

# CLEI PhD Advisory Board Meeting

November 14, 2022

## Members:

Chair: Alicia Cotabish, PhD Program Coordinator, UCA

Dr. Woody Cummins

Dr. Barrett Petty

Mr. Ray Simon

Dr. Malcolm Glover

Dr. Renee Crater

Dr. Mary Lackie

### **I. Introduction of Advisory Board Members**

**II. Advisory Board Charge:** Advise and guide the CLEI PhD Program ongoing development and decision-making.

### **III. Program Overview**

**Vision:** The Change Leadership for Equity and Inclusion (CLEI) Ph.D. program prepares professionals from nonprofit, public health, government, business, K-12 education, and higher education to contribute to the body of knowledge in leadership studies and to enhance human and community development through their research and service.

**Mission:** The Change Leadership for Equity and Inclusion Ph.D. program prepares students for leadership roles. Graduates will understand their roles in conserving, expanding, and transforming the discipline of leadership studies, research, and leading toward an improved quality of life for all.

### **IV. Mini Focus Group**

1. What are some important considerations that we need to focus on to thrive as CLEI leaders in the workplace and workspace? And Impact vulnerable and marginalized groups?

*Consider implementing a program-wide engagement project that crosses concentrations that makes a difference in Arkansas. For example, there is a community school concept model in central Arkansas that serves schools and the basic needs of its surrounding community including/proviing medical and mental health services. It is community-service oriented. Consider the engagement project as an incubator of innovation that relies on your PhD students to be a think-tank and problem-solvers. Furthermore, this would allow the program to seek state financial support in the future.*

*Re-focus the program on Arkansas applicants to make bigger impact. The UCA Doctor of Physical Therapy program has over 300 applicants per year; however, they select only 60 for admission. The PT program scoring rubric allots bonus points to applicants who reside in Arkansas, and additional bonus points to applicants who are graduates of UCA. This pipeline approach drives future applicants to do their undergraduate and graduate work with UCA.*

*Include theoretical and scholarly thinking, but focus on the practical application. Execution is critical.*

2. In terms of programmatic structure, in what ways can our program reach more potential students? Serve more students (without expanding the budget)?

*Consider recruiting well-qualified adjuncts across occupational fields with special attention to diverse faculty adjuncts to teach the concentration courses.*

3. What / who are we missing (other suggestions)?

*Diverse candidates. Make sure that selected candidates match applicant pool. For example, if 20% of PhD applicants are diverse, a minimum of 20% of accepted students should be diverse.*

*Remove barriers including blind screening during applicant selection process.*

**Open Discussion / Forum**

**Next Meeting:** Spring 2023

**Adjourn**