



**Department of
Leadership Studies**

Annual Report
July 1, 2016 - June 30, 2017

1. Mission Statement

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

To accomplish its mission, the Department of Leadership Studies:

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

2. Status/Achievement of 2017 Goals

Goal 1: Maintain high quality programs for each degree/certificate program. (COE Goals 1-5)

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 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.

Goal 3: UCA will use clearly defined guidelines to evaluate emerging opportunities for strategic growth and retrenchment.

Goal 4: UCA will effectively implement the strategic plan.

Action Plans

1a. Conduct annual academic audits to ensure compliance with mandatory regulatory policies of accrediting agencies and/or consistency with other influence bodies.

Conduct annual audits on student learning outcomes and other student input data such as end of program assessments

Expected Results: Program standards that are in compliance with regulatory agencies and consistent with appropriate learned societies. Program goals, standards and requirements will be reviewed for compliance. Expectation is that all programs are reviewed and in compliance with appropriate standards.

Actual Results: 1. School counseling faculty conducted a curriculum review to determine alignment with state standards and identify potential areas of unintended redundancy among course goals and content.

2. Instructional Technology faculty conducted a self-study as part of the 10 year review for non-accredited programs. Feedback was received from the external reviewers, and this review will be studied for potential program changes to be undertaken in 2017-2018.

3. College Student Personnel Services and Administration program faculty created a new course in career counseling as an optional course for students completing the non-thesis option.

4. School Leadership, Educational Leadership, and Library Media program faculty began self-studies for completing SPA reports related to CAEP accreditation.

5. PhD program established a leadership team to serve as a recommending body for potential programmatic changes.

Status: Ongoing

Supporting Program Statistics

Links to Supporting Documents

None

1b. Conduct annual audits on student learning outcomes and other student focused data such as completion and employment rates.

Expected Results: Program standards that are in compliance with regulatory agencies and consistent with appropriate learned societies. Program goals, standards and

requirements will be reviewed for compliance. Expectation is that all programs are reviewed and in compliance with appropriate standards.

Actual Results: 1. All programs completed one or more audits related to student learning outcomes. These audits were reviewed with program faculty to inform the process for programmatic revisions.

2. A review of end of program data indicate graduating students rated their experiences from solid to outstanding suggesting that students believe they are receiving a quality education. For example, quality of advising ranged from 4.71 to 3.33 with 6 of 8 means 4.00 or above and 4 of 8 mean scores above the college average (advanced programs). In terms of modeling best practices, 7 of 8 mean scores were 4.00 or above and 6 of 8 equal or above the college mean of 4.30 (advanced programs). On quality of field components, 7 of 7 programs were above 4.0 and 6 of 7 were above the college mean of 4.33.

Status: Ongoing

Supporting Program Statistics

Links to Supporting Documents

None

1c. Seek replacement and/or new faculty members with the competencies to contribute to at least two program areas

Expected Results: Employment of a faculty that has the expertise to contribute to their primary program, and if necessary, contribute in limited ways to a second program and/or teach a course that serves more than one program area.

Actual Results: Two new tenure track faculty members were hired for 2016-2017. Both new members have expertise to teach selected courses in two different programs.

Status: Ongoing

Supporting Program Statistics

Links to Supporting Documents

None

Goal 2: Support appropriate faculty development experiences. (COE Goal 1)

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Action Plans

2a. Utilize experienced faculty as mentors for less experienced faculty to help assimilate junior faculty into the department and program.

Expected Results: Faculty members seeking to improve their skills as teachers, researchers, and/or service providers teaching will work with at least one experienced faculty member and/or the Center for Teaching Effectiveness to enhance identified skill sets. Student evaluations of teaching performance will reflect quality teaching performance.

Actual Results: Both new faculty members worked with other members of the faculty as mentees. Both second year faculty members worked with more senior faculty and the department chair to enhance their professional development. Faculty evaluations, overall, were highly positive. One new faculty member struggled during the first semester, but demonstrated significant improvement during second semester. This faculty member (a) worked closely with CTE to improve performance, and (b) worked with the program coordinator and department chair to identify strategies and techniques for improvement. Three junior faculty members completed programs offered by the Center of Teaching Excellence.

Status: Ongoing

Supporting Program Statistics

Links to Supporting Documents

None

2b. Provide financial resources necessary for each faculty member to attend at least one external professional development workshop and/or conference.

Expected Results: Full time faculty teaching departmental courses will attend at least one fully funded conference and/or professional development program

Actual Results: All faculty members were provided opportunities to attend a regional or national conference. One faculty member did not attend a regional or national conference.

Status: Ongoing

Supporting Program Statistics

Links to Supporting Documents

None

2c. Encourage faculty to engage in collaborative research endeavors as appropriate and to submit papers and manuscripts to state, regional, and national/international venues as appropriate.

Expected Results: Faculty members will have multiple scholarly artifacts that include joint authorship on at least one artifact. Faculty seeking tenure and/or promotion should have at least three artifacts that includes at least one peer reviewed publication.

Actual Results: With regard to scholarly productivity, all faculty members had at least one artifact that was disseminated to either a state, regional or national audience. Overall, the faculty produced 23 peer reviewed publications, and 38 presentations of which 32 were either invited or peer reviewed. Also, five faculty members had one or more grants/contracts that were funded.

Status: Ongoing

Supporting Program Statistics

Links to Supporting Documents

None

Goal 3: Expand program level data information regarding diversity, retention, graduation, and employment patterns. (COE Goals 3 & 5)

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Action Plans

3a. Collect program level data on candidate diversity.

Expected Results: Exploratory to determine if intervention strategies are needed

Actual Results: Preliminary data was analyzed for the period of Fall 2015 through Summer 2016 to determine retention of diverse student populations. Of the 196 student admitted, 152 (77.6%) were retained. With regard to racial and ethnic diversity, 32 students (16.3%) were admitted and 23 (71.9%) were retained. With regard to gender, 171 (87.2%) were female. Female retention rate was 77.8% and male retention rate was 80% (20/25).

Status: Ongoing

Supporting Program Statistics

Links to Supporting Documents

None

3b. Determine retention rates for subsequent semesters, using data from Fall Semester 2013 through Summer Semester 2016 as the basis of analysis

Expected Results: Exploratory to determine if intervention strategies are needed

Actual Results: An analysis of LS admissions from Fall 2013 through Summer 2016 revealed that 700 students were admitted. With regard to diversity, 16.7% represented categories of racial/ethnic diversity; 15% were male. With regard to retention, 74% of the students were retained. With regard to graduation, for the period Summer 2013 through Spring 2015, non-PhD programs admitted 412 students and 258 (62.6%) of these students graduated. Several of these students are still active, so the 62.6% represents the lowest possible graduation rate. Graduations rates by program were: CSPA - 93.8%; EDLP - 54.5%; ITEC- 36.7%; LIBM - 61.3%; SCCN - 63.3%; SLMA - 75%.

Status: Ongoing

Supporting Program Statistics

Links to Supporting Documents

None

3c. Begin follow-up studies of graduates to determine employment rates and employer satisfaction with candidates that they employ.

Expected Results: Exploratory to determine if intervention strategies are needed.

Actual Results: No data were collected for this item.

Status: Ongoing

Supporting Program Statistics

Links to Supporting Documents

None

Goal 4: Develop medium term goals for the department regarding infusion of the PhD program and other curricular expansion possibilities. (COE Goals 1 & 4)

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Action Plans

4a. Devote one or more faculty meetings to these topics and work with individuals and small groups as necessary.

Expected Results: Fuller integration of the PhD program into the departmental staffing plans and identification of programs with potential to expand their scope and service areas.

Actual Results: Parts of two faculty meetings were dedicated to this matter. No definitive results were accomplished. This matter needs further attention, but without resources, there are not real options. Four faculty members do serve the PhD program in supportive roles such as committee members, and dissertation chairs.

Status: Ongoing

Supporting Program Statistics

Links to Supporting Documents

None

3. 2018 Goals

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

Related UCA Strategic Planning Goals

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Action Plans

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

Resources:

Responsible Person(s): Program coordinators and department chair

Projected Completion Date: August 2018

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

Supporting Program Statistics

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

Resources:

Responsible Person(s): Program coordinators

Projected Completion Date:

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

Supporting Program Statistics

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

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Action Plans

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

Resources: Argos data systems

Responsible Person(s): Department chair and program coordinators

Projected Completion Date: August 2018

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

Supporting Program Statistics

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

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Action Plans

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

Resources:

Responsible Person(s): Program coordinators and department chair.

Projected Completion Date: August 2018

Expected Results: Retention of new faculty.

Supporting Program Statistics

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

Resources:

Responsible Person(s): Program coordinators and department chair

Projected Completion Date: August 2018

Expected Results:

Supporting Program Statistics

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

Resources:

Responsible Person(s):

Projected Completion Date:

Expected Results:

Supporting Program Statistics

4. Five-year Goals

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

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Projected Completion Date: June 2022

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

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Projected Completion Date: June 2022

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

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Projected Completion Date: June 2022

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

Related UCA Strategic Planning Goals

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Projected Completion Date: June 2022

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

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Projected Completion Date:

5. Challenges

Faculty and support resources are the primary challenge facing the department. The department is permanently funded for 12.3 professional positions and for one administrative assistant. These positions provide the foundational support for five master degree programs, one educational specialist program, seven certificate programs, and a PhD program. The department chair and director of the PhD program have administrative assignment for 50% of their loads. The .3 position covers one course per semester for the Associate Dean of the Honors College. Four faculty members receive a one course reassignment per semester to serve as program coordinators. Excluding the PhD program and its administrative and instructional needs, if the department is fully staffed, and if no other reassignments are granted for any reason, then the department has the capacity to staff 29 three semester hour courses each semester. Excluding practicum, internships, independent studies, and credit producing portfolio sections for SLMA, the department offers 41 three hour sections per semester if duplicate sections of courses are not needed. For traditional type courses only, the department is short at 3 - 4 full time faculty positions. When practicum, internship, and portfolio sections are considered, the department has another 17 - 20 sections of courses that must be staffed. Overall, when fully staffed, the department needs to use non-permanent faculty to cover 29-32 sections.. However, the department typically does not stay fully staffed. In short, even if fully staffed with current allocated positions, the department will have 50%+ 3 hour course sections taught by non-permanent faculty. School counseling and the combined school leadership and educational leadership EdS programs are the two non-PhD programs in greatest need for additional faculty. Ideally, both programs would be given one additional tenure-track line. At the least, both programs need a reassigned time each semester to work with the field components in the areas of outreach to the placement sites, orientation of students participating in field components, support for UCA field supervisors, and data collection. If a reassignment is given, then the number of other sections will increase that must be covered by non-permanent faculty. As the number of non-permanent faculty increase, then program coordinators and the department chair have less time to spend with other primary functions: leadership roles, external outreach, scholarship, and creative activities; activities that enhance the image and reputation of the department.

Covering courses is only one aspect of the challenge. Excluding the PhD program, the department typically enrolls 350+ students each semester and tracks another 100+ students. As such advising is a challenge for at least two areas: the combined SLMA/EDLP programs and the school counseling program. SLMA/EDLP have approximately 100 enrolled students each semester, and most of these students have complex individualized plans of study. Even with the filling of the second tenure track position, this is a heavy burden for advising, particularly given that active but non-enrolled students are continually contacted. School counseling registers close to 150 students each semester, and closely tracks another 20 students. Given that approximately 25% of these students have counseling positions, 20%+ bring another graduate degree to the program, and 25-30% are initial licensure candidates, advising is a time consuming process. The current school counseling faculty are all relatively inexperienced, and assuming the advising responsibility and the field placement responsibilities of 100 plus students each semester will place a heavy burden on these faculty. The department chair has been handling these obligations, but approval for teaching load equivalent has been reduced, so the burden moves to the faculty.

Across all program areas, for the time period Fall 2015 through Spring 2017, over 50% of courses have been taught by non-permanent faculty. For Ay2017-18, projections are that over 60% of courses will be taught by non-permanent faculty. Most of these faculty do not possess doctoral degrees, creating tension with Graduate School policies, and these faculty do not contribute in other ways to the department.

The PhD program is challenged by lack of dedicated faculty resources and support staff. The director has a 50 % administrative assignment, teaches two courses per semester, advises most of the nearly 50 students, serves on multiple dissertation committees, and is expected to conduct research and publish as a role model. The program has no other dedicated faculty. A more

appropriately staffed faculty for the department combined with a different working arrangement with campus-wide faculty that teach within the PhD program would help stabilize the program, expedite student progress, create opportunities to develop strong cognates, and enhance the special features of the program that help make a PhD program unique. Neither does the program have a dedicated staff position as an administrative assistant is shared with the rest of the department. A faculty search for an assistant/associate professor has been approved for the 2017-2018 academic year; however, it is not yet certain the salary that will be attached to the position.

A second area where resources are needed is practicum and internship and field supervision coordination and related travel costs the program areas mentioned above. Coordination is a program coordinators responsibility (school counseling is currently done by the department chair). However, coordination of these experiences is becoming increasingly complex as ADE rules and regulations establish more conditions to these placements. Also, the numbers of students are increasing. For example, LIBM typically has 40-50 students enrolled in practicum each academic year. EDLP and SLMA approach a 120 field placements each academic year. SCCN has grown the point where it has nearly 100 placements per academic semester. Screening is required for both candidate eligibility and field site eligibility. The growth in student enrollment in programs that require practicum and internship leads to an increase in supervision travel; this figure doubled for the current year. New budget allocations do not automatically follow increased enrollments.

A third challenge is lack of resources for summer terms. Given the nature of our programs, summer is essentially a third semester with approximately 30% of semester hours generated during the summer terms. However, non-direct instructional resources are essentially unavailable or done on a voluntary basis. Program coordinators are not given paid assignments for summer, and nearly five weeks exist between the end of spring semester and the beginning of summer session. This time period is critical for admission and advising. Also, summer is a critical time for program data collection and analysis, recruitment, licensure responsibilities, fall advising, and outreach to external constituents including the Department of Education. In many ways, summers are more hectic than the academic year.

A fourth challenge is the area of resources for professional development. The heavy use of adjuncts/part time faculty places increased pressure and time commitments on program coordinators and the department chair. Time is required in orienting and mentoring of these faculty members as well as solving brush fire issues. The PhD program has similar challenges. The program relies upon overloads from faculty campus-wide for most of the instruction, mentorship, and advisors for dissertations. This situation imposes major limitations and hurdles for that program to gain the stature that potentially exists.

Regarding challenges, perhaps the most worrisome is the cumulative effect upon faculty members. As a department that has 100 percent graduate programs, all permanent departmental faculty are expected to actively engage in scholarship and professional service in their specialty areas as well as demonstrate competence as instructors and service providers to the department, college, and university. With a 9 hour teaching load assignment, most faculty have three preparations. Collectively these responsibilities result in a heavy load. Moreover, senior faculty are showing the negative effects of carrying these heavy assignments because of less than adequate full time faculty. Furthermore, junior faculty need time to develop and experience success before being asked to assume major administrative roles; otherwise, they may be thrust into roles that likely will delay their development as accomplished teachers and emerging scholars and/or diminish the attractiveness of UCA as a place of employment. The department lost one of its brightest young stars in May 2017 because of concerns about the possibility for increased teaching loads and reduced time for research and service. At least two other junior faculty member seriously considered entering the job market.

6. Opportunities

With the challenges posed by strong enrollments and insufficient staff, identifying realistic opportunities is a challenge, and it is not from lack of ideas. The departmental faculty are optimistic that the new administration will give greater focus to graduate programs, be attentive to the responsibilities of graduate faculty, and continue to support the flat rate tuition for online programs. If the newer members of the faculty can be protected with sufficient time to develop their teaching and scholarship skills, they have potential to become strong members of the faculty and successfully negotiate the tenure and promotion process. The faculty has potential to develop creative approaches to our programs and visible ways to contribute to the profession, but they need "think time" to transform ideas into action plans.

7. Summary

As a collective group, the Leadership Studies faculty continues to be supportive of each other. Two new faculty members were integrated into the department. Both second year faculty members expanded their roles; unfortunately one second year faculty member left, primarily because of ongoing university wide discussions regarding faculty loads. Senior faculty members continued to offer their expertise to the tenure-track faculty members. A review of the list of scholarly, creative, and service activities found in the appendices provides evidence of an energetic and productive faculty.

Enrollments remained strong, with the school counseling program and the combined SLM/EDLP enrollments continued to creep higher; the PhD program added a strong cohort. Other programs remained solid with the exception of the Instructional Technology program that experienced a drop in enrollment. That program did complete a self-study and received several suggestions from the external reviewers.

As identified earlier in this report, data on graduation and retention appears to be solid. This data will help us establish base lines for future comparisons.

The future for the department can exciting and bright if some of the concerns are addressed. We know that we are faced with strong competition from other institutions. The departmental faculty are known as being student friendly; the faculty is highly competent faculty and willing to accept challenges. Change is a part of progress, and the faculty embrace this concept.

APPENDIX A: FACULTY PROFILE

Distribution of Full-Time Faculty by Rank

Rank	Continuing	New	Total	%
Professor	4	0	4	28.57
Associate Professor	3	0	3	21.43
Assistant Professor	4	1	5	35.71
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	1	1	7.14
Visiting Assistant Professor	0	0	0	0.00
Visiting Lecturer	1	0	1	7.14
Total	12	2	14	100.00

Distribution of Full-Time Faculty by Tenure Status

Tenure Status	Continuing	New	Total	%
Tenured	7	0	7	50.00
Tenure-Track	4	1	5	35.71
Non-Tenure Track	1	1	2	14.29
Total	12	2	14	100.00

Distribution of Full-Time Faculty by Graduate Faculty Status

Graduate Faculty	Continuing	New	Total	%
Affiliated	0	1	1	7.14
Associate	1	0	1	7.14
Full	11	1	12	85.71
No	0	0	0	0.00
Total	12	2	14	100.00

List of New Full-Time Faculty

Bang, Na Mi, Assistant Professor, Tenure-Track

Couture, Valerie Gress, Instructor, Non-Tenure Track

List of Administrative Assignments

Patricia Smith, Assistant Dean, July 1, 2014 - Present

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

Susan Barclay, Program Coordinator - CSPA, May 2014 - August 2016

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

Rhonda McClellan, Director, June 1, 2012 - Present

Rhonda McClellan, Director, June 1, 2012 - Present

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

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

Race/Ethnicity	Female	Male	Total	%
American Indian or Alaska Native	0	0	0	0.00
Asian	1	0	1	7.14
Black or African American	1	0	1	7.14
Hispanic/Latino of Any Race	0	1	1	7.14
Native Hawaiian or Other Pacific Islander	0	0	0	0.00
Two or More Races	0	0	0	0.00
White	8	2	10	71.43
Non-Resident Alien	1	0	1	7.14
Unknown	0	0	0	0.00
Total	11	3	14	100.00
%	78.57	21.43	100.00	

APPENDIX B: INSTRUCTIONAL ACTIVITIES

SSCH by ADHE Term

Term	HS Concurrent	Undergraduate	Graduate	Total
Summer II On-Schedule 2016	0	0	297	297
Summer II Off-Schedule 2016	0	0	4	4
Fall On-Schedule 2016	0	0	2,514	2,514
Fall Off-Schedule 2016	0	0	8	8
Spring On-Schedule 2017	0	0	2,459	2,459
Spring Off-Schedule 2017	0	0	2	2
Summer I On-Schedule 2017	0	0	585	585
Summer I Off-Schedule 2017	0	0	1,052	1,052

Fiscal Year	HS Concurrent	Undergraduate	Graduate	Total
July 2016 - June 2017	0	0	6,921	6,921
July 2015 - June 2016	0	0	6,906	6,906
July 2014 - June 2015	0	0	6,554	6,554
July 2013 - June 2014	0	0	6,062	6,062
July 2012 - June 2013	0	0	4,797	4,797

Academic Advising Loads

Term	Undergraduate	Graduate
Fall 2016	150	340
Spring 2017	0	255

Total Undergraduate Program Enrollment

No data available

Total Graduate Program Enrollment

Fall On-Schedule 2016	Enrolled
EDS-Educational Leadership	64
GC-Instructional Facilitator	0
GC-Instructional Technology-Distance Education	0
GC-Instructional Technology-Media Design & Development	0
GC-Instructional Technology-Technical Support	0
MS-College Student Personnel Services	30

MS-Instructional Technology	9
MS-Library Media and Information Technologies	116
MS-School Counseling K-12	138
MS-School Leadership, Management, and Administration	28
PHD-Leadership Studies	47
PMC-District Level Administration	3
PMC-School-Based Leadership-Adult Education Program Administration	0
PMC-School-Based Leadership-Building Administration	3
PMC-School-Based Leadership-Curriculum Administration	2
PMC-School-Based Leadership-Gifted-Talented Program Administration	0
PMC-School-Based Leadership-Special Education Program Administration	4
Term Total	444

EDS-Educational Leadership	Enrolled
Fall On-Schedule 2016	64
Fall On-Schedule 2015	54
Fall On-Schedule 2014	44
Fall On-Schedule 2013	31
Fall On-Schedule 2012	24

GC-Instructional Facilitator	Enrolled
Fall On-Schedule 2016	0
Fall On-Schedule 2015	0
Fall On-Schedule 2014	2

GC-Instructional Technology-Distance Education	Enrolled
Fall On-Schedule 2016	0
Fall On-Schedule 2015	1
Fall On-Schedule 2014	1
Fall On-Schedule 2013	1
Fall On-Schedule 2012	0

GC-Instructional Technology-Media Design & Development	Enrolled
Fall On-Schedule 2016	0
Fall On-Schedule 2015	0
Fall On-Schedule 2014	2
Fall On-Schedule 2013	3
Fall On-Schedule 2012	0

GC-Instructional Technology-Technical Support	Enrolled
Fall On-Schedule 2016	0
Fall On-Schedule 2015	0

Fall On-Schedule 2014	2
Fall On-Schedule 2013	1
Fall On-Schedule 2012	0

MS-College Student Personnel Services	Enrolled
Fall On-Schedule 2016	30
Fall On-Schedule 2015	25
Fall On-Schedule 2014	34
Fall On-Schedule 2013	39
Fall On-Schedule 2012	33

MS-Instructional Technology	Enrolled
Fall On-Schedule 2016	9
Fall On-Schedule 2015	19
Fall On-Schedule 2014	23
Fall On-Schedule 2013	22
Fall On-Schedule 2012	22

MS-Library Media and Information Technologies	Enrolled
Fall On-Schedule 2016	116
Fall On-Schedule 2015	115
Fall On-Schedule 2014	122
Fall On-Schedule 2013	113
Fall On-Schedule 2012	96

MS-School Counseling	Enrolled
Fall On-Schedule 2014	78
Fall On-Schedule 2013	67
Fall On-Schedule 2012	33

MS-School Counseling K-12	Enrolled
Fall On-Schedule 2016	138
Fall On-Schedule 2015	118

MS-School Leadership, Management, and Administration	Enrolled
Fall On-Schedule 2016	28
Fall On-Schedule 2015	28
Fall On-Schedule 2014	30
Fall On-Schedule 2013	25
Fall On-Schedule 2012	18

PHD-Leadership Studies	Enrolled
Fall On-Schedule 2016	47
Fall On-Schedule 2015	45
Fall On-Schedule 2014	52
Fall On-Schedule 2013	45

PMC-District Level Administration	Enrolled
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Fall On-Schedule 2016	3
Fall On-Schedule 2015	3
Fall On-Schedule 2014	4
Fall On-Schedule 2013	3
Fall On-Schedule 2012	0

PMC-School-Based Leadership-Adult Education Program Administration	Enrolled
Fall On-Schedule 2016	0
Fall On-Schedule 2015	0
Fall On-Schedule 2014	0
Fall On-Schedule 2013	0
Fall On-Schedule 2012	0

PMC-School-Based Leadership-Building Administration	Enrolled
Fall On-Schedule 2016	3
Fall On-Schedule 2015	0
Fall On-Schedule 2014	2
Fall On-Schedule 2013	3
Fall On-Schedule 2012	0

PMC-School-Based Leadership-Curriculum Administration	Enrolled
Fall On-Schedule 2016	2
Fall On-Schedule 2015	2
Fall On-Schedule 2014	0
Fall On-Schedule 2013	0
Fall On-Schedule 2012	1

PMC-School-Based Leadership-Gifted-Talented Program Administration	Enrolled
Fall On-Schedule 2016	0
Fall On-Schedule 2015	0
Fall On-Schedule 2014	0
Fall On-Schedule 2013	0
Fall On-Schedule 2012	0

PMC-School-Based Leadership-Special Education Program Administration	Enrolled
Fall On-Schedule 2016	4
Fall On-Schedule 2015	3
Fall On-Schedule 2014	1
Fall On-Schedule 2013	1
Fall On-Schedule 2012	0

Total Undergraduate Program Degrees Awarded

No data available

Total Graduate Program Degrees Awarded

August 2016	Degrees Awarded
EDS-Educational Leadership	8
GC-Instructional Facilitator	0
GC-Instructional Technology-Distance Education	0
GC-Instructional Technology-Media Design & Development	0
GC-Instructional Technology-Technical Support	0
MS-College Student Personnel Services	0
MS-Instructional Technology	2
MS-Library Media and Information Technologies	16
MS-School Counseling K-12	10
MS-School Leadership, Management, & Administration	2
PHD-Leadership Studies	3
PMC-District-Level Administration	0
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
Total	41

December 2016	Degrees Awarded
EDS-Educational Leadership	10
GC-Instructional Facilitator	0
GC-Instructional Technology-Distance Education	0
GC-Instructional Technology-Media Design & Development	1
GC-Instructional Technology-Technical Support	0
MS-College Student Personnel Services	0
MS-Instructional Technology	2
MS-Library Media and Information Technologies	22
MS-School Counseling K-12	11
MS-School Leadership, Management, & Administration	3
PHD-Leadership Studies	2
PMC-District-Level Administration	4
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

Leadership-Gifted-Talented Program Admin. PMC-School-Based Leadership-Special Ed. Program Admin.	1
Total	56

May 2017	Degrees Awarded
EDS-Educational Leadership	11
GC-Instructional Facilitator	0
GC-Instructional Technology-Distance Education	0
GC-Instructional Technology-Media Design & Development	0
GC-Instructional Technology-Technical Support	0
MS-College Student Personnel Services	10
MS-Instructional Technology	3
MS-Library Media and Information Technologies	16
MS-School Counseling K-12	23
MS-School Leadership, Management, & Administration	7
PHD-Leadership Studies	2
PMC-District-Level Administration	0
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.	1
Total	73

EDS-Educational Leadership	Degrees Awarded
July 2016 - June 2017	29
July 2015 - June 2016	22
July 2014 - June 2015	9
July 2013 - June 2014	10
July 2012 - June 2013	8
Total	78

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

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

July 2012 - June 2013	0
Total	0

GC-Instructional Technology-Media

Design & Development	Degrees Awarded
July 2016 - June 2017	1
July 2015 - June 2016	0
July 2014 - June 2015	0
July 2013 - June 2014	0
July 2012 - June 2013	0
Total	1

GC-Instructional Technology-Technical Support

	Degrees Awarded
July 2016 - June 2017	0
July 2015 - June 2016	0
July 2014 - June 2015	0
July 2013 - June 2014	0
July 2012 - June 2013	0
Total	0

MS-College Student Personnel Services

	Degrees Awarded
July 2016 - June 2017	10
July 2015 - June 2016	12
July 2014 - June 2015	24
July 2013 - June 2014	16
July 2012 - June 2013	17
Total	79

MS-Instructional Technology

	Degrees Awarded
July 2016 - June 2017	7
July 2015 - June 2016	9
July 2014 - June 2015	3
July 2013 - June 2014	11
July 2012 - June 2013	6
Total	36

MS-Library Media and Information Technologies

	Degrees Awarded
July 2016 - June 2017	54
July 2015 - June 2016	47
July 2014 - June 2015	50
July 2013 - June 2014	37
July 2012 - June 2013	40
Total	228

MS-School Counseling

	Degrees Awarded
July 2015 - June 2016	31
July 2014 - June 2015	17
July 2013 - June 2014	10
July 2012 - June 2013	7
Total	65

MS-School Counseling K-12

	Degrees Awarded
July 2016 - June 2017	44
Total	44

MS-School Leadership, Management, & Administration	Degrees Awarded
July 2016 - June 2017	12
July 2015 - June 2016	14
July 2014 - June 2015	9
Total	35

MS-School Leadership, Management, and Administration	Degrees Awarded
July 2013 - June 2014	9
July 2012 - June 2013	10
Total	19

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

PMC-District Level Administration	Degrees Awarded
July 2013 - June 2014	0
July 2012 - June 2013	0
Total	0

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

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

PMC-School-Based Leadership-Adult Education Program Administration	Degrees Awarded
July 2013 - June 2014	0
July 2012 - June 2013	0
Total	0

PMC-School-Based Leadership-Building Administration	Degrees Awarded
July 2016 - June 2017	0
July 2015 - June 2016	0
July 2014 - June 2015	0
July 2013 - June 2014	0
July 2012 - June 2013	0
Total	0

PMC-School-Based Leadership-Curriculum Administration	Degrees Awarded
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July 2016 - June 2017	0
July 2015 - June 2016	0
July 2014 - June 2015	0
July 2013 - June 2014	0
July 2012 - June 2013	0
Total	0

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

PMC-School-Based Leadership-Gifted-Talented Program Administration	
	Degrees Awarded
July 2013 - June 2014	0
July 2012 - June 2013	0
Total	0

PMC-School-Based Leadership-Special Ed. Program Admin.	
	Degrees Awarded
July 2016 - June 2017	2
July 2015 - June 2016	0
July 2014 - June 2015	0
Total	2

PMC-School-Based Leadership-Special Education Program Administration	
	Degrees Awarded
July 2013 - June 2014	0
July 2012 - June 2013	0
Total	0

Number of Directed Individual Student Learning Activities

Involvement Type	No.
Dissertation Committee Chair	9
Dissertation Committee Co-Chair	7
Dissertation Committee Member	21
Doctoral Advisory Committee Chair	1
Honors Thesis Advisor	1
Independent Research Advisor	2
Independent Study Advisor	2
Master's Thesis Committee Chair	1
Master's Thesis Committee Member	4
Other	4
Unknown	1
Total	53

List of Directed Individual Student Learning Activities

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

Honors Thesis Advisor, (HONC3320), Godwin, Ashley. *Branding Honors*: September 30, 2015 - May 5, 2017. Status: In-Process.
Outcomes:

Master's Thesis Committee Member, Burgess, Jonathan. . September 1, 2016 - April 30, 2017.
Status.
Outcomes:

Dissertation Committee Member, Balla, Mariama Laouali. *Je Veux Aller A L'ecole, Mais Je Ne Peux Pas: The Challenges for Girls' Education in Zinder, Niger*. 2016. Status: Completed.
Outcomes:

Dissertation Committee Member, Searight, Patricia. *Lakeview, Education Funding Policy, and Adequacy*. 2016. Status: Completed.
Outcomes:

Jackson, Lonnie. *Grooming our Own: Frames that Inform Community Leadership Development*. 2016. Status.
Outcomes:

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

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

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

Master's Thesis Committee Member, (CSPA6195), Cresswell, Briana. *Cohorts Who Conflict: A Study of the Effect of Conflict on a Cohort Model*. August 2016 - December 9, 2016. Student is preparing master's thesis research proposal, Status: Completed.
Outcomes: Presentation

Master's Thesis Committee Member, (CSPA6195), Wulfenstein, Jill. *Fight the Power: Understanding Student Speech Liberties on College Campuses*. August 2016 - December 9, 2016. Student is preparing master's thesis research proposal, Status: Completed.
Outcomes: Presentation

Master's Thesis Committee Member, (CSPA6195), Burgess, Jonathan. *Experience of the Male Junior College Transfer Student-Athlete*. August 2016 - November 14, 2016. Student is preparing a master's thesis research proposal, Status: Completed.
Outcomes: Presentation

Dissertation Committee Chair, (CSPA6V95), Wulfenstein, Jill. *Fight the Power: Understanding Student Speech Liberties on College Campuses*. August 2016 - May 2017. Status: In-Process.
Outcomes: Presentation

Dissertation Committee Chair, (CSPA6V95), Burgess, Jonathan. *Experience of the Male Junior College Transfer Student Athlete*. August 2016 - May 2017. Status: In-Process.
Outcomes: Presentation

Dissertation Committee Chair, (CSPA6V95), Cresswell, Jordan. *Cohorts Who Conflict Together: A study on the Effect of Conflict on a Cohort Model*. August 2016 - May 2017. Status: In-Process.
Outcomes: Presentation

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

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

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

Independent Study Advisor, (LEAD6V90), Canada, Tracie. . January 2017 - Present. This course covers the research literature on school based services in counseling and assessment of the trends in school based counseling to explore the need for full-time professional counseling services on K-12 public school campuses., Status: In-Process.
Outcomes:

ITEC Exit Project Advisor, McKnight, Michael. *Effectiveness of ST Math at Northridge Middle School*. August 2016 - December 2016. Status: Completed.
Outcomes:

ITEC Exit Project Advisor, Lindsay, Titus. *Veterans' Rescue Retreat*. August 2016 - December 2016. Status: Completed.
Outcomes:

ITEC Exit Project Advisor, Churchwell, Megan. *Creating Online Assessments Using Google Forms*. May 2016 - August 2016. Status: Completed.
Outcomes:

ITEC Exit Project Supervisor, Parish, Vicki. *Perceived vs. Actual Online Teaching Needs of University Faculty: A Mixed-methods Study*. May 2016 - August 2016. Status: Completed.
Outcomes:

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

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

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

Dissertation Committee Member, Rupert, Lyle. . . Status.

Outcomes:

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

Outcomes:

Dissertation Committee Chair, (LEAD8108), Stacks, Jamie. . January 2015 - Present. Status.

Outcomes:

Dissertation Committee Chair, (LEAD), Dodson, Jenny. . January 2015 - Present. Status.

Outcomes:

Dissertation Committee Chair, (LEAD9610), Jackson, Lonnie. . January 2015 - Present. Status.

Outcomes:

Dissertation Committee Chair, (LEAD9610), Searight, Patricia. . January 2015 - Present. Status.

Outcomes:

Dissertation Committee Chair, (LEAD9610), Bullington, Timothy. . January 2015 - Present.

Status: In-Process.

Outcomes:

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

Outcomes:

Dissertation Committee Co-Chair, (LEAD8108), Yang, Hang. . January 2015 - Present. Status.

Outcomes:

Dissertation Committee Co-Chair, (LEAD9610), Laoali Balla, Mariama. . January 2015 - Present.

Status.

Outcomes:

Dissertation Committee Member, (LEAD8308), Tappe, Chad. . January 2015 - Present. Status.

Outcomes:

Dissertation Committee Member, (LEAD8308), Warburton, Cicily. . January 2015 - Present.

Status.

Outcomes:

Dissertation Committee Member, (LEAD), Vest, Cody. . January 2015 - Present. Status.

Outcomes:

Dissertation Committee Member, (LEAD9610), Seager, Craig. . January 2015 - Present. Status.

Outcomes:

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

Status.

Outcomes:

Dissertation Committee Member, (LEAD9610), Coleman, Hope. . January 2015 - Present. Status.

Outcomes:

Dissertation Committee Member, (LEAD9610), Earls, Jamie. . January 2015 - Present. Status.

Outcomes:

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

Dissertation Committee Member, (LEAD9610), Zhi, Luan. . January 2015 - Present. Status.
Outcomes:

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

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

Doctoral Advisory Committee Chair, (LEAD8108), Petty, Barrett. . January 2015 - Present.
Status.
Outcomes:

Dissertation Committee Co-Chair, (LEAD9610), Glover, Malcolm. . June 1, 2014 - Present.
Status: In-Process.
Outcomes:

Dissertation Committee Member, (LEAD9610), Goodman, Hunter. . January 2014 - Present.
Status.
Outcomes:

Dissertation Committee Member, Alford, Wes. . August 1, 2013 - Present. Status.
Outcomes:

Dissertation Committee Member, Petty, Barrett. . January 2012 - Present. Status.
Outcomes:

Dissertation Committee Member, Ealy, Shaneil. . January 2012 - Present. Status.
Outcomes:

Number of Directed Group Student Learning Activities

Involvement Type	No.
Group Research	4
Total	4

List of Directed Group Student Learning Activities

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

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

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

Group Research for LEAD 8336, January 1, 2014 - Present. Stuttgart Chamber and Phillips
Community College Leadership Institute; developed and taught leadership workshops;

research project as well
Outcomes: Presentation

APPENDIX C: SCHOLARSHIP

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

Total 0

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

No data available

Total Contracts and Grants

Organization	Under Review		Funded	
	No.	Total Funds	No.	Total Funds
Federal	0	\$0	4	\$1,588,496
Private	0	\$0	1	\$3,700
State	0	\$0	1	\$60,699
Other	0	\$0	3	\$4,500
Total External	0	\$0	9	\$1,657,395
University of Central Arkansas	1	\$2,011	1	\$100

List of Grants and Contracts

Under Review

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

Funded

Bang, N. M. (Principal Investigator), "Institutional Diversity Grant," Sponsored by University of Central Arkansas, University of Central Arkansas, \$100.00. (September 28, 2016 - Present).

Bang, N. M. (Co-Principal Investigator), Jang, H. (Principal Investigator), Byrd, J. (Co-Principal Investigator), "NCACES Research Grant Award," Sponsored by North Central Association for Counselor Education and Supervision (NCACES), Other, \$500.00. (October 3, 2016 - Present).

Barclay, S. R., "Leadership Academy Grant," Sponsored by National Career Development Association (NCDA), Other, \$1,000.00.

Frederickson, C. K. (Principal Investigator), Martin, J. C. (Co-Principal Investigator), Bland, M. W. (Co-Principal Investigator), Bunn, G. O. (Co-Principal Investigator), Yarberry, F. M. (Co-Principal Investigator), Mason, A. J. (Senior Investigator), "DUE - Noyce Teacher Scholarships," Sponsored by NSF, Federal, \$1,198,506.00. (October 1, 2014 - September 30, 2019).

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

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

Garimella, U. I. (Principal Investigator), Hu, H. (Co-Principal Investigator), "Excellence in Elementary Science Education (EESS)," Sponsored by Department of Education, Federal, \$145,656.00.

Hu, H. (Evaluator), Garimella, U. I. (Principal Investigator), "No Child Left Behind: IMPROVING TEACHER QUALITY," Sponsored by Arkansas Department of Higher Education, State, \$60,699.00. (March 1, 2016 - December 31, 2016).

James, T. L., "EAST Influence on Student Development," Sponsored by EAST, Inc., Private, \$3,700.00.

McClellan, R. L. (Principal Investigator), "Stuttgart Leadership Institute," Sponsored by Stuttgart Chamber and Phillips Community College, Other, \$3,000.00.
No data available

Number of Accepted or Published Publications by Type

Type	Peer Reviewed	Non-Peer Reviewed	Total	Student Author
Chapter	3	0	3	0
Conference Proceeding	1	0	1	0
Journal Article	19	0	19	0
Other	0	1	1	0
Total	23	1	24	0

Number of Submitted Publications by Type

Type	Peer Reviewed	Non-Peer Reviewed	Total	Student Author
Journal Article	4	0	4	0
Total	4	0	4	0

List of Publications

A. Peer Reviewed

1. Accepted or Published

Albritton, S. L., Chadwick, M., Bangs, D., Holt, C., Jeff, L., Ibriham, D. (2016). Utilizing professional learning community concepts and social networking for state advocacy: The Arkansas case (ARPEA). *International Journal of Educational Leadership Preparation*, 11(2), 40-50. <http://www.ncpeapublications.org/index.php/volume-11-number-2-fall-2016>

Barclay, S. R., Stoltz, K. B. (2016). The Life Design Group: A Case Study Assessment. *The Career Development Quarterly*, 64(1), 83-96. www.ncda.org/aws/NCDA/pt/sp/cdquarterly

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.

Cisneros, J. (in press). Intersections at a (heteropatriarchal) crossroad: Narratives of Black students' spiritual, gender, and sexual orientation identity development. *To appear in Journal of College Student Development*.

Cisneros, J. (2016). DREAMzone: Testing two vicarious contact interventions to improve attitudes toward undocumented immigrants. *Journal of Diversity in Higher Education*. <http://dx.doi.org/10.1037/dhe0000055>

Couture, R. R., Schwehm, J., Couture, V. G. (in press). Helicopter Colleges: A Return to In Loco Parentis? *To appear in College Student Journal/Project Innovation Inc.*, 17. <http://www.projectinnovation.com/college-student-journal.html>

- Couture, V. G. (in press). Counseling Transgender College Students: Perceptions of College Mental Health Clinicians' Preparedness. *To appear in College Student Journal/Project Innovation Inc.*, 19. <http://www.projectinnovation.com/instructions-for-authors.html>
- Gallavan, N., Huffman, S. P., Shaw, E. O. (2017). Ensuring ethics and equity with classroom assessments via mobile technology to enhance efficacy of online education. *Empowering learners with mobile open-access learning initiatives* (pp. 220-241). Hersey, PA: IGI Global.
- Gallavan, N., Webster Smith, A., Petty, B. W. M., Mercado, S. S. (2016). Establishing a comprehensive sense of place to experience success in classrooms and school through authentic leadership. In L. G. Putney & N. P. Gallacan (Ed.), *ATE Yearbook XXIV: Establishing a sense of place for all learners in 21st century classrooms and schools*. Landham, MD: Rowman & Littlefield.
- Harless, A. M., Stoltz, K. (in press). Integrating Narrative Approaches with Early Recollections to Provide Career Counseling with Low-SES Secondary Students. *To appear in The Journal of Individual Psychology*. <http://utpress.utexas.edu/>
- Hartsoe, J. K., Barclay, S. R. (in press). Universal Design and Disability: Assessing Faculty Beliefs, Knowledge, and Confidence in Universal Design for Instruction. *To appear in Journal of Postsecondary Disability and Education*.
- Henfield, M., Woo, H., Bang, N. M. (2017). Gifted Ethnic Minority Students and Academic Achievement: A Meta-Analysis. *Gifted Child Quarterly*, 61(1), 3-19. <http://journals.sagepub.com/doi/pdf/10.1177/0016986216674556>
- Hu, H., Wake, D. G., Oslick, M. E. (2017). Innovative Web 2.0 Technologies to Support Struggling Readers. *Journal of Educational Technology Development and Exchange*, 10(1), 55-71.
- Hu, H., Garimella, U. I. (2017). In P. Resta & S. Smith (Ed.), *Excellence in Elementary School Science (EESS): Teachers' Perceptions & Technology Integration from a Professional Development*. (pp. 2105-2112). Chesapeake, VA: Proceedings of Society for Information Technology & Teacher Education International Conference 2017. <http://learntechlib.org/p/177939>
- McClellan, R. L., Hyle, A. E. Experiential learning: Dissolving classroom and research borders. *Journal of Experiential Learning*, 35(1), 238-252.
- Scott, R. I., Smith, P. J., Cognard-Black, A. (2017). Demography of Honors: The Census of U.S. Honors Program and Colleges. *Journal of the National Collegiate Honors Council*, 18(1).
- Scott, R. I., Smith, P. J. (2016). Demography of Honors: The National Landscape of Honors Education. *Journal of the National Collegiate Honors Council*, 17(1), 73-91.
- Huffman, S., McClellan, R. (2017). A study of rural high school principals' perceptions as social justice leaders. *Administrative Issues Journal: Connecting Education, Practice, and Research*, 7(1), 19-38.
- Smith, P. J., Scott, R. I. (2016). Demography of Honors: Comparing NCHC Members and Non-Members. *Journal of the National Collegiate Honors Council*, 17(2).
- Smith, P. J., Scott, R. I. (2016). Growth and Evolution of Collegiate Honors Education in the United States. In Katherine O'Flaherty and Robert W. Glover (Ed.), *Present Success and*

Future Challenges in Honors Education (vol. 1). Lanham, Maryland: Rowman and Littlefield Publishers, Inc..

Stephanie, H. (in press). The digital divide revisited: What is next? *To appear in Education*.

Woo, H., Lu, J. F., Henfield, M., Bang, N. M. (2017). An exploratory study of career intentions in academia: Doctoral students in counselor education programs in the U.S. 7(1), 79-92. <http://japconline.org/journal/article.php?code=50578>

Woo, H., Kuo, P., Bang, N. M. (in press). Counselor Education Student Factors, Advisory Relationships, and Research Productivity. *To appear in Counselor Education and Supervision*.

2. Submitted

Couture, V. G. Perceptions of College Mental Health Clinicians' Preparedness to Counsel Transgender College Students. *Journal of College Counseling/Wiley-Blackwell*. www.collegecounseling.org/Journal-of-College-Counseling

Couture, V. G. Survey of the Effects of Gender on Supervisory Working Alliance Between Counseling Doctoral Supervisors and Master Supervisees. *Research in the Schools*.

Harless, A. M. Professional School Counselor Leadership and Practice Across Poverty: An Overview of A 2015 Research Study on School Counselors in Arkansas. *Professional School Counseling*. <https://www.schoolcounselor.org>

Huffman, S. Politics, social media, and the school librarian: Our responsibility to our patrons. *Reading Improvement*.

B. Non-Peer Reviewed

1. Accepted or Published

Barclay, S. R., Stoltz, K. B. (2016). In N/A (Ed.), *The Life Design Group Guide* (pp. 41). N/A, USA: Vocopher. vocopher.com

2. Submitted

No data available

Number of Presentations by Scope

Scope	Total	Invited		Accepted		Student Author
		Peer Reviewed	Non-Peer Reviewed	Peer Reviewed	Non-Peer Reviewed	
Local	5	0	5	0	0	0
State	13	0	3	8	2	0
Regional	3	0	1	2	0	0
National	7	1	0	6	0	1
International	9	0	2	6	1	0
Unknown	3	0	0	0	3	0
Total	40	1	11	22	6	1

List of Presentations

A. Peer Reviewed

- Barnes, D. L., James, T. L., Atkins, K. R. (Feb. 2017). *Raising the profile of the profession by improving the writing skills of teacher education candidates*. Paper Session presented at Association of Teacher Educators 2017 Annual Meeting, Association of Teacher Educators, Orlando, FL.
- Cisneros, J. (Apr. 2017). *But who cares? Researchers' (shifting) positionalities in liminal spaces*. Paper Session presented at American Educational Research Association (AERA) conference, AERA, San Antonio, TX.
- Cisneros, J. (Nov. 2016). *Examining the effect of DREAMzone: Preparing higher education professionals to respond to the presence and needs of undocumented students*. Paper Session presented at Association for the Study of Higher Education (ASHE) conference, ASHE, Columbus, OH.
- Cisneros, J. (Oct. 2016). *DREAMzone: Implementing a psychoeducational program for working with and for undocumented students*. Workshop presented at Partners in Student Success Conference (PSSC), Hot Springs, AR.
- Copeland, J. H. (June 2017). *Intellectual Property and Copyright: The Technology Leap from Print to Multimedia*. Symposium presented at Hot Springs Technology Institute, Hot Springs, Arkansas.
- Couture, R., Couture, V. G., Schwehm, J. (Mar. 2017). *False Consensus and FERPA*. Seminar presented at NASPA Annual Conference, NASPA Student Affairs Administrators in Higher Education, San Antonio, TX.
- Couture, V. G., Christopher, B.*. (Mar. 2017). *Rehabilitation Counseling with Transgender Clients with Chronic Illness and Disease*. Poster Session presented at American Counseling Association, San Francisco, CA.
- Couture, V. G., Kristin, H., Alexandra, M. (Oct. 2016). *Group Supervision: The Six Thinking Hats Technique*. Seminar presented at Southern Association of Counselor Education and Supervision, New Orleans, LA.
- Gallavan, N., Huffman, S. P., Shaw, E. O. (Feb. 2017). *Ensuring ethics and equity with classroom assessments via mobile technology in online education*. Paper Session presented at Association of Teacher Educators (ATE), Orlando, FL.
- Gallavan, N., Huffman, S. P., Shaw, E. (Oct. 2016). *Ensuring ethics and equity with classroom assessments via mobile technology in online education*. Paper Session presented at Southeastern Association of Teacher Educators (SRATE) Annual Meeting, SRATE, Reston, VA.
- Gallavan, N., Huffman, S. P., Shaw, E. (Sept. 2016). *Ensuring ethics and equity with classroom assessments via mobile technology in online education*. Paper Session presented at Arkansas Association of Teacher Educators (ArATE), Russellville, AR.
- Gallavan, N., Shaw, E. O. (Apr. 2017). *Guess my place through a mystery skype*. Paper Session presented at Arkansas Association of Instructional Media, Little Rock, AR.
- Gallavan, N., Shaw, E. O. (Apr. 2017). *Guess my place through a mystery skype*. Paper Session presented at Arkansas Association of Instructional Media, Little Rock, AR.
- Gallavan, N., Webster Smith, A. (Feb. 2017). *The impact of continuous reflectivity on policies, programs, practices, and professionalism*. Paper Session presented at Association of Teacher Educators (ATE), Orlando, FL.

- Harless, A. M. (2016). *What Arkansas School Counselors Want and Need*. Paper Session presented at ArSCA/ADE School Counselor Conference -2016, ArSCA, Hot Springs Convention Center.
- Hu, H., Garimella, U. I. (Mar. 2017). *Excellence in Elementary School Science (EESS): Teachers' Perceptions & Technology Integration from a Professional Development*. Paper Session presented at Society for Information Technology and Teacher Education International Conference, Austin, TX.
- Hu, H. (Nov. 2016). *Excellence in Elementary School Science:Google Apps for Science Teacher PD*. presented at AppsEvents: Arkansas Summit Featuring Google for Education., Conway, AR.
- Huffman, S. P., Shaw, E., Gallavan, N. (Sept. 2016). *Becoming teacher educators: Transformational journeys of classroom teachers*. Paper Session presented at Arkansas Association of Teacher Educators (ArATE), Russellville, AR.
- 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.
- Parish, V., Hu, H. (Mar. 2017). *Perceived vs. Actual Online Teaching Needs of University Faculty: A Mixed-methods Study*. Paper Session presented at The Society for Information Technology & Teacher Education International (SITE) Conference 2017, Austin, TX.
- Smith, P. J., Spisak, A., Herron, J. (2017). *Variation and Commonalities among Institutions with Honors Education*. Paper Session presented at Honors Education at Research Universities, Columbus, OH.
- Whittingham, J. L., Casey, K. M., Gallavan, N., Shaw, E. O. (Feb. 2017). *Formats for online teaching: Keeping the good things and adding some new things*. Paper Session presented at Association of Teacher Educators Conference, Orlando, Florida.
- \, Huffman, S. P., McClellan, R. L. (2017). *Perceptions of rural principals in a Southern state: Equating Christianity with social justice leadership*. Roundtable presented at AERA Annual Meeting, American Educational Research Association, San Antonio, TX.

B. Non-Peer Reviewed

- Bang, N. M., Rashid, G. (Oct. 2016). *Learning Activities for Teaching Case Conceptualization: Best Practices for Counselor Educators*. presented at North Central Association for Counselor Education and Supervision (NCACES) Conference, North Central Association for Counselor Education and Supervision, Minneapolis.
- Bang, N. M., Woo, H., Lee, A. (Oct. 2016). *The Effects of Advisory Relationship between Research Self-Efficacy, Motivation, and Productivity*. Roundtable presented at Korean Counseling Association International Chapter (KCA-IC) Conference, Korean Counseling Association, New Orleans, LA.
- Cisneros, J. (Apr. 2017). *Educational research for achieving the promise of equal educational opportunity: Diverse methodologies and perspectives for addressing ongoing inequality*. Seminar presented at American Educational Research Association (AERA) conference, AERA, San Antonio, TX.
- Cisneros, J. (Nov. 2016). *DREAMzone*. Workshop, Nevada State University, Henderson, NV.

- Cisneros, J. (Nov. 2016). *DREAMzone*. Workshop, Nevada State Education Association (NSEA), Las Vegas, NV.
- Cisneros, J. (Oct. 2016). *Migration and education*. Seminar presented at American University Global Educational Forum, American University, Washington D.C.
- Cisneros, J. (Oct. 2016). *What does it mean to be undocuqueer/trans?: Gender sexuality, and immigration status as categories of analysis*. Colloquium, American University, Washington, D.C.
- Cisneros, J. (Sept. 2016). *The Colors of the Rainbow*. Panel, Hispanic Women's Organization of Arkansas (HWOA), Springdale, AR.
- Cisneros, J. (Sept. 2016). *What does it mean to be undocuqueer/trans?* Panel presented at Undocuqueer Educational Forum, Arizona State University.
- Cisneros, J. (Sept. 2016). *Undocuqueer: Interacting and working within the intersection of LGBTQ and undocumented*. Colloquium, American University, Washington D.C.
- Copeland, J. H. *The Emerging Nature of Transformative Copyright: A Reflective Essay Based on Current Research*. Paper Session presented at UCA Colleges/Departments, UCA Campus.
- Copeland, J. H. *Dewey Decimal Demise?* Paper Session presented at Arkansas Association of Instructional Media 2018 Annual Conference, Little Rock, Arkansas.
- Copeland, J. H. (Sept. 2016). *Transformative Copyright: The Impact on Teaching in Traditional and Online Learning Environments*. presented at Arkansas Association of Teacher Educators (ArATE) 2016 Fall Conference, Arkansas Tech University, Russellville, Arkansas.
- Couture, V. G., Bang, N. M., Harless, A. M. (June 2017). *Solution-Focused Counseling in Schools*. Seminar presented at Conway School District, Conway, AR.
- Duncan, T. M., Webster Smith, A., Strickland, C. A., Baldwin, A. G. (Dec. 2016). *Intersectionality and Pedagogy*, UCA University College, UCA.
- Harless, A. M., Couture, V. G. (Feb. 2017). *Oh the Tangled Webs We Weave: Ethical Dilemmas in Counselor Education and Supervision*. Seminar presented at Arkansas Association of Counselor Education and Supervision, University of Central Arkansas, Conway, AR.
- Woo, H., Bang, N. M., Kim, H., Kim, B. (Oct. 2016). *Advisory Relationship and Research Productivity among Counselor Education Doctoral Students*. Poster Session presented at Southern Association for Counselor Education and Supervision Conference, Southern Association for Counselor Education and Supervision, New Orleans, LA.

APPENDIX D: PROFESSIONAL DEVELOPMENT AND RECOGNITION

Number of Faculty Development Activities Attended

Type of Activity	No.
Conference	4
Continuing Education Program	5
Faculty Fellowship	1
Seminar	1
Tutorial	2
Workshop	11
Other	2
Total	26

List of Faculty Development Activities Attended

A. Professional Meetings/Conferences Attended

Southern Association for Counselor Education and Supervision (SACES) Conference. Southern Association for Counselor Education and Supervision (SACES). New Orleans, Louisiana. Credit Hours. October 6, 2016 - October 8, 2016.

NCDCA Annual Conference. National Career Development Association (NCDCA). Chicago, Illinois. Credit Hours: 12. June 28, 2016 - July 3, 2016.

Mid-South Educational Research Association Annual Conference. Mid-South Educational Research Association (MSERA). Mobile, Alabama. Credit Hours. November 2, 2016 - November 4, 2016.

Southeast Region of Association of Teacher Educators. SRATE. Little Rock, Arkansas. Credit Hours. October 18, 2013 - Present.

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

Workshop. Instructional Strategies for Teaching Students on the Autism Spectrum. Center for Teaching Excellence. Conway, Arkansas. Credit Hours. November 3, 2016

Continuing Education Program. Know Yourself. National Collegiate Honors Council. Seattle, Washington. Credit Hours. October 12, 2016 - October 16, 2016

Workshop. Program Reviewer Training. NCHC. Lincoln, Nebraska. Credit Hours. July 7, 2016 - July 9, 2016

Continuing Education Program. North Central Association for Counselor Education and Supervision (NCACES) Conference. North Central Association for Counselor Education and Supervision (NCACES). Minneapolis, Minnesota. Credit Hours. October 20, 2016 - October 22, 2016

Seminar. Active Training Courses. UCA. Conway, Arkansas. Credit Hours: 0. November 16, 2016 - December 15, 2016

Tutorial. Digital Measures Training for Mid Tenure Review (Reviewers) Oct 11, 2016 3pm – 3:45pm Central Time WhereMashburn 101 (map). UCA Institutional Research Department. Conway, Arkansas. Credit Hours. October 11, 2016

Tutorial. Video Annotation Training. UCA Technology Learning Center. Conway, Arkansas. Credit Hours. July 7, 2016

Workshop. Best Practices Boot Camp: Exemplary Online Course Design. University of Central Arkansas. Conway, Arkansas. Credit Hours: 5. September 2016 - December 2016

Workshop. Online Teaching: A Learning Community for Online Educators. University of Central Arkansas. Conway, Arkansas. Credit Hours: 5. September 2016 - December 2016

Workshop. Building a Better Course. University of Central Arkansas. Russellville, Arkansas. Credit Hours: 1. October 2016

Workshop. Mini Conference on Teaching. Instructional Development CenterUCA. Conway, Arkansas. Credit Hours. January 7, 2013 - Present

Continuing Education Program. Harnessing the Power of Blackboard Tools & Advanced Bb Tools. University of Central Arkansas - Torreyson West 319. Credit Hours: 2. April 19, 2017

Continuing Education Program. EPP PD Day - Mashburn 103. UCA College of Education. Credit Hours: 6. March 31, 2017

Continuing Education Program. Unintended Offences: Making Your Classroom Safe from Microaggressions. UCA Academic Affairs. Credit Hours: 1. September 20, 2016

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

Workshop. Instructional Strategies for Teaching Students on the Autism Spectrum. UCA CTE. Credit Hours. November 3, 2016

Workshop. Video Yourself Looking Like a Million Bucks. UCA CTE. Credit Hours. October 21, 2016

Workshop. The Power and Potential of Web-Enhanced Face-to-Face Courses: Applying Online Design Principles to Traditional Courses. UCA CTE. Credit Hours. October 5, 2016

Workshop. Unintended Offenses: Making Your Classroom Safe from Microaggressions. UCA CTE. Credit Hours. September 20, 2016

Workshop. Formative Assessment Through Mobile Applications. UCA CTE. Credit Hours. September 5, 2016

Technology Professional Development. Hot Springs Technology Institute. Hot Springs Technology Institute. Hot Springs, Arkansas. Credit Hours. June 15, 2017 - June 18, 2017

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

List of Awards and Honors

Couture, Valerie Gress Excellence in Online Teaching, Center for Teaching and Excellence, University. (April 20, 2017).

Bang, Na Mi NCDCA Leadership Academy Award, National Career Development Association (NCDCA), National. (January 9, 2017).

APPENDIX E: SERVICE AND COMMUNITY ENGAGEMENT

Number of Activities with External Partners

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

List of Activities with External Partners

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

Research Project, Oglethorpe University, August 2013 - Present
Collecting data to perform a mixed-methods study; will develop into multiple manuscripts.

Field Experiences, Central Baptist College, August 2012 - Present
The office of the Student Services supports CSPA students during their required practicum experiencee

Field Experiences, Hendrix College, August 2012 - Present
The offices of the Dean of Students and Students Rights and Responsibilities supports CSPA students during their required practicum experiencee

faculty for MSP grant, Southern Arkansas University, January 15, 2012 - August 15, 2016
Work with the ERZ and South Central Education Cooperative to design and provide professional development for teachers in southern Arkansas.

Member and Presenter, Arkansas Counseling Association, November 2016 - Present
Plan to present at the November ArCA Conference 2016 on Arkansas Counselor Activity research. I stay in contact with the recent past president, Carlton Brown.

Secretary of Arkansas Association of Counselor Education and Supervision, Arkansas Association of Counselor Education and Supervision, January 2016 - Present
I was elected secretary of ArACES at the ArCA Conference annual meeting 2015.

Member and Presenter, Arkansas School Counseling Association, August 2015 - Present
I plan to present at the annual conference in July and publish for the Arkansas School Counselor publication. I've been in contact with Robin Sparks, PP & L.

Member, Chi Sigma Iota, Rho Alpha Beta, August 2015 - Present
I am a member of the Chi Sigma Iota which is a counseling academic and professional honor society international. I am interested in starting our own chapter here at UCA.

Consultant and Trainer, EAST, Inc.

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

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

Fundraising, Conway Christian School, August 15, 2014 - Present

Active in fundraising for the Fine Arts Council with the primary goal to build a Fine Arts building for CCS. Helped coordinate the silent auction and lunch fundraisers.

Number of University Service Activities

Type of Activity	Leadership Positions*	Non-Leadership Positions	Total
Department	4	32	36
College	12	29	41
University	9	30	39
Total	46	91	137

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

List of University Service Activities

A. University

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

Charge:

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

Secretary, Academic Council, July 1, 2014 - Present

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

Member, Digital Measures Work Group, May 15, 2014 - Present

The Digital Measures Work Group meets monthly to provide feedback to the Office of Institutional Research on the implementation of the Digital Measures Database and Tracking system for the UCA campus.

Member, College Level Associate Deans (CLADs), January 15, 2014 - Present

CLADs is a monthly meeting of Associate Deans hosted by the Office of Sponsored Programs to review grant funding applications and strategies for the university.

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

The Charge of the Core Council is:

- a. To review the current UCA Core program and make appropriate recommendations to the Council of Deans.
- b. To review and recommend to the Council of Deans new and revised UCA Core curricula proposed by the various departments and colleges.
- c. To initiate and recommend policies and procedures relevant to UCA Core requirements. As a member of Core Council, I served in 2016 as the Chair of the Assessment Sub-Committee. We created a plan to rotate core outcomes to focus on assessing,

training, and implementing changes to core outcomes at a pace that would allow for effective implementation. We reviewed proposals for new courses to the Core.

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

Charge:

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

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

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

Member, African American Male Retention Task Force, April 15, 2016 - April 15, 2017

Provost Runge has created a task force to focus on retention initiatives for African American male students. The focus is to identify research regarding this issue and discovering ways to implement best practices within our system of delivering higher education at UCA.

Member, MAP-Works Implementation Committee, November 15, 2013 - August 15, 2016

The MAP-Works Implementation Committee meets when called to provide feedback to the MAP-Works Coordinator regarding the implementation of MAP-Works in campus housing and within the First Year Experience curriculum.

Member, Strategic Budget Advisory Committee, September 2014 - Present

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

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

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

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

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, 2012 - Present
Market and recruit CSPA students for faculty positions for the UNIV 1100 course.

Member, Sabbatical Leave Review Committee, August 2015 - August 2017

The committee evaluates applications for faculty sabbatical leaves and makes recommendations. Both the committee's recommendation and the provost's

recommendation are forwarded, along with the applicant's file, to the president. In Fall, 2015, the committee reviewed and made recommendations on six files submitted by university faculty members.

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

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

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

Member, August 2016 - May 2017

CSPA faculty member, Housing and Residence life recruitment, February 5, 2016 - April 15, 2017
Accompanied Housing and Residence life department on recruitment efforts at the Southern Placement Exchange and the Oshkosh Placement Exchange. Interviewed potential CSPA program candidates and Housing and Residence Life graduate assistants.

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

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

Representative, Student Center Board, September 2016 - Present

Member, Faculty Development Committee, August 2015 - May 2018

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

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

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

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

Member, Faculty Handbook Committee, January 1, 2012 - August 1, 2016

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

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

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

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

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

Member, Higher Learning Commission - Criterion I (Mission), January 27, 2015 - Present
This committee was convened for the purposes of renewing UCA's accreditation and to specifically develop a written argument that UCA is aligned with its vision.

Committee Chair, Lactation Station Committee, October 2014 - Present
This committee was convened to examine the need for lactation suites. This committee examined the need for lactation suites, petitioned the governing bodies for funding, and designed and set up four stations in three suites.

Committee Chair, Minority Vendor Committee, May 2014 - Present
This committee was assembled to develop a plan to increase minority vendor partnerships with UCA. The committee developed a strategic plan, hosted a community leaders luncheon, a minority vendor luncheon, and minority vendor training. Minority vendor partnerships increased through the Donaghey Hall project as well as through Physical Plant's On-Call program.

Committee Chair, Diversity Advisory Committee, October 2013 - Present
I serve as chair of the sub-committee for the recruitment, retention, and development of diverse faculty. The committee has developed a university-wide diversity strategic plan.

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.

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.

Guest Speaker, Tenure Application via Digital Measures Presentation, February 25, 2017 - April 4, 2017

Along with Nykela Jackson, I lead a presentation on applying for mid-tenure through Digital Measures. There were 4 faculty members in attendance. We walked participants through the mid-tenure application process and gave them tips and pointers on how to successfully organize their materials to be prepared for the application.

Member, Honors College Dean Search Committee, August 15, 2016 - April 1, 2017
The role of this committee is to participate in the search process to identify a new Dean of the Schedler Honors College & Director of Exemplary Studies during the 2016-17 academic year. The committee will review applications, conduct phone interviews and reference checks with candidates, and will interview on-campus candidates. The selected candidate will begin the position July 1, 2017.

Committee Chair, Honors College TAG/URGE/ELF Grant Review Committee, October 1, 2005 - December 15, 2016
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.

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

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

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

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

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

Member, College of Education Diversity Committee, September 21, 2015 - May 2017

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

Endowed

Scholarship Committee.

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.

Guest Speaker, December 1, 2016

To inform UCA Advising Center on the Graduate Library Media Program and effective ways for the Center to support our students. It was noted that our program is for school librarians so students need to get a teaching license. They can do that by getting an undergraduate degree in education, earning an MAT degree (for those that have an undergraduate degree), or apply for the ADE alternative license program. After they get a license, then they can join our program.

If students want to become an academic or public license, then they need to apply to a school that has a ALA MLS degree. We can give them several out of state schools that are online where they can attend to get an Master of Library Science.

Guest Speaker, August 31, 2016

To represent the College of Education in a meeting with UCA Career Services in order to foster support support for Library Media and ITEC Graduates. The mission of the Career Services Center is to assist students in maximizing their educational experience by providing access to career planning, programs, presentations, and employment opportunities. Thank you!

September 1, 2016x

Teresa Murphy

to Jud, Michael, Terry, Gayle, Maurice, Stephen, Jacquie, Peter, Ginny, Victoria

Thank you for attending our annual breakfast meeting. I always look forward to updating you, and I value your suggestions. I am so glad that you are on my team!

If you have any additional questions, don't hesitate to contact me. Again, thank you for your continued support.

Kathy Clayborn, Executive Director
UCA Career Services

(email sent by Teresa Murphy)
University of Central Arkansas
Career Services, Bernard Hall 301
201 Donaghey Avenue
Conway, AR 72035
501-450-5171.

Volunteered at Table #2, Beacon Bites Days, November 29, 2016

Volunteered during Beacon Bites Days to pass out snacks and final exam schedule to students. Provided students with final exam information and nourishment.

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

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

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

1. Compare current practices in field/clinical experiences to relevant standards set and best practices expectations.

2. Examine COE data aligned to candidate field experiences and make recommendations for continuous improvement

3. Develop advisory council for clinical experiences

4. Support faculty understanding of CAEP Standard 2 Expectations. Helped with undergraduate survey of field experiences, created a survey for graduate field experiences, and will assist the committee May 2016 for a Create one-time advisory group in Spring structured after "The World Cafe" concept. <http://www.theworldcafe.com/>.

Member, Department of Elementary, Literacy, and Special Education (ELSE) Chair Position Search Committee, January 2017 - Present

Reviewed application packages; interviewed onsite candidates; evaluated potential faculty candidates.

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

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

Committee Chair, COE Technology & Distance Education Committee, August 2015 - Present

• The charge of this committee is to recommend new directions for improving instructional use of technology to include acquisitions of new technologies, assessments of existing technologies, and work with faculty to understand and meet current faculty technology needs.

Member, TLC Project/Program Specialist Position Search Committee, November 2016 - January 2017

Reviewed application packages; interviewed onsite candidates; evaluated potential candidates.

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

Committee Chair, COE Tenure & Promotion Committee, January 1, 2010 - Present
Reviewed Dr. Angela Webster-Smiths tenure and promotion folio, Dr. Tammy Benson's promotion folio, and Dr. Jud Copeland's tenure folio.

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

Member, PEU Conceptual Framework Committee

Member, PEU Standard 6

Member, College of Education CAC, February 1, 2008 - Present
Member of the College Administrative Council. Advisory to COE Dean on matters related to the college. Represent the Department of Leadership Studies.

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

Member, Transition to Teaching Search Committee, February 1, 2015 - Present
Reviewed applicants for the position of Recruiter/Counselor for Transition to Teaching. Involved in the interview process of the top three candidates.

UAPB Career Fair and Teacher Fair, UAPB Career Fair and Teacher Fair, April 2013 - Present
Along with colleague, Nancy Gallavan, I organized a UCA COE table and recruited students for COE and PhD graduate programs. Engage with students about graduate programs in the COE and across the university.

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

C. Department

Faculty Advisor, CSPA Alumni Affairs, September 15, 2014 - Present
I was charged with reviving alumni relations for the CSPA program. I created the first official CSPA Alumni Facebook page which grew to a membership of over 200 alums within one week of launch.

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

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

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

Committee Chair, Department Curriculum Committee, September 2003 - Present

Program Director/Coordinator, CSPA Program Co-Coordinator, August 2016 - Present
Assist with recruitment and retention of students; develop course schedules; proctor comprehensive exams; course development; curriculum revisions. In the fall of 2016, Dr. Cisneros and I revised course titles and descriptions (14 courses), as well as re-arranged the sequence of course offerings, and submitted for approval by the graduate council.

Program Director/Coordinator, CSPA Program Coordinator, May 2014 - August 2016

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

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.

Faculty Advisor, Graduate Library Media Program, July 5, 2016
Little Rock School District <noreply@lrsd.org>
July 1, 2016

To Dr. Judd Copeland:

LA WARN RODGERS has applied for a position at Little Rock School District and has listed you as a reference.

Please take a few minutes to fill out our electronic reference form.

<https://hr.lrsd.org/winocular/apply/wFormEX.exe?LinkID=tony3lk8sf9nxlsq>

The form must be completed by 07/11/2016. Thank you for your assistance.

Human Resources
Little Rock School District.

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.

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

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

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

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

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

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

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

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

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

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

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

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

ITEC program brochures & Recruitment, May 2016 - Present

Revising and redesigning ITEC program brochures & and helping with Recruitment

Attended the Teaching With Technology Symposium sponsored by UAMS in July, 2016 and Arkansas Curriculum Conference on Nov 4, 2016, Little Rock, AR to give out program brochures and to introduce the program.

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.

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

Member, Tenure and Promotion, January 10, 2017 - Present
Patricia Smith's Mid-tenure Review. Patricia Smith's Mid-tenure Review.

Author, MS Instructional Technology, January 15, 2016 - Present
ADHE Review of Program Report.

Program Director/Coordinator, MS Instructional Technology, August 15, 2008 - Present
Program Coordinator for the MS in Instructional Technology. Responsible for writing yearly program reviews, recruiting and retention of students, and working with professional organizations to expand the scope of outreach for the program.

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

Member, Promotion and Tenure Committee

Member, Capstone Projects, December 1, 2016 - December 3, 2016
Participated in the assessment and feedback for student Capstone Projects presentations.

Member, School Finance Capstone Projects, July 26, 2016 - July 28, 2016
Assisted in the assessment of student presentations for the School Finance Capstone Projects for Summer 2016.

Proctored an Oral Comprehensive exam, Counseling Department, July 5, 2016
Assisted Dr. James in proctoring/administrating an oral exam for a student in Counseling Studies.

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	36	36
Total	0	36	36

* 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.

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

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

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

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

Mentor, Freshman Mentoring Initiative, August 20, 2015 - Present
 I made contact with one of the freshman students on campus throughout the fall semester. I offered to meet with her for coffee. I gave her words of encouragement.

Number of Professional Activities by Scope of Organization

Position/Role	Local	State	Regional	National	International	Total
Chair/Co-Chair/Leader	0	1	0	1	2	4

Editor	0	1	0	3	3	7
Member	0	2	1	4	2	9
Officer (Not President)	0	3	0	0	0	3
President	0	1	0	0	0	1
Reviewer	0	1	0	6	5	12
Other	1	4	0	2	1	8
Total	1	13	1	16	13	44

List of Professional Activities by Scope of Organization

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

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

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

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

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

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

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

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

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

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

Review submission for Annual Yearbook.

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

Review proposals to Education Leadership Review journal.

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

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

Editorial Review Board Member, Asian Pacific Education Review (APER), Springer Publications, Seoul, Korea, January 2016 - Present.

APER is a peer reviewed journal produced by the Education Research Institute at Seoul National University. I provide feedback to author(s) and editor related to content and statistical analysis procedures in author's manuscript.

Editorial Review Board Member, Journal of Student Affairs Research & Practice, NASPA Student Affairs Administrators in Higher Education, Washington, District of Columbia, January 2014 - Present.

Provide feedback to author(s) and editor on journal submissions. Feedback relates to content and statistical procedures located in the manuscript.

Editorial Review Board Member, Journal of College Counseling, American College Counseling Association (ACCA), Meridian, Mississippi, 2011 - Present.

Review and critique manuscripts for publication consideration.

Presenter, Benefits and Techniques of Effective Questioning, Mayflower High School, Mayflower, Arkansas, August 11, 2016.

Invited by Mayflower High School to present a professional development session on effective questioning. Provided professional development for 30 educators from Mayflower High School.

Board Member, United We Dream, USA, May 15, 2014 - Present.

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

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

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

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

External Reviewer, Tenure Review for Former Colleague, University of Colorado at Colorado Springs, August 5, 2016 - September 8, 2016.

External reviewer for a colleague at University of Colorado who applied for tenure and promotion to associate professor. Evaluated the candidate's scholarship, teaching/librarianship, professional practice and service accomplishments.

Reviewer, Program Proposal, Association of Counselor Education and Supervision Annual Conference, Association of Counselor Education and Supervision (ACES), Chicago, Illinois, March 2017 - April 2017.

I reviewed 20 conference proposals.

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

Plan and run a conference for 1000+ Arkansas Educators.

President-Elect, Arkansas Council of Teachers of Mathematics Executive Board, ACTM, Arkansas, January 1, 2014 - December 30, 2017.

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

Secretary, ArACES, Arkansas Association of Counselor Education, November 2015 - Present.

Provide memos and other pertinent information to ArACES members. 1. I hosted the 2016 ArACES Mid-Winter Conference at the Brewer-Hegeman Center at UCA February 26 and hosting a pre-conference dinner at Mike's place on February 25th.

2. I am hosting the 2017 ArACES Mid-Winter Conference again at the Brewer-Hegeman Center at UCA February 25 and hosting a pre-conference dinner at Mike's place on February 24th.

Reviewer, Journal, 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).

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

Editorial Board.

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

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

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

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

Planning Committee Member, Legislative Committee, Association of Teacher Educators, Orlando, Florida, February 15, 2016 - February 15, 2017.

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

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

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

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

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

Co-Chair, Association of Teacher Educators Annual Conference, 2017, Association of Teacher Educators, Orlando, Florida, February 2015 - February 2017.
Serve as Co-Chair of the Program Planning Committee for the Annual Conference, 2017.

Co-Chair, Program Committee 2017 Annual Conference, Association of Teacher Educators, Orlando, Florida, February 2015 - February 2017.
Provide oversight to the Program for the conference.

Advisory Board Member, Community Development Institute, November 1, 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.

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

Instruction Type	No.
Workshop	2
Total	2

List of Non-Credit Instruction Activities

Workshop, UCA STEM Institute, September 1, 2013 - August 31, 2016.

Workshop, South Central Education Services Cooperative and Southern Arkansas University,
September 1, 2013 - August 1, 2016.

Number of Public Service Activities by Scope of Organization

Position/Role	Local	State	Regional	National	International	Total
Board Member/Trustee	1	0	0	0	0	1
Chair	1	0	0	0	0	1
Coordinator/Organizer	0	1	0	0	0	1
Officer (Not President)	1	0	0	0	0	1
Other	2	0	0	0	0	2
Total	1	13	1	16	13	44

List of Public Service Activities by Scope of Organization

UCA STEM Institute, September 1, 2013 - August 31, 2016.

This project is a three year MSP Grant to provide PD for elementary teachers related to teaching science, mathematics and literacy under the CCSSM and Next Generation Science Standards. I am one of several faculty members involved. My responsibility include working with the planning committee, and facilitating some sessions on Saturdays and during the summer.

South Central Education Services Cooperative and Southern Arkansas University,
September 1, 2013 - August 1, 2016.

Serve as a member of a two person faculty for an MSP grant, funded to the ERZ at Southern Arkansas University in Magnolia. The participants were K-8 teachers. This is a three year project that included two summer weeks (60 hours), and 6 Saturday meetings during the school year (36 hours) each year.