School-Based Leadership-Gifted-Talented Program Admin.	0
PMC-School-Based Leadership-Special Ed. Program Admin.	0
<b>Total</b>	<b>59</b>

**EDS-Educational Leadership**

**Degrees Awarded**

July 2019 - June 2020	30
July 2018 - June 2019	23
July 2017 - June 2018	35
July 2016 - June 2017	29
July 2015 - June 2016	22
<b>Total</b>	<b>139</b>

<b>GC-Computer Science and Teaching</b>	<b>Degrees Awarded</b>
July 2019 - June 2020	0
<b>Total</b>	<b>0</b>

<b>GC-Instructional Facilitator</b>	<b>Degrees Awarded</b>
July 2016 - June 2017	0
July 2015 - June 2016	0
<b>Total</b>	<b>0</b>

<b>GC-Instructional Technology-Distance Education</b>	<b>Degrees Awarded</b>
July 2018 - June 2019	0
July 2017 - June 2018	0
July 2016 - June 2017	0
July 2015 - June 2016	0
<b>Total</b>	<b>0</b>

<b>GC-Instructional Technology-Media Design &amp; Development</b>	<b>Degrees Awarded</b>
July 2019 - June 2020	0
July 2018 - June 2019	0
July 2017 - June 2018	0
July 2016 - June 2017	1
July 2015 - June 2016	0
<b>Total</b>	<b>1</b>

<b>GC-Instructional Technology-Technical Support</b>	<b>Degrees Awarded</b>
July 2018 - June 2019	0
July 2017 - June 2018	0
July 2016 - June 2017	0
July 2015 - June 2016	0
<b>Total</b>	<b>0</b>

<b>GC-Online Teaching and Learning</b>	<b>Degrees Awarded</b>
July 2019 - June 2020	0
<b>Total</b>	<b>0</b>

<b>MS-College Student Personnel Administration</b>	<b>Degrees Awarded</b>
July 2019 - June 2020	17
<b>Total</b>	<b>17</b>

<b>MS-College Student Personnel Services</b>	<b>Degrees Awarded</b>
July 2018 - June 2019	9
July 2017 - June 2018	20
July 2016 - June 2017	10
July 2015 - June 2016	12
<b>Total</b>	<b>51</b>

<b>MS-Instructional Technology</b>	<b>Degrees Awarded</b>
July 2019 - June 2020	3
July 2018 - June 2019	3
July 2017 - June 2018	3
July 2016 - June 2017	7
July 2015 - June 2016	9
<b>Total</b>	<b>25</b>

<b>MS-Library Media and Information Technologies</b>	<b>Degrees Awarded</b>
July 2019 - June 2020	15
July 2018 - June 2019	38
July 2017 - June 2018	45
July 2016 - June 2017	54
July 2015 - June 2016	47
<b>Total</b>	<b>199</b>

<b>MS-School Counseling</b>	<b>Degrees Awarded</b>
July 2015 - June 2016	31
<b>Total</b>	<b>31</b>

<b>MS-School Counseling K-12</b>	<b>Degrees Awarded</b>
July 2019 - June 2020	51
July 2018 - June 2019	46
July 2017 - June 2018	56
July 2016 - June 2017	44
<b>Total</b>	<b>197</b>

<b>MS-School Leadership, Management, &amp; Administration</b>	<b>Degrees Awarded</b>
July 2019 - June 2020	11
July 2018 - June 2019	11
July 2017 - June 2018	12
July 2016 - June 2017	12
July 2015 - June 2016	14
<b>Total</b>	<b>60</b>

<b>PHD-Leadership Studies</b>	<b>Degrees Awarded</b>
July 2019 - June 2020	3
July 2018 - June 2019	4
July 2017 - June 2018	4
July 2016 - June 2017	7
July 2015 - June 2016	8
<b>Total</b>	<b>26</b>

<b>PMC-District-Level Administration</b>	<b>Degrees Awarded</b>
July 2019 - June 2020	1
July 2018 - June 2019	0
July 2017 - June 2018	1
July 2016 - June 2017	4
July 2015 - June 2016	1
<b>Total</b>	<b>7</b>

<b>PMC-School-Based Leadership-Adult Education Program Admin.</b>	<b>Degrees Awarded</b>
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July 2019 - June 2020	0
July 2018 - June 2019	0
July 2017 - June 2018	0
July 2016 - June 2017	0
July 2015 - June 2016	0
<b>Total</b>	<b>0</b>

<b>PMC-School-Based Leadership-Building Administration</b>	
	<b>Degrees Awarded</b>
July 2019 - June 2020	2
July 2018 - June 2019	3
July 2017 - June 2018	3
July 2016 - June 2017	0
July 2015 - June 2016	0
<b>Total</b>	<b>8</b>

<b>PMC-School-Based Leadership-Curriculum Administration</b>	
	<b>Degrees Awarded</b>
July 2019 - June 2020	0
July 2018 - June 2019	1
July 2017 - June 2018	0
July 2016 - June 2017	0
July 2015 - June 2016	0
<b>Total</b>	<b>1</b>

<b>PMC-School-Based Leadership-Gifted-Talented Program Admin.</b>	
	<b>Degrees Awarded</b>
July 2019 - June 2020	0
July 2018 - June 2019	0
July 2017 - June 2018	0
July 2016 - June 2017	0
July 2015 - June 2016	0
<b>Total</b>	<b>0</b>

<b>PMC-School-Based Leadership-Special Ed. Program Admin.</b>	
	<b>Degrees Awarded</b>
July 2019 - June 2020	1
July 2018 - June 2019	2
July 2017 - June 2018	0
July 2016 - June 2017	2
July 2015 - June 2016	0
<b>Total</b>	<b>5</b>

**Number of Directed Individual Student Learning Activities**

<b>Involvement Type</b>	<b>No.</b>
Dissertation Committee Chair	10
Dissertation Committee Co-Chair	7
Dissertation Committee Member	23
Honors Thesis Advisor	1
Independent Research Advisor	2
Independent Study Advisor	1
Master's Thesis Committee Chair	3
Master's Thesis Committee Member	3
<b>Total</b>	<b>50</b>

## 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:

Independent Study Advisor, (CSPA6340), Eaves, Currie. *Career Advising in Higher Education*.  
January 9, 2020 - Present. Status: In-Process.  
Outcomes: Course Completion

Dissertation Committee Member, Dodson, Jenny. . January 2020 - Present. Status: In-Process.  
Outcomes:

Master's Thesis Committee Chair, (CSPA6195 & 6295), Miller, Conner. *Men of Steel: Superhero Culture and Masculinity in Higher Education*. August 2019 - Present. Status: In-Process.  
Outcomes:

Master's Thesis Committee Member, (CSPA6195 & 6295), Barrientos, Bertita. *Role of Family Support and Latinidad in Latino College Students' Transition*. August 2019 - Present.  
Status: In-Process.  
Outcomes:

Master's Thesis Committee Member, (CSPA6195 & 6295), Juster, Matthew. *Giving Voice to Graduate Assistants on Call*. August 2019 - Present. Status: In-Process.  
Outcomes:

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

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

Dissertation Committee Member, Dodson, Jenny. . December 9, 2019 - Present. Status:  
In-Process.  
Outcomes:

Master's Thesis Committee Chair, (CSPA6V95), Juster, Matthew. *Giving Voice to Graduate Assistants On-Call: A Critical Phenomenology*. May 1, 2019 - April 1, 2020. Status:  
Completed.  
Outcomes:

Master's Thesis Committee Member, (CSPA6V95), Miller, Conner. *Men of Steel: Masculinity and Superhero Culture in Higher Education*. May 1, 2019 - April 1, 2020. Status: Completed.  
Outcomes:

Master's Thesis Committee Chair, (CSPA6V95), Barrientos, Bertha. *Role of Family Support and Latinidad in Latino College Students' Transition*. May 1, 2019 - March 30, 2020. Status:  
Completed.  
Outcomes:

Dissertation Committee Member, Jones, Henry. . January 1, 2019 - Present. Status.  
Outcomes:

Dissertation Committee Member, Stacks, Jamie. . August 15, 2019 - Present. Status: In-Process.  
Outcomes:

Dissertation Committee Member, Jones, Henry. *Building Capacity for Parent / Community Involvement in Public Schools*. February 7, 2019 - Present. Status.  
Outcomes:

Dissertation Committee Member, Ferris. . February 2019 - Present. Status: Proposal.  
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, (LEAD), Tribble, Dana. *Teaching Leader Identity*. January 1, 2019 - Present. Status.  
Outcomes:

Dissertation Committee Member, Cooley, Lisa. . September 2018 - Present. Status.  
Outcomes:

Dissertation Committee Member, Wilson, Josh. . August 2018 - Present. Status.  
Outcomes:

Independent Research Advisor, Freeman, Emily, Wilson, Josh. . May 2018 - Present. Status.  
Outcomes:

Independent Research Advisor, Wilson, Josh. . May 2018 - Present. Status.  
Outcomes:

Dissertation Committee Member, Oliver, Corey. *An Examination of Racial Disparity in Leadership Disciplinary Decisions in Arkansas public schools*. 2018 - Present. Examine the role of leadership in disciplinary decisions for racially diverse students.

, Status: In-Process.  
Outcomes:

Honors Thesis Advisor, Wallace, Chakiah. *I Am Shuh-KY-uh: Pronouncing and (Mis)pronouncing Individuals' First Names*. 2018 - Present. Exploring the lived experiences of college students whose names are repeatedly mispronounced and/or disregarded.

, Status: In-Process.  
Outcomes:

Dissertation Committee Member, Williams, Shannon. *Relationships and Influences of Racial Identity Development and Leadership Identity Development on Black Men's Undergraduate College Persistence*. January 2017 - Present. Examine the influence of racial and leadership identity development on the persistence of black undergraduate men., Status: In-Process.  
Outcomes:

### Number of Directed Group Student Learning Activities

Involvement Type	No.
Field Experience	2
Group Research	5
Other	1
<b>Total</b>	<b>8</b>

### List of Directed Group Student Learning Activities

Field Experience for EDUC 3220, August 1, 2018 - Present. The UCA/LRSD Cultural Proficiency Institute supports the critical need to prepare teachers to teach in urban school settings. The program design is to produce teachers who possess a mindset, values, and behaviors that generate appropriate and effective responses to the issues regarding diversity in urban school settings.  
Outcomes: Publication

Field Experience for EDUC, May 1, 2018 - Present. Cultural Proficient Institute  
Outcomes:

Mentoring/Induction Program for, August 1, 2017 - Present. To help with teacher retention by giving support to beginning teachers. Beginning teachers receives a UCA mentor.  
Outcomes: Presentation

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. Stuttgart Chamber and Phillips Community College Leadership Institute; developed and taught leadership workshops; research project as well  
Outcomes: Presentation

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, January 17, 2019 - Present. Working with Loi Booher and Michael Turley researching teacher leader identity - going from idea to publication  
Outcomes:

## 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	1	\$38,000,000
Private	0	\$0	1	\$4,000
State	0	\$0	2	\$325,000
Other	0	\$0	1	\$3,000
<b>Total External</b>	0	\$0	5	\$38,332,000
University of Central Arkansas	1	\$2,011	3	\$4,130

### List of Grants and Contracts

#### Under Review

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

#### Funded

Bruick, T. J. (Principal Investigator), "College of Education Research and Scholarly Activities Award," Sponsored by College of Education, University of Central Arkansas, University of Central Arkansas, \$1,000.00.

Couture, V. G., Oyeniyi, O., "Graduate Recruitment Grant," Sponsored by UCA Graduate School, University of Central Arkansas, \$1,500.00. (November 2019 - June 2020).

Green, C. R. (Instrumental in drafting proposal for funding-Grant Writing), Smith, S. (Principal Investigator), "Comprehensive Literacy State Development Program," Sponsored by Department of Education, Federal, \$38,000,000.00. (December 2019 - December 2024).

Green, C. R. (Mentor), Grove-Scott, V. (Principal Investigator), "Disruptive Education Equity Project (DEEP) Education Equity Grant," Sponsored by Winthrop Rockefeller Foundation, State, \$150,000.00. (August 1, 2019 - August 2021).

Groves-Scott, V. (Co-Principal Investigator), Green, C. R. (Co-Principal Investigator), Smith, M. J. (Supporting), "UCA Normal School Center for Educational Equity (NSCEE)," Sponsored by Winthrop Rockefeller Foundation, Private, \$4,000.00. (July 1, 2019 - June 30, 2020).

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

Oyeniyi, O. F., "Faculty of Education Research and Scholarly Activity Award," Sponsored by UCA College of Education, University of Central Arkansas, \$1,630.00.

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).  
No data available

#### Number of Accepted or Published Publications by Type

Type	Peer Reviewed	Non-Peer Reviewed	Total	Student Author
Book	2	0	2	0
Chapter	3	0	3	0
Journal Article	11	0	11	1
Other	1	0	1	0
<b>Total</b>	<b>17</b>	<b>0</b>	<b>17</b>	<b>1</b>

#### Number of Submitted Publications by Type

Type	Peer Reviewed	Non-Peer Reviewed	Total	Student Author
Journal Article	3	0	3	2
<b>Total</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>2</b>

#### List of Publications

##### A. Peer Reviewed

##### 1. Accepted or Published

- Anderson, D. L., Martens, H. C., Baldwin, A. G., Bruick, T. J., Simon, J. B. (2020). Additive Predictive Power of Non-Cognitive Factors on the Academic Performance of Special Admissions Students. *Journal of The First-Year Experience & Students in Transition*, 32.1(1), 59-77.  
[https://sc.edu/about/offices\\_and\\_divisions/national\\_resource\\_center/publications/journal/](https://sc.edu/about/offices_and_divisions/national_resource_center/publications/journal/)
- Burke, M. (in press). How Arkansas teachers grapple with cultural diversity. *To appear in Arkansas Association of Teacher Educators Electronic Journal*.
- Bang, N. M., Hu, H., Couture, V. G. (2020). School Counselors and Technology: Bridging the Gap for Student Success. In S.P. Huffman, S.D. Loyless, S. Albritton, & C. Green (Ed.), *Leveraging Technology to Improve School Safety and Student Wellbeing* (1st ed., pp. pp. 167-187)., Pennsylvania: IGI Global.
- Casey, K. M., Whittingham, J. L., Shaw, E. O., Gallavan, N. (2021). Improving Online Instruction: A Study of Online Course Delivery Methods. *To appear in Journal of Educators Online*.
- 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.
- Green, C. R., Nadelson, L., Miller, R. G. (2020). Supporting Opportunities for All: Strategic Collaborative Partnerships to Increase Book Access for Children. *To appear in Southeast Regional Association Teacher Educators Journal*, 29(1), 15.
- Harless, A., Couture, V. G., Bang, N. M. (2020). Writing and Presenting Research. In M.O. Adekson (Ed.), *Handbook of Counseling and Counselor Education* (pp. p. 369-387). New York, NY: Routledge/Taylor&Francis-Infoma UK Limited.

Huffman, S. P., Loyless, S. D., Albritton, S. L., Green, C. R. (2020). *Leveraging technology to improve school safety and student wellbeing*. Hershey, PA: IGI Global.

Lane, E. G., Morris, D. D., McClellan, R. L., Brantley, S., Argue, S., Boles, J. (2020). Public Health Leadership in a Disadvantaged Landscape. *MedCrave Online Journal of Public Health*, 9(2), 44-51.  
[https://medcraveonline.com/MOJPH/volume\\_issues?issueId=3057&volumeId=785](https://medcraveonline.com/MOJPH/volume_issues?issueId=3057&volumeId=785)

Loyless, S. D., Shaw, E. O. (2020). Beyond retreat and rebellion: Building teacher capacity for optimized student engagement & agency. *Leveraging technology to improve school safety and student wellbeing*. Hershey, PA: IGI Global.

McClellan, R. L., Hyle, A. E. Experiential learning: Dissolving classroom and research borders. *Journal of Experiential Learning*, 35(1), 238-252.

Nadelson, S., Nadelson, L. (2020). Curiosity and caring levels in undergraduate nursing education: A relational investigation toward understanding empathetic curiosity. *International Journal of Human Caring*, 24(3), 202-212.

Nadelson, S., Nadelson, L. (2020). Bringing a mystery to the evidence-based practice: Using escape rooms to enhance learning. *Worldviews on Evidence-Based Nursing*, 17(4), 329-33`.

Oyeniya, O. F. (2020). Substance Abuse in Adolescence: The Role of School Counselors. In Dalena Dillman Taylor, Ph.D. - University of Central Florida, USA Amber Haley - University of Central Florida, USA Matthew Lemberger-Truelove- University of North Texas, USA (Ed.), *No* (Issue 1/Spring Edition ed., vol. Volume 7, pp. Page 5-6). North Carolina, United States: Association for Child and Adolescent Counseling.  
<https://secureservercdn.net/166.62.112.150/61f.465.myftpupload.com/wp-content/uploads/2020/06/ACAC-Newsletter-Vol-7-Issue-1.pdf?time=1603942420>

Seager, C., Bruick, T. J. (in press). Hiring Decisions of Graduate Assistant and Full-Time Hall Directors in Resident Assistant Recruitment. *To appear in Journal of College and University Student Housing*.

Webster, A. F. (in press). Education and the Black experience. In Dr. Michael Mwenda Kithinji & Dr. Ogechi Emmanuel Anyanwu (Ed.), *Africana World in Perspective: An Introduction to Africa and the African diaspora.*: Kendall Hunt.

Wilson, J.\*, North, M. A., Morris, D. D., McClellan, R. L. (in press). Rethinking Implicit Leadership Theories: Tomorrow's Leaders are Collective, Generative, and Adaptive. *To appear in Journal of Leadership Studies*, 14(3).  
<https://onlinelibrary.wiley.com/journal/1935262x>

## 2. Submitted

Brantley, S.\*, Morris, D. D., Rainey, J. L., McClellan, R. L. The Status of Health Literacy Education in Speech-Language Pathology Programs. *Health Literacy Research and Practice*. <https://www.healio.com/public-health/journals/hlrp>

Graybeal, L. M., Segó, A. L., Kohler, P. A. "Who's out there?" Modeling Innovation in Juvenile Justice through a Campus-Community Partnership Case Study. *International Journal of Research on Service-Learning and Community Engagement*, 8(1).  
<https://ijrslce.scholasticahq.com/>

Wilson, J.\* , North, M. A., Morris, D. D., McClellan, R. L. Rethinking Implicit Leadership Theories: Tomorrow's Leaders are Collective, Generative, and Adaptive. *Journal of Leadership Studies*.

B. Non-Peer Reviewed

1. Accepted or Published

No data available

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	
State	8	0	2	6	0	0
Regional	3	0	0	3	0	0
National	4	0	0	4	0	0
International	14	1	0	13	0	1
<b>Total</b>	<b>29</b>	<b>1</b>	<b>2</b>	<b>26</b>	<b>0</b>	<b>1</b>

**List of Presentations**

A. Peer Reviewed

Brantley, S.\* , Morris, D. D., McClellan, R. L., Rainey, J. L. (2020). *The Status of Health Literacy Education in Speech-Language Pathology Programs*. Poster Session presented at Health Equity and Disparities in the Time of COVID-19, Institute for Healthcare Advancement, Virtual Conference.

Couture, V. G., Oyeniyi, O. F. (2020). *Supporting LGBTQIA Students: Understanding the School Counselor's Role*. Paper Session presented at Arkansas School Counseling Association, Virtual Conference., Arkansas School Counseling Association, Virtual.

Green, C. R. (Feb. 2020). *Equity Mindset: Leadership perspectives*. Paper Session presented at America Association of Colleges for Teacher Education, Atlanta, GA.

Hu, H., , Couture, V. G. (Nov. 2020). *Technology Progression in School Counseling and Counselor Education: To Meet Diverse Needs*. Roundtable presented at Association for Educational Communications and Technology International Conference, Virtual.

Hu, H., Garimella, U. I. (Oct. 2020). *Algebra Connecting Concepts: An Evaluation of a Professional Development Program*. Paper Session presented at MSERA Virtual Conference, Virtual.

Hu, H., Wake, D. G., Shaw, E. O. (Oct. 2020). *The Voices of AMI: From District Library Media and Instructional Technology Specialists*. Paper Session presented at MSERA Virtual Conference, Virtual.

Hu, H. (Apr. 2020). *Applying UDL in Online Environments and MOOCs with Fidelity: What Does this Mean and How can it be Accomplished?* Panel presented at Society for Information Technology & Teacher Education International Conference, UCA, New Orleans, LA. United States (changed to virtual conference).

- Hu, H., Wake, D. G. (Apr. 2020). *Bearcode: The Blueprint of a Robotics and Programming Summer Camp*. Paper Session presented at Society for Information Technology & Teacher Education International Conference, Association for the Advancement of Computing in Education (AACE), New Orleans, LA. United States (changed to virtual conference).
- 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.
- Nadelson, L., Albritton, S. L., Bruick, T. J., Couture, V. G., Green, C. R., Loyless, S. D., Mills, M. S., Oyeniyi, O. (Oct. 2020). *The Education Equity Mindset of Post-secondary Faculty Members*. Seminar presented at Mid-South Educational Research Association Annual Virtual Conference, Mid-South Educational Research Association, Virtual.
- Nadelson, S., Nadelson, L. (Dec. 2020). *Breaking Free from Tradition with the Use of "Escape Rooms" in Higher Education*. Seminar presented at Nursing 2020, Endeavour Research Pvt Ltd, Virtual.
- Nadelson, S., Nadelson, L., Gray, R. M., Gillis, L. J., Griffith, K. S. *Appraisal of the Effectiveness of an open-source innovative asynchronous simulation platform in teaching undergraduate nursing students professional concepts*. Poster Session presented at AACN Faculty Development Virtual Conference, AACN, Online.
- Nadelson, S., Nadelson, L. (Oct. 2020). *Using the Health Belief Model to Enhance the Use of Face Masks*. Seminar presented at Arkansas Public Health Education Conference, Arkansas Public Health Education, Virtual.
- Nadelson, S. G., Nadelson, L. S., Griffith, K. S., Gray, R. M., Connor, K. *Using an Asynchronous Open Source Platform for Leadership Education*. Poster Session presented at International Nursing Association for Clinical Simulation and Learning Conference 2021, International Nursing Association for Clinical Simulation and Learning, Virtual and Denver CO.
- Nadelson, S., Nadelson, L. *Developing Quality Graduates: A Study of Nursing Faculty Teaching Practices and Curiosity*. Poster Session presented at International Rural Nurse Conference, International Rural Nurse Organization, Greeley, CO.
- Nadelson, S., Nadelson, L. *Using Simulation to Enhance Performance and Decision-Making Skills*. Poster Session presented at Georgetown U TLISI Learning Conference, Georgetown University, Washington DC.
- Nadelson, S., Nadelson, L. (Jan. 2020). *Developing Curiosity through Simulation: A Synthesis of What Research Findings Indicate*. Poster Session presented at Annual IMISH Conference, IMISH, San Diego, CA.
- Nadelson, S., Nadelson, L. (Jan. 2020). *Empathetic Curiosity: Does this Exist in Higher Education Students*. Poster Session presented at Hawaii International Conference on Education, Waikiki, HI.
- Oyeniyi, O. F., Couture, V. G. (Oct. 2020). *A Comparison of First-Year Undergraduate and Graduate International Students' Adjustment to College*. Seminar presented at Mid-South Educational Research Association Annual Virtual Conference, Mid-South Educational Research Association, Virtual.
- Oyeniyi, O. F., Couture, V. G. (2020). *Counseling Victims of Sexual Abuse: Creating and Maintaining Hope*. Seminar presented at Arkansas School Counseling Association, Virtual Conference., Arkansas School Counseling Association, Virtual.

Oyenyi, O. F. (Sept. 2020). *Implementing Creative Online Teaching Strategies and Providing a Safe E-Learning Space in Multicultural Counseling Course*. Seminar presented at Association for Creativity in Counseling, Association for Creativity in Counseling, Virtual.

Oyenyi, O. F. (2020). *Job Search and Beyond: International Counselor Educators*. Seminar presented at Association for Multicultural Counseling and Development, Association for Multicultural Counseling and Development, Virtual.

Powell, K., Shaw, E. O. *Teachers, Too: Using Content Area Literacy Strategies in the School Library*. presented at 2020 AAIM Conference, Hot Springs, Arkansas.

Powell, K., Shaw, E. O. *How to Use Content Area Literacy Strategies in the School Library Media Center*. Workshop presented at 2020 Arkansas Association of Instructional Media Annual Conference, Hot Springs, Arkansas.

Shaw, E. O., Thompson, A. D., Powell, K., Whittingham, J. L. (Oct. 2020). *We are what we read: The reading habits of teachers and school librarians*. Workshop presented at Arkansas Library Association Conference, Arkansas Library Association, Virtual.

Trumble, J. F., Nadelson, L. (June 2020). *Virtual Reality and Learners' Self-perception of Success*. Roundtable presented at ISTE 2020, International Society for Technology in Education, Anaheim, CA.

Trumble, J. F., Nadelson, L. (Apr. 2020). *Immersive Virtual Reality (VR) and preservice teachers': A Mixed Methods Study on Spatial Visualization, Prediction, and Possibilities*. Paper Session presented at SITE 2020, Society for Information Technology in Teacher Education, New Orleans, LA.

#### B. Non-Peer Reviewed

Green, C. R. (Jan. 2020). *Access to Books Influence on Cultural Capital*. Other presented at Arkansas Joint Senate and House Education Committee, Little Rock, AR.

Webster, A. F. (Mar. 2020). *Leading from Within*. Symposium presented at Colorful Women Summit, Hendrix College.

## APPENDIX D: PROFESSIONAL DEVELOPMENT AND RECOGNITION

### Number of Faculty Development Activities Attended

Type of Activity	No.
Conference	2
Continuing Education Program	2
Courses Beyond Last Degree	1
Self-Study Program	1
Seminar	3
Tutorial	2
Workshop	11
Other	1
<b>Total</b>	<b>23</b>

### List of Faculty Development Activities Attended

#### A. Professional Meetings/Conferences Attended

MSERA Annual Conference. MSERA. Conway, Arkansas. Credit Hours. October 28, 2020 - October 29, 2020.

AACTE Annual Meeting. American Association of Colleges of Teachers of Educators. Atlanta, Georgia. Credit Hours. February 28, 2020 - March 1, 2020.

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

Continuing Education Program. ArACES Mid-Winter Conference. Arkansas Association for Counselor Education and Supervision. Conway, Arkansas. Credit Hours. February 21, 2020

Workshop. LGBTQ+ Inclusive Practice for Middle/High School Students. COE. Credit Hours. October 16, 2020

Workshop. Disruptive Equity Education Project (DEEP) Training. Disruptive Equity Education Project. Credit Hours. January 2020 - August 2020

Workshop. Social Impact Exchange Conference. Social Impact Exchange. New York, New York. Credit Hours. January 20, 2020 - January 22, 2020

Continuing Education Program. New Faculty Learning Community. University of Central Arkansas. Conway, United States. Credit Hours. August 20, 2018 - Present

Workshop. Community Development Institute. University of Central Arkansas. Credit Hours. January 2012 - 2020

Seminar. Disruptive Equity Education Project. Harvard DEEP. Credit Hours. January 2020 - Present

Self-Study Program. Strategies for Online Teaching. CTE. Credit Hours. September 7, 2019 - Present

Tutorial. Chair Meeting with Junior Faculty. College of Education. Conway, Arkansas. Credit Hours: 1. October 21, 2020



Workshop. Final DEEP Training. College of Education, University of Central Arkansas. Conway, Arkansas. Credit Hours: 3. September 21, 2020

Workshop. DEEP Training. College of Education, University of Central Arkansas. Conway, Arkansas. Credit Hours: 3. July 1, 2020

Workshop. DEEP Training. College of Education, University of Central Arkansas. Conway, Arkansas. Credit Hours: 3. June 11, 2020

Workshop. DEEP Training. College of Education, University of Central Arkansas. Conway, Arkansas. Credit Hours: 3. April 15, 2020

Seminar. Lived Experiences of Latinx and Hispanic Students. Center for Teaching and Learning/University of Central Arkansas. Conway, Arkansas. Credit Hours: 1. February 25, 2020

Data Day. Data Day CAEP. Faculty of Education. Conway, Arkansas. Credit Hours: 1. February 18, 2020

Seminar. Over the Rainbow: Lived Experiences of a Student on the Autism Spectrum. Center for Teaching Excellence/University of Central Arkansas. Conway, Arkansas. Credit Hours: 1. February 10, 2020

Tutorial. 1st-3rd Year Faculty Meeting. College of Education/University of Central Arkansas. Conway, Arkansas. Credit Hours: 1. February 4, 2020

Workshop. Harvard DEEP Training. College of Education/University of Central Arkansas. Conway, Arkansas. Credit Hours: 13. January 7, 2020 - January 8, 2020

Workshop. Reacting to the Past. University of Central Arkansas. Conway, Arkansas. Credit Hours. January 7, 2020

Workshop. Disruptive Equity Education Project (DEEP). University of Central Arkansas. Conway, Arkansas. Credit Hours. January 7, 2020 - January 8, 2020

### **List of Awards and Honors**

Barclay, Susan Rene Research Award nominee, UCA College of Education, College. (February 6, 2020).

## APPENDIX E: SERVICE AND COMMUNITY ENGAGEMENT

### Number of Activities with External Partners

Type of Activity	No.
Field Trip	1
Fundraising	1
Service Learning	2
Other	7
Unknown	1
<b>Total</b>	<b>12</b>

### List of Activities with External Partners

Workshops, Arkansas Division of Higher Education, January 2019 - Present

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

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

Service Learning, Arkansas Imagination Library, August 31, 2018 - Present

Working with Arkansas community leaders to close the opportunity gap regarding early literacy opportunities through promoting Dolly Parton Imagination library. A program that delivers books to the homes of children age 0-5.

Service Learning, NAACP and African American Churches, August 2018 - Present

Work with the Faulkner County NAACP and am the lead for the "Catching Up From the Starting Line" Initiative. This is an initiative where we work with African American churches to increase the culture of reading in African American homes.

Field Trip, Little Rock School District, February 1, 2018 - Present

The UCA/LRSD Cultural Proficiency Institute is designed to help UCA students establish a set of values and behaviors that create the appropriate mindset to effectively respond to diversity issues.

Historical Education Site, February 2018 - Present

Working with UCA Cabinet Member Kelly Ernstein, Senator Jason Rapert, and Congressmen French Hill to establish the UCA Rosenwad Project.

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	4	37	41
College	8	29	37
University	3	34	37
<b>Total</b>	15	100	115

\* 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, Council of Deans, October 1, 2017 - Present

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.

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, University Curriculum and Assessment Committee, January 2012 - Present  
 Participate in the committee's work with curriculum and assessment.

Member, Strategic Planning Committee, October 15, 2019 - May 15, 2020  
 Serve on Goal 2 Sub-committee to refresh the university's strategic goals beginning 2023.

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.

Member, Faculty Support Working Group (Council for Student Success), January 17, 2020 - Present  
Working group charged to consider factors related to teaching effectiveness, recommend actions to support teaching effectiveness and student academic success, and assess actions taken to support faculty teaching.

Member, Innovation Working Group (Council for Student Success), October 1, 2019 - Present  
Working group charged with exploring innovative strategies to support student success. 2019-2020: Developed draft framework for comprehensive student orientation experience. Framework included development of orientation objectives and operation and learning outcomes.

Member, Black Male Experience Committee, March 1, 2018 - Present  
Sub-committee of the Diversity Advisory Committee formed to explore the experience of Black male students at UCA. Assisted with creation of report to Diversity Advisory Committee with recommendations for supporting the success of Black male students at UCA.

Assisted in the planning and coordination of multiple focus groups with Black male students. Specific tasks included developing facilitator guide, coordinating facilitator training, developed and actively participated in data analysis process.

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, Scholarship Committee, January 1, 2019 - Present

Member, Diversity Advisory Committee, November 1, 2018 - Present

Member, Faculty Senate, August 2019 - June 2021

Member, Sabbatical Leave Review Committee, August 2019 - Present  
Reviewed applications from faculty, met with the committee to discuss and decide about the awardees for sabbatical leave for each semester.

Member, Student Evaluation of Teachers Committee, August 15, 2019 - Present  
This University Committee has been renamed and restructured as the "Student Course Experience Committee" ; it is aimed at providing an appropriate channel for students to provide useful feedback for faculty to improve the engagement and value orientation of the educational experience that is availed.

SEEDS, 2016 - Present

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Graduate Council, 2014 - Present

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Member, Graduate Council, November 2019 - Present

.

Member, Poverty Studies Work Group, September 2018 - Present

Monthly steering committee to organize, facilitate and produce events, awareness and opportunities to educate, study and involve UCA and community partners on the issues of poverty, including homelessness, literacy & research with non-profits. ongoing research with Children International (Little Rock) to manage change and new program delivery. Assist in design, facilitation of poverty awareness day seminar (2019) and perspectives on homelessness think tank (2019).

Graduate School Policy Committee, Graduate Council, September 1, 2020 - Present

The graduate school policy committee is responsible for making recommendations to GRADUATE COUNCIL concerning additions to and/or deletions from the graduate curricula. The school policy committee's responsibilities include, but are not limited to: review of new graduate programs and graduate courses; recommend the elimination of graduate courses and/or graduate programs; deliberations concerning the delivery of graduate courses and/or programs; and working with the graduate school to facilitate periodic review of graduate curricula.

Member, Graduate Council, August 16, 2019 - Present

Formulation of policy for graduate education to include such matters as student admission and retention, course load, credit transfer, research requirements, and minimal requirements for comprehensive exams, theses, and dissertations.

Member, Library Committee, September 9, 2019 - Present

Advise the director of the library on matters of general library policy. Report to colleagues in the respective colleges serve to maintain a flow of ideas and opinions between the faculty and the library staff. Advise on the allocation of funds to alleviate deficiencies in the specific subject areas.

. Viewed and provided feedback on a new Library Management System.

Member, Information Services Advisory Committee, September 1, 2019 - Present

Advise the President and members of the executive staff on campus technology planning and assists in monitoring and assessing implementation of technology planning. The committee rates/ranks proposals from sector working groups and from other campus constituents, and advises the president and members of the executive staff on technology plan implementation and project proposals, and in other ways as needed. Reviewed campus policies on technology updates.

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.

Member, 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 2019 - Present

Member, COE Curriculum & Assessment Committee, August 15, 2020 - Present  
Review and approve/deny proposed curricular changes from College of Education programs.

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, Impacting Tomorrow Educational Summit, 2019 - Present

I volunteered to help with the logistics of hosting an educational summit in which 48 Arkansas high schools sent over 500 students to UCA to learn about a career in education.

. I helped run the lunch station that served over 500 students efficiently. I also helped transition students from Reynolds Hall to the Student Center.

Member, Graduate Program Coordinator's Committee, August 2018 - Present

This committee meets once a month to work on activities requested by the College of Education Associate Dean and/or Dean.

Member, Graduate Program Director's Working Group, August 2018 - Present  
All the Graduate Program Director's are responsible to meet to discuss CAEP accreditation issues and strategies for improving our programs.

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.

Session Chair, Sanford Inspire Conference, October 27, 2018 - Present

Member, COE Counseling Faculty Search Committee, September 1, 2018 - Present

Member, COE Diversity Committee, August 16, 2017 - Present

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.

Secretary, COE Technology & Distance Education Committee, August 2019 - May 2020  
Take notes and create minutes for the committee meetings.

BeaconBites, 2019-2020, August 2019 - January 2020  
*Donated snack items*  
*Manned the table to greet students at the beginning and end of the semester.*

Member, COE Diversity Committee, August 15, 2019 - Present

Member, COE Curriculum & Assessment Committee, August 20, 2018 - Present  
Analyze COE data aligned to candidate content and pedagogical knowledge and make recommendations for continuous improvement.  
Support faculty understanding of CAEP Standard 1 Expectations (e.g., professional development opportunities).  
Seek avenues to involve external stakeholders in review of data (e.g., school partners).  
Continue oversight comparing and verifying alignment of current COE key assessments and common surveys to relevant standard sets and expectations for candidate content and pedagogical knowledge (INTASC, CAEP Standard 1, TESS, CF/COE Objectives).  
Review, develop, and/or revise COE key (not program) assessments and assessment practices based on best-practices research on validity and reliability (including all support materials: descriptions, support materials, resources, etc.).

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

Graduate Program Coordinators, 2016 - Present

Volunteer, Impacting Tomorrow Submit, February 21, 2020  
I assisted high school visitors in moving from one hall to another and served lunch. Assisted high school students and recruited students for our programs.

Volunteer, College of Education Beacon Bites Day, January 10, 2020

Offered students a welcome back snack and provided directions to their classrooms. I greeted our students and guide them to their classrooms especially students that are new to Mashburn so they want immediate confirmation that they are in the correct building and can navigate to their classrooms.

February 21, 2020

Impacting Tomorrow Summit - This event is a one day conference for high school students who are interested in teaching. Collaborated on general session with Erin Shaw.

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

Member, Department of Leadership Faculty Search Committee, September 2014 - Present

Member, Department Search Committee, September 2013 - Present

Reviewed applicants, assisted with coordinating and conducting interviews.

Committee Chair, Graduate Faculty Review Committee, August 2012 - Present

Organize and guide review of applications and vita for faculty appointments as Graduate Faculty.

Member, Tenure & Promotion Committee, February 2012 - Present

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.

Program Director/Coordinator, Program Coordinator, January 2007 - Present

Coordinate SLMA and EDLP programs.

Committee Chair, Department Curriculum Committee, September 2003 - Present

Program Director/Coordinator, College Student Personnel Administration Program, January 1, 2020 - Present

. Coordinated the program's first preview day to engage prospective students. Of the seven prospective students that attended, six will be attending and have been matched with graduate assistantship site.

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.

Committee Chair, School Counseling Search Committee, August 2019 - Present

As Search Chair I gather the application material to present to the search committee members for review. I organize meetings to collaborate for the application review. I contact qualified applicants to scheduled first round interviews. I create Zoom meeting times which work for applicants and committee members. I find space in which to hold the meetings. I do reference checks for the applicants. I offer on-campus interviews to qualified candidates. I organize the on-campus interview days for the candidates. I pick up the candidates at the airport and provide transportation to the hotel and the campus. I host the candidates to a dinner. I escort the candidates during the day of the on-campus interview to meet with different people within the College of Education. I meet with the search committee to decide on the most qualified candidate. I give this information to our Department Chair.

Member, Leadership Studies Curriculum Review Committee, December 2018 - Present

Program Director/Coordinator, School Counseling Program Director, May 2018 - Present  
Responsible for the overall direction of the school counseling program.

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.

Member, Graduate Faculty Committee, August 1, 2018 - Present

Committee Chair, Department of Teaching and Learning Diversity Committee, August 16, 2017 - Present

Member, College of Education Diversity Committee, August 1, 2017 - Present

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.

Member, Leadership Studies: Curriculum Committee, August 20, 2018 - Present  
Review, analyze and assist editing of curriculum changes to programs within the Dept. of Leadership Studies in the COE.

Member, Promotion and Tenure Committee

Member, Leadership PhD Program Advisory Committee, September 2018 - Present  
Provide direction and support for program development.

Member, PhD LEAD Admissions & Orientation Team, August 2018 - Present  
Read & rate applications, interview new candidates. Recruit and promote potential new cohort. Orient new cohort. 2018 Admissions & interviews  
2018 Cohort orientation.

Faculty member, adviser, instructor, PhD LEAD Curriculum and Course Development,  
August 2018 - Present

Member, PhD LEAD Program Advisory Team, August 2018 - Present  
Meet, advise & contribute to the Program direction and evaluation efforts. Regular meetings to shape direction. Successful Instruction review by external program reviewer.

Member, Department of Leadership Studies Curriculum Committee, March 17, 2020 - Present  
Review the changes in proposals for the school and district admin and admission changes. Approve Graduate Faculty member and PhD dissertation committee applications.

Faculty Advisor, School Counseling, January 24, 2020 - Present  
Develop professional logistics to improve student performance. Guide, lead and mentor students in research projects. Evaluate, monitor and mentor student academic progress. Assess, review and evaluate student activities and progress. Mentor students on the right classes they need to take towards graduation, assist them in getting practicum/internship sites, help them review curriculum vitae and provide information regarding jobs opportunities.

Member, UCA Library Media Advisory Committee, March 5, 2020 - Present

Department of Leadership Studies Curriculum Committee, March 1, 2020 - Present

LIBM Scope and Sequence, February 7, 2020  
Connected new Arkansas School Library Standards with key assessments for the courses in the LIBM program, evaluated sequence of courses for the program, evaluated course syllabi, determined holes and overlap in the curriculum based on new AASL standards and Arkansas School Library Media Standards.

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	41	41
<b>Total</b>	0	41	41

\* 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 - Present  
 Serve on evaluation panel for student's presentation of a three-year strategic plan for their schools.
  
- Coordinator/Organizer, Summative Portfolio Development and Defense, January 2013 - Present  
 Organize final portfolio defense; secure practicing administrators to serve on evaluation panel.
  
- Recruiter, Student Recruitment, February 2012 - Present  
 Attend organized job fairs and visit school districts to promote graduate programs in efforts to recruit new students.
  
- Facilitator, New Student Orientation, January 2012 - Present  
 Assist students during orientation; lead discussions with SLMA and EDLP students in breakout session.
  
- Facilitator, State Exam Preparation Day, January 2012 - Present  
 Organize and coordinate test preparation workshop on a Saturday approximately two weeks before an exam. The focus is on effective test strategies.
  
- Advisor, Graduate Association for Student Personnel, August 15, 2018 - Present  
 Support the executive board of the organization.
  
- Facilitator, Impacting Tomorrow Summit, February 21, 2020  
 Welcomed and assisted student attendees transition to their opening sessions.

### Number of Professional Activities by Scope of Organization

Position/Role	Local	State	Regional	National	International	Total
Chair/Co-Chair/Leader	0	2	0	1	2	5
Editor	0	1	0	0	4	5
Member	0	2	0	1	1	4
Officer (Not President)	0	2	0	0	0	2
President	0	1	0	0	0	1
Reviewer	0	2	0	3	11	16
Other	0	5	2	1	2	10
<b>Total</b>	0	15	2	6	20	43

### 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 administration licensing issues, plan annual conference, and communicate with all ARPEA Executive Board members.

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.



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.

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.

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, 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.

Reviewer, Journal, Career Development Quarterly, National Career Development Association, Broken Arrow, Oklahoma, 2018 - 2021.  
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.

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.

Board Member, Vice President for Scholarship and Research, Southern Association for College Student Affairs, November 4, 2020 - Present.  
Support the work of following areas of organization: Research & Assessment Committee, College Student Affairs Journal, Graduate Preparation Program Liaison, and Council for the Advancement of Standards Liaison.

Planning Committee Member, Conference Registration Chair, Southern Association for College Student Affairs, November 4, 2019 - November 4, 2020.  
Oversaw conference registration process including marketing, communications, payment reconciliation, and on-site check-in. Conference attended by 412 individuals.

Chair, Arkansas School Counselor Association Research Committee, Arkansas School Counselor Association, Conway, Arkansas, August 2018 - Present.  
As a Board Member and Chair of Research for ArSCA I keep up to date on the current research affecting school counselors and students in K-12 in Arkansas.

Secretary, Board, Arkansas Association of Counselor Education and Supervision, Conway, Arkansas, February 2018 - Present.  
As secretary for ArACES I am in charge of keeping minutes of minutes and planning the annual conference.

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

Reviewer, Conference, Conference Proposal Reviewer, Southern Association of Counselor Education and Supervision, Baltimore, Maryland, March 1, 2020 - March 30, 2020.  
I reviewed 16 conference proposals focused on the topics of: multicultural counseling skills, internship supervision, and mental health agency issues.

Invited Scholar, AERA Educational Change SIG Twitter, American Educational Research Association, January 2020.  
Invited Scholar for January 2020 AERA Educational Change Special Interest Group (SIG) Twitter.

Posed four discussion questions to the national audience AERA Educational Change SIG group related to educational change.

Leader, Educational Change Special Interest Group, American Educational Research Association, January 27, 2020.  
I was the Invited Scholar for the January 2020 Twitter chat focusing on Educational Change in K-12 education.

Board Member, Arkansas Department of Education State Literacy Committee, Arkansas Department of Education State Literacy Council, Arkansas, January 2020 - Present.

Board Member, Equity Leaders Action Network Arkansas Committee Member, Equity Leaders Action Network, Little Rock, Arkansas, June 1, 2018 - Present.

Chair, Arkansas Imagination Library Council, Arkansas Imagination Library, Arkansas, April 1, 2014 - Present.

Reviewer, Book, Reviewer for Book, Leveraging Technology to Improve School Safety and Student Wellbeing., IGI Global, Hershey, Pennsylvania, May 2019 - Present.  
In Stephanie Huffman (Ed),  
Reviewed 4 chapters in summer 2019:  
Observations of Elementary and Middle School Children Interacting with Computers  
Technology to Enhance Learning for All Students: Accessibility issues and Internet access for Low SES  
Elementary Students as Digital Makers: Improving STEM+C Teaching and Learning with Digital Making  
From Video Surveillance to Video Narratives: Three Black Male Stories on Safety.

SIG Co-Chair, Distance/Flexible Education SIG, Society for Information Technology and Teacher Education (SITE), Chesapeake, Virginia, March 2019 - Present.  
1. Organized and facilitated webinars for SIG member Professional Development training...  
2. Facilitate the 2 rounds of reviews for conference proposals...  
3. Making decisions about conference sessions  
4. Communicate with 691 international SIG members. 1. September 19 at 2 pm, Dr. Terrence Cavanaugh of UNF presented on "Using Nudging to Keep Online Students On

Track."

2. November 19 at 1pm, Dr. Silvie Huang of WKU presented on "Building Interaction: How to Reduce the Distance in Distance Learning."

Editorial Review Board Member, Journal of Research on Technology in Education, International Society for Technology in Education (ISTE), Arlington, Virginia, October 2018 - Present.

I was invited to be an Editorial Board Member by this journal. Article reviewed:

1. Manuscript ID UJRT-2018-0140, entitled "Exploring ways early childhood teachers integrate information and communication technologies (ICT) into Children's play – Two case studies from the Australian context"

2. Manuscript ID UJRT-2018-0153, entitled "Telecollaborative Projects at University Level Insights into Task Design and Task Implementation"

3. Manuscript ID UJRT-2019-0159, "Using Texting to Nudge Urban Public School Students To and Through College" for Journal of Research on Technology in Education. The deadline for your review is 05-Aug-2019.

Reviewer, Journal, Computers and Education Journal, Elsevier Educational Research Programme, Arlington, Virginia, May 2018 - Present.

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

1. Ref. No.: CAE-D-18-00320

Title: Uncovering the Relation Between Learners' Characteristics and Their Self-Regulatory Behaviour Patterns in Blended Learning Environments

2. Ref. No.: CAE-D-18-01668

Title: Analysis And Improvement Of Prospective Teachers' Facebook Use and Development A Model For Educational Purposes

3. Ms. Ref. No.: CAE-D-19-00114 (Mar, 2019)

Title: Predictors of Self-Regulated Learning Skills of Computer Education and Instructional Technology (CEIT) Students

4. CAE-D-19-01154 (August, 2019)

Title: An observation on the introduction of mobile messenger apps for collaborative online tasks in post-secondary education.

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

2. 182479 / Teachers' Adoption of Learner-Centered Technology: Balancing Requirements, Evidence, and Student Needs (2018)

3. 183938 / Examining teachers' continued use intention of an online Teacher Professional Development Community in China: A structural equation modeling approach (Jan, 2019)

4. User Experience Guidelines for VR in the Classroom: Using VR to build knowledge and understanding. (September, 2019).

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, Academic Program, Master Principal Program, Arkansas Leadership Academy, Conway, Arkansas, April 2020.

Participated as a reader and consultant to students / practitioners in the "Phase II" of the Leadership Academy.

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.

Reviewer, Journal, Journal of Research in Science Teaching, July 2018 - Present.  
Reviewed 3 manuscripts.

Reviewer, Conference, International Leaders Association, February 2019 - Present.  
Review posters, presentations, articles & seminars on Leadership development, education and leadership research (quantitative studies).

Reviewer, Book, Five Lectures on Formal Axiology, Robert S Hartman Institute of Formal Axiology, January 2019 - Present.  
Reviewed Book and wrote endorsement.

Reviewer, Journal, Organization Management Journal (Taylor & Francis), September 2018 - Present.  
Peer Reviewer in area of Leadership & Organizational Studies.

Reviewer, Journal, Journal of Scholarly Engagement (Scholastica), January 2018 - Present.  
Peer Reviewer theory & practice articles on Psychology, Leadership & Organizational Studies. review 2 manuscripts 2018.

Reviewer, Journal, Journal Reviewer, Journal of Comparative and International Higher Education, United States, April 1, 2020 - Present.  
I ensure the rigorous standards of the scientific process by taking part in the peer-review system. Uphold the integrity of the journal by identifying invalid research, and maintaining the quality of the journal. I provide authors with the opportunity to improve the quality and clarity of their manuscripts. I also guide the journal's editorial staff in making publication decisions by identifying substandard manuscripts that should not be published.

Reviewer, Journal, Journal of Educational Research, April 8, 2020 - Present.

Board Member, ACTELA Committee, March 2, 2020 - Present.  
Webmaster; general website upkeep.

Letter of Support for Outstanding Faculty Teaching Award, January 2, 2020 - January 4, 2020.  
I wrote a letter of support for a faculty member at Georgia State University for the college's Outstanding Teaching Award.  
. I spoke to the teaching ideas and techniques the faculty member uses, including the application of technology and media and research mentoring.

Editorial Review Board Member, Leveraging Technology for the Improvement of School Safety and Student Well being, University of Central Arkansas, Conway, United States, January 2019 - Present.  
To review chapter proposals of 1,000 to 2,000 words to ensure they fall within the scope of the book- items to review are the purpose, methodology, and a brief summary findings of the author's proposed chapter.

Planning Committee Member, Arkansas Association of Instructional Media School Library Advocacy Task Force, AAIM, Little Rock, United States, June 2018 - Present.  
To develop an advocacy plan for school librarians in Arkansas Public schools and to implement the campaign to advertise the benefits of school librarians in K-12 Arkansas schools. Attended meetings with ADE Commissioner Johnny Key to identify key issues to address for the campaign. Advocacy logo has been created and the plan to implement the campaign will be finalized in April with a roundtable of key administrators across the state of Arkansas and "good" school librarians.

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

**List of Non-Credit Instruction Activities**

**Number of Public Service Activities by Scope of Organization**

<b>Position/Role</b>	<b>Local</b>	<b>State</b>	<b>Regional</b>	<b>National</b>	<b>International</b>	<b>Total</b>
Board Member/Trustee	1	1	0	1	0	3
Chair	1	0	0	0	0	1
Coordinator/Organizer	1	0	0	0	0	1
Judge	0	1	0	0	0	1
Member	0	1	0	0	0	1
Other	4	1	0	0	0	5
<b>Total</b>	0	15	2	6	20	43

**List of Public Service Activities by Scope of Organization**