**Department of
Leadership Studies**

**Annual Report**
**July 1, 2023 - June 30, 2024**

1.  **Mission Statement**

2.  **Status/Achievement of 2024 Goals**

    **Goal 1:** The department will continuously engage partners to maximize program quality and opportunity for all.

    **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)

    **Action Plans**

    **1a.** The department will continuously engage partners to maximize program quality and opportunity for all.

    **Expected Results:**

    **Actual Results:** Leadership studies partnered with ArchFord and DESE to provide opportunities for our students and with the University.

    Dr. Allison Freed, coordinator of the ITEC program, and Dr. Leticia de la Garza, an instructional designer with CETAL, presented to the Arkansas Professors of Educational Leadership (ArPEL) on AI implementation and its impact on K-12 educational leaders.

    Dr. Allison Freed and Stephanie Best in ITEC partnered with the Southern Christian Home in Morrilton, AR. We shared information about our program, and now we have three students from that location, with more to come.

    Dr. Allison Freed (ITEC) met with Shawn Halbrook, the superintendent of South Conway Schools, to discuss recruitment options for his teachers in the district.

    Dr. Allison Freed completed two Collaborative Online International Learning (COIL) experiences with her students in ITEC 6301 and ITEC 6341. In ITEC 6301 her students collaborated with teachers and other graduate students in Northern Ireland at Stranmillis University College in Belfast. They discussed education systems and how technology integration looks in both places.The collaboration led to an exchange of ideas and each provided feedback on educational prototypes.   In ITEC 6341, her students collaborated with undergraduate students at the university Tec de Monterrey in Mexico. The collaboration included discussions on technology access in both regions, sharing assignments including information on strategic foresight and how that can influence education decisions, and the ITEC graduate students became clients to the Tec students and evaluated their ideas to improve technology access in Arkansas.

    Dr. Odunola Oyeniyi, the School Counseling Field Experience Coordinator, partners with school districts to coordinate the practicum and internship for school counseling students

in Arkansas and surrounding states.

Dr. Thomas Bruick, CSPA program coordinator, partnered with the Bear Life Program and AmeriCorps program at UCA to perform assessment projects as part of the CSPA 6325, Assessment in Higher Education, course.

Dr. Evan Faidley, Assistant Professor in the CSPA program, partnered with higher education professionals across the country in the CSPA 6340, Academic and Career Advising, course to co-author book reviews with CSPA students.

**Status:** Ongoing

**Supporting Program Statistics**

**Links to Supporting Documents**

None

**Goal 2:** Goal 6: Department faculty will be actively involved in research/scholarship that contributes to their discipline and to the profession.

### 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)

### Action Plans

**2a.** Department faculty will be actively involved in research/scholarship that contributes to their discipline and to the profession.

**Expected Results:** Department faculty will be actively involved in research/scholarship that contributes to their discipline and to the profession.

**Actual Results:** Dr. Valerie Couture and Ms. Anne Cowie presented at the Arkansas Adjuncts: Cultivating Communities Conference on strategies for transitioning from adjunct to full-time instructor positions.

Dr. Valerie Couture, Dr. Erin Shaw, and Dr. Nathan White presented at the Arkansas Student Affairs Association Spring Drive-In Conference on the topic of Professors as Parents of College Students: What We Wish Student Affairs Professionals Knew.

Dr. Odunola Oyeniyi, Dr. Valerie Couture, Dr. Erin Shaw, and Dr. Evan Fadley presented at the Bear Teach Summit on the topic Be the GOAT: Finding Your Mantra for Success.

Dr. Odunola Oyeniyi presented at the COE undergraduate internship students' information session on the topic of Mental Health and Self-Care Support for Students.

Dr. Odunola Oyeniyi and Dr. Valerie Couture presented at the Association for Counselor

Education and Supervision Annual Conference on the topic of working with immigrant students in schools.

Dr. Odunola Oyeniyi and Dr. Shoudong Feng of the Department of Elementary, Literacy, and Special Education presented at the Arkansas Association of Teacher Education on the topic Counseling Students  Affected by ACEs with Quality Children's Literature.

Dr. Odunola Oyeniyi, Dr. Allison Freed, and Stephanie Best at the Arkansas Association of Teacher Education on the topic of Preparing teachers for challenging situations through digital simulations

Dr. Valerie Couture presented at the Association for Counselor Education and Supervision Annual Conference on the topic of Student and Faculty Retention in Online Counselor Education.

Dr. Valerie Couture presented to the Internship I in Middle Grades class on three different occasions in Fall 2023. Topics covered included tools and techniques for maintaining resilient mental health as a new educator.

Dr. Allison Freed co-wrote two chapters in the peer-reviewed, edited book Humanizing Online Learning, published by IGI.

Dr Allison Freed co-presented on AI in education with Dr. Leticia De La Garza, a UCA instructional designer at the ARPEL (Arkansas Professors of Educational Leadership) conference in Searcy, AR.

Dr. Allison Freed co-presented on AI in teaching to librarians with Dr. Leticia De La Garza, a UCA instructional designer, at a weekly Education Cooperative (Guy Fenter). Anne Cowie, clinical instructor of Library Media at UCA, invited them.

Dr. Freed presented at the Scholarship of Teaching and Learning Conference with various faculty in the Leadership Studies department and the university.

Dr. Allison Freed presented self-study research at the AERA conference.

Dr. Allison Freed and Dr. Louis Nadelson co-presented data from the Online Teacher Academy with the NCIC group at AERA.

Dr. Allison Freed and Stephanie Best presented a roundtable at the ATE conference discussing ways to humanize online teacher education courses.

Dr. Allison Freed was invited and presented as a panelist with the International Studies Consortium of Georgia at a virtual session.

Dr. Allison Freed wrote a fellowship grant proposal to the National Academies of Medicine, Science, and Engineering for their Gulf Education Research program.

**Status:** Ongoing

**Supporting Program Statistics**

**Goal 3:** Goal 5: The deparement will recruit, retain, and support a diversity of students, faculty, and staff.

### 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)

### Action Plans

**3a.** The department will recruit, retain, and support a diversity of students, faculty, and staff.

**Expected Results:** Increased recruitment, retention, and support of highly-qualified diverse students, faculty, and staff.

**Actual Results:** he Educational Leadership program has actively worked to utilize our funds and other resources to recruit, retain, and support students, faculty and staff from diverse backgrounds.   We have attended recruiting fairs as well as having a targeted ad campaign with Facebook to pull potential candidates to our websites where information about our programs is stored.

The School Counseling faculty have supported diverse students in securing full-time jobs by recommending them in Arkansas and other states.

The ITEC program had a new clinical faculty join in the 2023-2024 academic year. Stephanie Best started teaching in the program and plans to continue her work next year.

Dr. Allison Freed (ITEC) and Dr. Erin Shaw (LIBM) participated at the Texas (TCEA) conference in Austin, TX, to recruit students from Texas and other regional states.

Stephanie Best and Dr. Allison Freed (ITEC) attended the UCA job fair in the fall.

Stephanie Best (ITEC)   attended the Teacher Fair at UCA.

The ITEC program coordinator worked with the UCA marketing group to create a social media marketing campaign (Feb-April) that worked to recruit students from the state and region.

Dr. Allison Freed (ITEC) attended business meetings at the Southern Christian Home to recruit volunteers and teachers to be students in our program.

Dr. Allison Freed (ITEC) met with Shawn Halbrook, the superintendent of South Conway Schools, to discuss recruitment options for his teachers in the district.

The CSPA program recruited Dr. Evan Faidley as an Assistant Professor who joined the faculty in Fall 2023. Dr. Faidley participated in the first-year faculty initiatives offered by the college and will return for the 2024-2025 academic year.

The CSPA program graduated 12 students in AY 23-24 including 3 part-time students, 9 full-time students, 1 international student, 10 students from underrepresented racial or ethnic backgrounds, and numerous other aspects of diversity.

**Status:** Ongoing

**Supporting Program Statistics**

**Links to Supporting Documents**

None

**Goal 4:** Goal 4: The department will incorporate transformational and innovative learning experiences that are grounded in evidence-based practices.

**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)

**Action Plans**

**4a.** The department will incorporate transformational and innovative learning experiences that are grounded in evidence-based practices.

**Expected Results:** The deparement will incorporate transformational and innovative learning experiences that are grounded in evidence-based practices.

**Actual Results:** The Educational Leadership program has worked to update our learning experiences to reflect current realities within the educational setting, such as interviewing key personnel, discussing the Professional Learning Community process, and working with our site mentors to develop meaningful internship activities that impact not only the faculty, but student achievement.

The School Counseling faculty attended approximately 29 hours of Mental Health First Aid training to become certified to administer Mental Health First Aid and to instruct others on how to administer Mental Health First Aid. The ability to support students who are experiencing mental health challenges is important as it assists students to stay in their classes and persist to graduation.

The ITEC program coordinator, in partnership with the Library Media program coordinator, organized a study abroad program in Northern Ireland, a high-impact practice to provide our student and community members (who are potential students in our programs) with a chance to interact with Irish teachers, principals, faculty, and students to discuss technology, innovation, leadership, peace-building, global learning,

and schooling.

Dr. Allison Freed, the coordinator of the ITEC program, participated in a university learning community group focused on artificial intelligence at the university and its influence on students and faculty practices. The new knowledge and practices will be implemented into ITEC classes and program.

**Status:** Ongoing

**Supporting Program Statistics**

**Links to Supporting Documents**

None

**Goal 5:** Goal 3:   All department programs will sustain a data-driven quality assurance process for continuous program improvement.

### 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)

### Action Plans

**5a.** All department programs will sustain a data-driven quality assurance process for continuous program improvement.

**Expected Results:** Engagement in on-going data collection and analysis for program improvement.

**Actual Results:** The Educational Leadership program has worked with our faculty, students, and advisory board to update assessments to reflect changing requirements and experiences within education.

The ITEC program conducted its annual advisory board meeting in November 2023. During the meeting, the advisory board discussed changes to the ITEC program, including curriculum changes, and heard updates about the program.

Using student number data, the ITEC program created a new concentration approved by the university and is applying for ISTE certification status.

After completing the annual assessment report, the ITEC program coordinator began to create and revise key assessments in the program.

The School Counseling program met with the School Counseling Advisory Board on February 12, 2024 to review the impact of recent legislative changes to ascertain if the curriculum needs to be updated to make sure our graduates have the relevant tools they

need to be successful school counselors.

The CSPA program reviewed annual assessment results along with outcomes related to the program's strategic plan. One example is the continued growth of the part-time hybrid track, which is on track to double in size by fall 2024.

**Status:** Ongoing

**Supporting Program Statistics**

**Links to Supporting Documents**

None

**Goal 6:** Goal 2: The department will develop, implement, and review processes, practices, and policies to ensure equity.

**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)

**Action Plans**

**6a.** The department will develop, implement, and review processes, practices, and policies to ensure equity.

**Expected Results:** Diversifying the representation of students, faculty, and staff in efforts to create equitable and diverse rep;resentatoin for all.

**Actual Results:** he Educational Leadership program, the School Counseling program, the Library-Media program are working on SPA reports to turn into CAEP Fall 2024 and make adjustments as necessary to improve the offerings for students.

The School Counseling faculty reviewed end of the term student surveys to determine if there are gaps in equity in our processes and practices.

The ITEC program faculty reviewed practices and programs with the advisory board to improve opportunities and maximize our reach to recruit diverse students and faculty in the state and region.

CSPA program faculty reviewed recruitment strategies to support equity in program exposure and access.

**Status:** Ongoing

**Supporting Program Statistics**

**Links to Supporting Documents**

None

3. **2025 Goals**

4. **Five-year Goals**

5. **Challenges**

The 2023-2024 academic year encountered a few challenges. The Instructional Technology program enrollment continued to decrease. The decision was made to move the program back to the Teaching and Learning Department to better allocate the faculty attached to that program. The program coordinator for the educational administration program resigned as did the visiting clinical instructor in the library media program. So, three position (there was already an open position) searches had to be conducted. Additionally, the department chair chose to return to faculty status and an interim department chair, from another department, was appointed for the 2024-2025 academic year. The department also struggled with low student credit hour production in all programs.

6. **Opportunities**

The department was able to convert the visiting instructor line to a permanent clinical line and hire a highly-qualified candidate for the position. Additionally, two highly-qualified candidates were hired for the educational administration program with one being offered the position of program coordinator. These new hires will hopefully bring with them new ideas and excitement about their programs. Departmental members received several grants, most notable was a $30 million GEAR UP grant, written and submitted by Leadership Studies faculty member, Dr. Charlotte Parham.

7. **Summary**

Although the department had its struggles with enrollment and credit hour production, the faculty has continued to provide professional service to the campus and community, collaborate within the college, pursue internal and external grants, focus on recruitment, present at professional

conferences, and seek research release time. Overall, the faculty strive to put our students first and make every effort to teach these students with current content and best practices.

## APPENDIX A: FACULTY PROFILE

**Distribution of Full-Time Faculty by Rank**

| Rank | Continuing | New | Total | % |
|---|---|---|---|---|
| Professor | 0 | 0 | 0 | � |
| Associate Professor | 0 | 0 | 0 | � |
| Assistant Professor | 0 | 0 | 0 | � |
| Senior Lecturer/Clinical Instructor/Lab Instructor | 0 | 0 | 0 | � |
| Lecturer/Clinical Instructor/Lab Instructor II | 0 | 0 | 0 | � |
| Lecturer/Clinical Instructor/Lab Instructor I | 0 | 0 | 0 | � |
| Instructor | 0 | 0 | 0 | � |
| Visiting Assistant Professor | 0 | 0 | 0 | � |
| Visiting Lecturer | 0 | 0 | 0 | � |
| **Total** | 0 | 0 | 0 | � |

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

| Tenure Status | Continuing | New | Total | % |
|---|---|---|---|---|
| Tenured | 0 | 0 | 0 | � |
| Tenure-Track | 0 | 0 | 0 | � |
| Non-Tenure Track | 0 | 0 | 0 | � |
| **Total** | 0 | 0 | 0 | � |

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

| Graduate Faculty | Continuing | New | Total | % |
|---|---|---|---|---|
| Affiliated | 0 | 0 | 0 | � |
| Associate | 0 | 0 | 0 | � |
| Full | 0 | 0 | 0 | � |
| No | 0 | 0 | 0 | � |
| **Total** | 0 | 0 | 0 | � |

**List of New Full-Time Faculty**

No new full-time faculty in report date range.

**List of Administrative Assignments**

No data available

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

| Race/Ethnicity | Female | Male | Total | % |
|---|---|---|---|---|
| American Indian or Alaska Native | 0 | 0 | 0 | � |
| Asian | 0 | 0 | 0 | � |
| Black or African American | 0 | 0 | 0 | � |
| Hispanic/Latino of Any Race | 0 | 0 | 0 | � |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 | � |
| Two or More Races | 0 | 0 | 0 | � |
| White | 0 | 0 | 0 | � |
| Non-Resident Alien | 0 | 0 | 0 | � |
| Unknown | 0 | 0 | 0 | � |

| Total | 0 | 0 | 0 | � |
| % | � | � | � | |

**APPENDIX B: INSTRUCTIONAL ACTIVITIES**

**SSCH by ADHE Term**

| Fiscal Year | HS Concurrent | Undergraduate | Graduate | Total |
|---|---|---|---|---|
| July 2020 - June 2021 | 0 | 0 | 4,385 | 4,385 |
| July 2019 - June 2020 | 0 | 0 | 4,376 | 4,376 |

**Academic Advising Loads**

No data available

**Total Undergraduate Program Enrollment**

No data available

**Total Graduate Program Enrollment**

| Fall On-Schedule 2023 | Enrolled |
|---|---|
| EDS-Educational Leadership | 16 |
| GC-Computer Science Teaching and Learning | 0 |
| GC-Instructional Technology-Media Design & Development | 0 |
| GC-Online Teaching and Learning | 52 |
| MS-College Student Personnel Administration | 25 |
| MS-Instructional Technology | 18 |
| MS-Library Media and Information Technologies | 52 |
| MS-School Counseling K-12 | 65 |
| MS-School Leadership, Management, and Administration | 37 |
| PMC-District-Level Administration | 6 |
| PMC-School-Based Leadership-Building Administration | 6 |
| PMC-School-Based Leadership-Curriculum Administration | 3 |
| PMC-School-Based Leadership-Gifted-Talented Program Administration | 0 |
| PMC-School-Based Leadership-Special Education Program Administration | 1 |
| **Term Total** | 281 |

| EDS-Educational Leadership | Enrolled |
|---|---|
| Fall On-Schedule 2023 | 16 |
| Fall On-Schedule 2022 | 18 |
| Fall On-Schedule 2021 | 26 |
| Fall On-Schedule 2020 | 28 |
| Fall On-Schedule 2019 | 48 |

| GC-Computer Science Teaching and Learning | Enrolled |
|---|---|
| Fall On-Schedule 2023 | 0 |
| Fall On-Schedule 2022 | 1 |
| Fall On-Schedule 2021 | 1 |
| Fall On-Schedule 2020 | 0 |

| GC-Computer Science and Teaching | Enrolled |
|---|---|
| Fall On-Schedule 2019 | 0 |

| GC-Instructional Technology-Media Design & Development | Enrolled |
|---|---|
| Fall On-Schedule 2023 | 0 |
| Fall On-Schedule 2022 | 1 |
| Fall On-Schedule 2021 | 3 |
| Fall On-Schedule 2020 | 1 |
| Fall On-Schedule 2019 | 0 |

| GC-Online Teaching and Learning | Enrolled |
|---|---|
| Fall On-Schedule 2023 | 52 |
| Fall On-Schedule 2022 | 35 |
| Fall On-Schedule 2021 | 35 |
| Fall On-Schedule 2020 | 7 |
| Fall On-Schedule 2019 | 0 |

| MS-College Student Personnel Administration | Enrolled |
|---|---|
| Fall On-Schedule 2023 | 25 |
| Fall On-Schedule 2022 | 26 |
| Fall On-Schedule 2021 | 32 |
| Fall On-Schedule 2020 | 33 |
| Fall On-Schedule 2019 | 34 |

| MS-Instructional Technology | Enrolled |
|---|---|
| Fall On-Schedule 2023 | 18 |
| Fall On-Schedule 2022 | 19 |
| Fall On-Schedule 2021 | 25 |
| Fall On-Schedule 2020 | 19 |
| Fall On-Schedule 2019 | 7 |

| MS-Library Media and Information Technologies | Enrolled |
|---|---|
| Fall On-Schedule 2023 | 52 |
| Fall On-Schedule 2022 | 76 |
| Fall On-Schedule 2021 | 63 |
| Fall On-Schedule 2020 | 57 |
| Fall On-Schedule 2019 | 50 |

| MS-School Counseling K-12 | Enrolled |
|---|---|
| Fall On-Schedule 2023 | 65 |
| Fall On-Schedule 2022 | 70 |

| | Enrolled |
|---|---|
| Fall On-Schedule 2021 | 66 |
| Fall On-Schedule 2020 | 72 |
| Fall On-Schedule 2019 | 86 |

**MS-School Leadership, Management, and Administration** — **Enrolled**

| | |
|---|---|
| Fall On-Schedule 2023 | 37 |
| Fall On-Schedule 2022 | 26 |
| Fall On-Schedule 2021 | 15 |
| Fall On-Schedule 2020 | 17 |
| Fall On-Schedule 2019 | 22 |

**PHD-Leadership Studies** — **Enrolled**

| | |
|---|---|
| Fall On-Schedule 2020 | 37 |
| Fall On-Schedule 2019 | 41 |

**PHD-Leadership for Inclusion and Equity** — **Enrolled**

| | |
|---|---|
| Fall On-Schedule 2021 | 68 |

**PMC-District Level Administration** — **Enrolled**

| | |
|---|---|
| Fall On-Schedule 2021 | 7 |
| Fall On-Schedule 2020 | 6 |
| Fall On-Schedule 2019 | 6 |

**PMC-District-Level Administration** — **Enrolled**

| | |
|---|---|
| Fall On-Schedule 2023 | 6 |
| Fall On-Schedule 2022 | 5 |

**PMC-School-Based Leadership-Adult Education Program Administration** — **Enrolled**

| | |
|---|---|
| Fall On-Schedule 2019 | 0 |

**PMC-School-Based Leadership-Building Administration** — **Enrolled**

| | |
|---|---|
| Fall On-Schedule 2023 | 6 |
| Fall On-Schedule 2022 | 7 |
| Fall On-Schedule 2021 | 4 |
| Fall On-Schedule 2020 | 9 |
| Fall On-Schedule 2019 | 8 |

**PMC-School-Based Leadership-Curriculum Administration** — **Enrolled**

| | |
|---|---|
| Fall On-Schedule 2023 | 3 |
| Fall On-Schedule 2022 | 2 |
| Fall On-Schedule 2021 | 0 |
| Fall On-Schedule 2020 | 2 |
| Fall On-Schedule 2019 | 0 |

**PMC-School-Based Leadership-Gifted-Talented Program** — **Enrolled**

**Administration**

| | |
|---|---|
| Fall On-Schedule 2023 | 0 |
| Fall On-Schedule 2022 | 0 |
| Fall On-Schedule 2021 | 0 |
| Fall On-Schedule 2020 | 0 |
| Fall On-Schedule 2019 | 0 |

| **PMC-School-Based Leadership-Special Education Program Administration** | **Enrolled** |
|---|---|
| Fall On-Schedule 2023 | 1 |
| Fall On-Schedule 2022 | 1 |
| Fall On-Schedule 2021 | 0 |
| Fall On-Schedule 2020 | 1 |
| Fall On-Schedule 2019 | 3 |

## Total Undergraduate Program Degrees Awarded

No data available

## Total Graduate Program Degrees Awarded

| **August 2023** | **Degrees Awarded** |
|---|---|
| EDS-Educational Leadership | 2 |
| GC-Computer Science Teaching and Learning | 0 |
| GC-Instructional Technology-Media Design & Development | 0 |
| GC-Online Teaching and Learning | 1 |
| MS-College Student Personnel Administration | 1 |
| MS-Instructional Technology | 3 |
| MS-Library Media and Information Technologies | 12 |
| MS-School Counseling K-12 | 2 |
| MS-School Leadership, Management, & Administration | 3 |
| PHD-Leadership for Inclusion and Equity | 6 |
| PMC-District-Level Administration | 2 |
| PMC-School-Based Leadership-Building Administration | 1 |
| PMC-School-Based Leadership-Curriculum Administration | 0 |
| PMC-School-Based Leadership-Gifted-Talented Program Admin. | 0 |
| PMC-School-Based Leadership-Special Ed. Program Admin. | 1 |
| **Total** | 34 |

| **December 2023** | **Degrees Awarded** |
|---|---|
| EDS-Educational Leadership | 2 |
| GC-Computer Science Teaching and Learning | 0 |
| GC-Instructional Technology-Media Design & Development | 0 |
| GC-Online Teaching and Learning | 0 |

| | |
|---|---:|
| MS-College Student Personnel Administration | 4 |
| MS-Instructional Technology | 2 |
| MS-Library Media and Information Technologies | 11 |
| MS-School Counseling K-12 | 7 |
| MS-School Leadership, Management, & Administration | 4 |
| PHD-Leadership for Inclusion and Equity | 4 |
| PMC-District-Level Administration | 0 |
| PMC-School-Based Leadership-Building Administration | 1 |
| PMC-School-Based Leadership-Curriculum Administration | 1 |
| PMC-School-Based Leadership-Gifted-Talented Program Admin. | 0 |
| PMC-School-Based Leadership-Special Ed. Program Admin. | 0 |
| **Total** | **36** |

| **May 2024** | **Degrees Awarded** |
|---|---:|
| EDS-Educational Leadership | 5 |
| GC-Computer Science Teaching and Learning | 0 |
| GC-Instructional Technology-Media Design & Development | 0 |
| GC-Online Teaching and Learning | 49 |
| MS-College Student Personnel Administration | 9 |
| MS-Instructional Technology | 1 |
| MS-Library Media and Information Technologies | 15 |
| MS-School Counseling K-12 | 16 |
| MS-School Leadership, Management, & Administration | 7 |
| PHD-Leadership for Inclusion and Equity | 3 |
| PMC-District-Level Administration | 5 |
| PMC-School-Based Leadership-Building Administration | 2 |
| PMC-School-Based Leadership-Curriculum Administration | 1 |
| PMC-School-Based Leadership-Gifted-Talented Program Admin. | 0 |
| PMC-School-Based Leadership-Special Ed. Program Admin. | 2 |
| **Total** | **115** |

| **EDS-Educational Leadership** | **Degrees Awarded** |
|---|---:|
| July 2023 - June 2024 | 9 |
| July 2022 - June 2023 | 15 |
| July 2021 - June 2022 | 11 |
| July 2020 - June 2021 | 16 |
| July 2019 - June 2020 | 30 |
| **Total** | **81** |

| **GC-Computer Science Teaching and Learning** | **Degrees Awarded** |
|---|---:|

| | |
|---|---:|
| July 2023 - June 2024 | 0 |
| July 2022 - June 2023 | 1 |
| July 2021 - June 2022 | 0 |
| July 2020 - June 2021 | 0 |
| **Total** | 1 |

| **GC-Computer Science and Teaching** | **Degrees Awarded** |
|---|---:|
| July 2019 - June 2020 | 0 |
| **Total** | 0 |

| **GC-Instructional Technology-Media Design & Development** | **Degrees Awarded** |
|---|---:|
| July 2023 - June 2024 | 0 |
| July 2022 - June 2023 | 2 |
| July 2021 - June 2022 | 2 |
| July 2020 - June 2021 | 0 |
| July 2019 - June 2020 | 0 |
| **Total** | 4 |

| **GC-Online Teaching and Learning** | **Degrees Awarded** |
|---|---:|
| July 2023 - June 2024 | 50 |
| July 2022 - June 2023 | 32 |
| July 2021 - June 2022 | 32 |
| July 2020 - June 2021 | 3 |
| July 2019 - June 2020 | 0 |
| **Total** | 117 |

| **MS-College Student Personnel Administration** | **Degrees Awarded** |
|---|---:|
| July 2023 - June 2024 | 14 |
| July 2022 - June 2023 | 11 |
| July 2021 - June 2022 | 17 |
| July 2020 - June 2021 | 12 |
| July 2019 - June 2020 | 17 |
| **Total** | 71 |

| **MS-Instructional Technology** | **Degrees Awarded** |
|---|---:|
| July 2023 - June 2024 | 6 |
| July 2022 - June 2023 | 13 |
| July 2021 - June 2022 | 10 |
| July 2020 - June 2021 | 5 |
| July 2019 - June 2020 | 3 |
| **Total** | 37 |

| **MS-Library Media and Information Technologies** | **Degrees Awarded** |
|---|---:|
| July 2023 - June 2024 | 38 |
| July 2022 - June 2023 | 27 |
| July 2021 - June 2022 | 29 |
| July 2020 - June 2021 | 26 |
| July 2019 - June 2020 | 15 |
| **Total** | 135 |

| **MS-School Counseling K-12** | **Degrees Awarded** |
|---|---:|
| July 2023 - June 2024 | 25 |
| July 2022 - June 2023 | 24 |

| July 2021 - June 2022 | 22 |
| July 2020 - June 2021 | 29 |
| July 2019 - June 2020 | 51 |
| **Total** | 151 |

| **MS-School Leadership, Management, & Administration** | **Degrees Awarded** |
|---|---|
| July 2023 - June 2024 | 14 |
| July 2022 - June 2023 | 6 |
| July 2021 - June 2022 | 7 |
| July 2020 - June 2021 | 10 |
| July 2019 - June 2020 | 11 |
| **Total** | 48 |

| **PHD-Leadership Studies** | **Degrees Awarded** |
|---|---|
| July 2020 - June 2021 | 5 |
| July 2019 - June 2020 | 3 |
| **Total** | 8 |

| **PHD-Leadership for Inclusion and Equity** | **Degrees Awarded** |
|---|---|
| July 2023 - June 2024 | 13 |
| July 2022 - June 2023 | 4 |
| July 2021 - June 2022 | 15 |
| **Total** | 32 |

| **PMC-District-Level Administration** | **Degrees Awarded** |
|---|---|
| July 2023 - June 2024 | 7 |
| July 2022 - June 2023 | 2 |
| July 2021 - June 2022 | 2 |
| July 2020 - June 2021 | 1 |
| July 2019 - June 2020 | 1 |
| **Total** | 13 |

| **PMC-School-Based Leadership-Adult Education Program Admin.** | **Degrees Awarded** |
|---|---|
| July 2021 - June 2022 | 0 |
| July 2020 - June 2021 | 0 |
| July 2019 - June 2020 | 0 |
| **Total** | 0 |

| **PMC-School-Based Leadership-Building Administration** | **Degrees Awarded** |
|---|---|
| July 2023 - June 2024 | 4 |
| July 2022 - June 2023 | 5 |
| July 2021 - June 2022 | 3 |
| July 2020 - June 2021 | 4 |
| July 2019 - June 2020 | 2 |
| **Total** | 18 |

| **PMC-School-Based Leadership-Curriculum Administration** | **Degrees Awarded** |
|---|---|
| July 2023 - June 2024 | 2 |
| July 2022 - June 2023 | 1 |
| July 2021 - June 2022 | 2 |
| July 2020 - June 2021 | 0 |
| July 2019 - June 2020 | 0 |

**Total**                                                                    5

**PMC-School-Based
Leadership-Gifted-Talented Program
Admin.**                                                          **Degrees Awarded**
July 2023 - June 2024                                                   0
July 2022 - June 2023                                                   0
July 2021 - June 2022                                                   0
July 2020 - June 2021                                                   0
July 2019 - June 2020                                                   0
**Total**                                                                   0

**PMC-School-Based Leadership-Special
Ed. Program Admin.**                                         **Degrees Awarded**
July 2023 - June 2024                                                   3
July 2022 - June 2023                                                   0
July 2021 - June 2022                                                   1
July 2020 - June 2021                                                   0
July 2019 - June 2020                                                   1
**Total**                                                                   5

## Number of Directed Individual Student Learning Activities

**Total**                                            0

## List of Directed Individual Student Learning Activities

## Number of Directed Group Student Learning Activities

**Total**                                            0

## List of Directed Group Student Learning Activities

<div align="center">

**APPENDIX C: SCHOLARSHIP**

</div>

**Total Contracts and Grants**

| Organization | Under Review | | Funded | |
|---|---|---|---|---|
| | No. | Total Funds | No. | Total Funds |
| **Total External** | 0 | $0 | 0 | $0 |
| University of Central Arkansas | 0 | $0 | 0 | $0 |

**List of Grants and Contracts**
    No data available

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

| **Total** | 0 | 0 | 0 | 0 |
|---|---|---|---|---|

**Number of Submitted Publications by Type**

| **Total** | 0 | 0 | 0 | 0 |
|---|---|---|---|---|

**List of Publications**
  A. Peer Reviewed
    1. Accepted or Published

      No data available

    2. Submitted

      No data available
  B. Non-Peer Reviewed
    1. Accepted or Published

      No data available

    2. Submitted

      No data available

**Number of Presentations by Scope**

| **Total** | 0 | 0 | 0 | 0 | 0 | 0 |
|---|---|---|---|---|---|---|

**List of Presentations**

  A. Peer Reviewed
    No data available

  B. Non-Peer Reviewed
    No data available

**APPENDIX D: PROFESSIONAL DEVELOPMENT AND RECOGNITION**

**Number of Faculty Development Activities Attended**

    **Total**                         0


**List of Faculty Development Activities Attended**

    A.  Professional Meetings/Conferences Attended

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

**List of Awards and Honors**
        No data available

## APPENDIX E: SERVICE AND COMMUNITY ENGAGEMENT

**Number of Activities with External Partners**

    **Total**                         0

**List of Activities with External Partners**

**Number of University Service Activities**

| Type of Activity | Leadership Positions* | Non-Leadership Positions | Total |
|---|---|---|---|
| Department | 0 | 0 | 0 |
| College | 0 | 0 | 0 |
| University | 0 | 0 | 0 |
| **Total** | 0 | 0 | 0 |

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

**List of University Service Activities**

    A.  University

    B.  College

    C.  Department

**Number of Student Activities in which Faculty Participated**

    **Total**                   0             0              0

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

**List of Student Activities in which Faculty Participated**

**Number of Professional Activities by Scope of Organization**

    **Total**          0      0      0      0      0      0

**List of Professional Activities by Scope of Organization**

**Number of Non-Credit Instruction Activities**

    **Total**                         0

**List of Non-Credit Instruction Activities**

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

    **Total**          0      0      0      0      0      0

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