

**Department of
Leadership Studies, Psychology & Counseling**

**Annual Report
August 15, 2021 - August 15, 2022**

1. Mission Statement

2. Status/Achievement of 2022 Goals

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

Related UCA Strategic Planning Goals

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

Action Plans

1a. All College programs will sustain a data-driven quality assurance process for continuous program improvement.

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

Actual Results: In the School Counseling program faculty have created innovative learning experiences for their CITs to complete. One example is the creation of a Community Consultation Resources Electronic Brochure through researching the private and community resources in their local and statewide communities. This assignment helps these future school counselors to provide more extensive services to students and families than they would otherwise be able to provide. Another learning experience is preparation of a professional presentation for the National Career Development Conference (NCDA) Global Conference. Each student prepares a topic related to career development and/or career counseling in K-12 school settings. Students use peer-reviewed research to create the presentations and can submit these proposals for acceptance to this highly competitive and well-known professional conference. A third transformational learning experience in the School Counseling program is the Assessment Instrument Review Presentation in which the future school counselor completes an in-depth review of one instrument used for assessment by counselors. The student must provide; an overview of the development of the instrument, empirical support of the reliability and validity for the instrument, the administration and interpretation policies, applicability/implications for counseling interventions, and references. Through having an in-depth understanding on one instrument, students have an increased ability to see the benefits and drawbacks of using a variety of instruments to assess a diverse K-12 student population.

In partnership with assistantship sites, CSPA program continued to recruit a diverse incoming cohort.

CSPA welcomed 13 new students across 2021-2022.

10 Full-time, 3 part-time

6 White, 4 Black or African American, 2 Hispanic/Latinx, 1 International Student
(Thailand)

Undergraduate institutions represented 7 states from Oregon to North Carolina
CSPA program hosted first annual in-person CSPA Day. This recruitment event brought
prospective students to campus to engage with current students, complete program
interview, and interview with multiple graduate assistantship sites

Status: Ongoing

Supporting Program Statistics

Links to Supporting Documents

None

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

Related UCA Strategic Planning Goals

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

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

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

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

Action Plans

2a. The College will recruit, retain, and support a diversity of students, faculty, and staff.

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

Actual Results: The School Counseling program retained and recruited more faculty members who come from diverse racial, ethnic, age, national origin, geographic, and gender backgrounds. Through this recruitment and retention of diverse faculty, the School

Counseling students are provided with enhanced multicultural learning opportunities which will more effectively prepare them to work with the increasingly diverse K-12 student population.

ITEC involved recent alumni to participate in a panel discussion with current students to discuss career options after graduation.

All new department members have completed the DEEP professional development and we have been discussing ways to enhance the diversity of the department.

We continue to maintain high levels of expectations for our students while recognizing the influence of personal differences on perspectives, goals, and communication.

Status: Ongoing

Supporting Program Statistics

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

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

Actual Results: All programs track dispositions and program completers complete surveys on program effectiveness and areas of needed growth. We continually survey our students and seek feedback via course evaluations to determine if our goals are being met.

Status:

Supporting Program Statistics

Links to Supporting Documents

None

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

Related UCA Strategic Planning Goals

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

Goal 1: UCA will support and empower students to succeed. Actions to improve retention

and graduation rates to the levels already specified by the Board in the KPIs must be UCA's first order of business.

Action Plans

3a. The College will incorporate transformational and innovative learning experiences that are grounded in evidence-based practices.

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

Actual Results: The School Counseling program retained and recruited more faculty members who come from diverse racial, ethnic, age, national origin, geographic, and gender backgrounds. Through this recruitment and retention of diverse faculty, the School Counseling students are provided with enhanced multicultural learning opportunities which will more effectively prepare them to work with the increasingly diverse K-12 student population.

ITEC involved recent alumni to participate in a panel discussion with current students to discuss career options after graduation.

Ongoing collaborations among faculty members in multi-disciplinary research and publishing.

Status: Ongoing

Supporting Program Statistics

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

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

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

The departmental representatives examined graduate program options during the end of semester session for graduating seniors from the departments of Elementary, Literacy,

and Special Education, and Teaching and Learning.

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

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

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

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

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

Status:

Supporting Program Statistics

Links to Supporting Documents

None

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

Related UCA Strategic Planning Goals

CV b: Community: We value and respect as our greatest asset the people who make up our community – students, faculty, and staff, as well as the people connected to us through ties to our local community and region, the state of Arkansas, our nation, and the world. That is, we believe people are the focus of our institution. (Collegiality, Partnerships, Safe and Health Environment, Service)

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

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

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

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

Action Plans

4a. The College will develop, implement, and review a Strategic Equity Plan that includes processes, practices, and policies that anchor equity.

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

Actual Results: CSPA program supported successful completion of the program for 15 students from diverse backgrounds

8 Black or African American, 3 Hispanic/Latinx (including 1 international student from Mexico), 3 White, 1 Two or more races

Research studies on equity - CSPA theses on equity:

Smith-Todd, A. (2022). Holistic Student-Athlete Support: A Comparative Case Study Approach.

Erickson, K. (2022). Out of the Shadows: The Lived Experience of Active-duty Military Undergraduates.

ITEC graduated its first cohort of the Online Teacher Academy with all but one student passing the state Online Teaching exam. That is a 97% pass rate.

Status: Ongoing

Supporting Program Statistics

4b. Maintain ongoing levels of professionalism and appropriate dispositions.

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

Actual Results: Not available

Status:

Supporting Program Statistics

Links to Supporting Documents

None

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

Related UCA Strategic Planning Goals

CV b: Community: We value and respect as our greatest asset the people who make up our community – students, faculty, and staff, as well as the people connected to us through ties to our local community and region, the state of Arkansas, our nation, and the world. That is, we believe people are the focus of our institution. (Collegiality,

Partnerships, Safe and Health Environment, Service)

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

Action Plans

5a. The College will continuously engage partners to maximize program quality and opportunity for all.

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

Actual Results: The School Counseling program collaborated with school counselors across Arkansas in three grade levels (elementary, middle, and high school) to strategically improve the program key assessment which focuses on counselors-in-training (CIT) abilities to manage a school counseling program while being accountable for student success. The data from this key assessment measure CITs' abilities to understand data-driven decision making, demonstrate leadership and advocacy, use current technologies, and use collaboration to promote student learning and achievement.

CSPA program partnered with two offices at UCA (Office of Student Success and Online, Transfer, & Returning Student Services) and the Center for Social Innovation at Oklahoma State University- Oklahoma City within the Assessment in Higher Education course for fall 2021. Students in the course worked directly with the partners to perform a full assessment project evaluating current practices and identify recommendations for continual improvement.

CSPA program hosted a Practicum Fair to support successful placement of 10 students with field experience sites with various functional areas across UCA's campus.

Status: Ongoing

Supporting Program Statistics

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

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

Actual Results: Not available

Status: Ongoing

Supporting Program Statistics

Links to Supporting Documents

None

3. **2023 Goals**
4. **Five-year Goals**
5. **Challenges**
6. **Opportunities**
7. **Summary**

APPENDIX A: FACULTY PROFILE

Distribution of Full-Time Faculty by Rank

Rank	Continuing	New	Total	%
Professor	2	0	2	12.50
Associate Professor	4	0	4	25.00
Assistant Professor	9	0	9	56.25
Senior Lecturer/Clinical Instructor/Lab Instructor	0	0	0	0.00
Lecturer/Clinical Instructor/Lab Instructor II	0	0	0	0.00
Lecturer/Clinical Instructor/Lab Instructor I	0	0	0	0.00
Instructor	0	0	0	0.00
Visiting Assistant Professor	0	0	0	0.00
Visiting Lecturer	1	0	1	6.25
Total	16	0	16	100.00

Distribution of Full-Time Faculty by Tenure Status

Tenure Status	Continuing	New	Total	%
Tenured	6	0	6	37.50
Tenure-Track	9	0	9	56.25
Non-Tenure Track	1	0	1	6.25
Total	16	0	16	100.00

Distribution of Full-Time Faculty by Graduate Faculty Status

Graduate Faculty	Continuing	New	Total	%
Affiliated	1	0	1	6.25
Associate	0	0	0	0.00
Full	15	0	15	93.75
No	0	0	0	0.00
Total	16	0	16	100.00

List of New Full-Time Faculty

No new full-time faculty in report date range.

List of Administrative Assignments

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

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

Race/Ethnicity	Female	Male	Total	%
American Indian or Alaska Native	0	0	0	0.00
Asian	0	0	0	0.00
Black or African American	2	0	2	12.50
Hispanic/Latino of Any Race	0	1	1	6.25
Native Hawaiian or Other Pacific Islander	0	0	0	0.00
Two or More Races	0	1	1	6.25

White	8	3	11	68.75
Non-Resident Alien	1	0	1	6.25
Unknown	0	0	0	0.00
Total	11	5	16	100.00
%	68.75	31.25	100.00	

APPENDIX B: INSTRUCTIONAL ACTIVITIES

SSCH by ADHE Term

Fiscal Year	HS Concurrent	Undergraduate	Graduate	Total
July 2020 - June 2021	0	0	4,385	4,385
July 2019 - June 2020	0	0	4,376	4,376
July 2018 - June 2019	0	0	5,389	5,389
July 2017 - June 2018	0	0	6,414	6,414

Academic Advising Loads

Term	Undergraduate	Graduate
Fall 2021	0	83
Spring 2022	0	56

Total Undergraduate Program Enrollment

No data available

Total Graduate Program Enrollment

Fall On-Schedule 2021	Enrolled
EDS-Educational Leadership	26
GC-Computer Science Teaching and Learning	1
GC-Instructional Technology-Media Design & Development	3
GC-Online Teaching and Learning	35
MS-College Student Personnel Administration	32
MS-Instructional Technology	25
MS-Library Media and Information Technologies	63
MS-School Counseling K-12	66
MS-School Leadership, Management, and Administration	15
PHD-Leadership for Inclusion and Equity	68
PMC-District Level Administration	7
PMC-School-Based Leadership-Building Administration	4
PMC-School-Based Leadership-Curriculum Administration	0
PMC-School-Based Leadership-Gifted-Talented Program Administration	0
PMC-School-Based Leadership-Special Education Program Administration	0
Term Total	345

EDS-Educational Leadership	Enrolled
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Fall On-Schedule 2021	26
Fall On-Schedule 2020	28
Fall On-Schedule 2019	48
Fall On-Schedule 2018	53
Fall On-Schedule 2017	58

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

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

GC-Instructional Facilitator	Enrolled
Fall On-Schedule 2018	0
Fall On-Schedule 2017	0

GC-Instructional Technology-Distance Education	Enrolled
Fall On-Schedule 2018	2
Fall On-Schedule 2017	0

GC-Instructional Technology-Media Design & Development	Enrolled
Fall On-Schedule 2021	3
Fall On-Schedule 2020	1
Fall On-Schedule 2019	0
Fall On-Schedule 2018	1
Fall On-Schedule 2017	0

GC-Instructional Technology-Technical Support	Enrolled
Fall On-Schedule 2018	0
Fall On-Schedule 2017	0

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

MS-College Student Personnel Administration	Enrolled
Fall On-Schedule 2021	32
Fall On-Schedule 2020	33
Fall On-Schedule 2019	34

MS-College Student Personnel Services	Enrolled
Fall On-Schedule 2018	32
Fall On-Schedule 2017	30

MS-Instructional Technology	Enrolled
Fall On-Schedule 2021	25
Fall On-Schedule 2020	19
Fall On-Schedule 2019	7
Fall On-Schedule 2018	9
Fall On-Schedule 2017	11

MS-Library Media and Information Technologies	Enrolled
Fall On-Schedule 2021	63
Fall On-Schedule 2020	57
Fall On-Schedule 2019	50
Fall On-Schedule 2018	58
Fall On-Schedule 2017	90

MS-School Counseling K-12	Enrolled
Fall On-Schedule 2021	66
Fall On-Schedule 2020	72
Fall On-Schedule 2019	86
Fall On-Schedule 2018	130
Fall On-Schedule 2017	152

MS-School Leadership, Management, and Administration	Enrolled
Fall On-Schedule 2021	15
Fall On-Schedule 2020	17
Fall On-Schedule 2019	22
Fall On-Schedule 2018	24
Fall On-Schedule 2017	27

PHD-Leadership Studies	Enrolled
Fall On-Schedule 2020	37
Fall On-Schedule 2019	41
Fall On-Schedule 2018	48
Fall On-Schedule 2017	48

PHD-Leadership for Inclusion and Equity	Enrolled
Fall On-Schedule 2021	68

PMC-District Level Administration	Enrolled
Fall On-Schedule 2021	7
Fall On-Schedule 2020	6

Fall On-Schedule 2019	6
Fall On-Schedule 2018	2
Fall On-Schedule 2017	3

PMC-School-Based Leadership-Adult Education Program Administration	Enrolled
Fall On-Schedule 2019	0
Fall On-Schedule 2018	0
Fall On-Schedule 2017	0

PMC-School-Based Leadership-Building Administration	Enrolled
Fall On-Schedule 2021	4
Fall On-Schedule 2020	9
Fall On-Schedule 2019	8
Fall On-Schedule 2018	6
Fall On-Schedule 2017	6

PMC-School-Based Leadership-Curriculum Administration	Enrolled
Fall On-Schedule 2021	0
Fall On-Schedule 2020	2
Fall On-Schedule 2019	0
Fall On-Schedule 2018	1
Fall On-Schedule 2017	1

PMC-School-Based Leadership-Gifted-Talented Program Administration	Enrolled
Fall On-Schedule 2021	0
Fall On-Schedule 2020	0
Fall On-Schedule 2019	0
Fall On-Schedule 2018	0
Fall On-Schedule 2017	0

PMC-School-Based Leadership-Special Education Program Administration	Enrolled
Fall On-Schedule 2021	0
Fall On-Schedule 2020	1
Fall On-Schedule 2019	3
Fall On-Schedule 2018	2
Fall On-Schedule 2017	2

Total Undergraduate Program Degrees Awarded

No data available

Total Graduate Program Degrees Awarded

August 2021	Degrees Awarded
EDS-Educational Leadership	2
GC-Computer Science Teaching and Learning	0
GC-Instructional Technology-Media Design & Development	1
GC-Online Teaching and Learning	0
MS-College Student Personnel Administration	1
MS-Instructional Technology	1
MS-Library Media and Information Technologies	10
MS-School Counseling K-12	1
MS-School Leadership, Management, & Administration	1
PHD-Leadership for Inclusion and Equity	4
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	22

December 2021	Degrees Awarded
EDS-Educational Leadership	5
GC-Computer Science Teaching and Learning	0
GC-Instructional Technology-Media Design & Development	1
GC-Online Teaching and Learning	2
MS-College Student Personnel Administration	1
MS-Instructional Technology	4
MS-Library Media and Information Technologies	9
MS-School Counseling K-12	13
MS-School Leadership, Management, & Administration	5
PHD-Leadership for Inclusion and Equity	6
PMC-District-Level Administration	0
PMC-School-Based Leadership-Adult Education Program Admin.	0
PMC-School-Based Leadership-Building Administration	2
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	48

May 2022	Degrees Awarded
EDS-Educational Leadership	4
GC-Computer Science Teaching and Learning	0
GC-Instructional Technology-Media Design & Development	0
GC-Online Teaching and Learning	30
MS-College Student Personnel Administration	15
MS-Instructional Technology	5
MS-Library Media and Information Technologies	10
MS-School Counseling K-12	8
MS-School Leadership, Management, & Administration	1
PHD-Leadership for Inclusion and Equity	5
PMC-District-Level Administration	2
PMC-School-Based Leadership-Adult Education Program Admin.	0
PMC-School-Based Leadership-Building Administration	1
PMC-School-Based Leadership-Curriculum Administration	2
PMC-School-Based Leadership-Gifted-Talented Program Admin.	0
PMC-School-Based Leadership-Special Ed. Program Admin.	0
Total	83

EDS-Educational Leadership	Degrees Awarded
July 2021 - June 2022	11
July 2020 - June 2021	16
July 2019 - June 2020	30
July 2018 - June 2019	23
July 2017 - June 2018	35
Total	115

GC-Computer Science Teaching and Learning	Degrees Awarded
July 2021 - June 2022	0
July 2020 - June 2021	0
Total	0

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

GC-Instructional Technology-Distance Education	Degrees Awarded
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July 2018 - June 2019	0
July 2017 - June 2018	0
Total	0

GC-Instructional Technology-Media Design & Development	Degrees Awarded
July 2021 - June 2022	2
July 2020 - June 2021	0
July 2019 - June 2020	0
July 2018 - June 2019	0
July 2017 - June 2018	0
Total	2

GC-Instructional Technology-Technical Support	Degrees Awarded
July 2018 - June 2019	0
July 2017 - June 2018	0
Total	0

GC-Online Teaching and Learning	Degrees Awarded
July 2021 - June 2022	32
July 2020 - June 2021	3
July 2019 - June 2020	0
Total	35

MS-College Student Personnel Administration	Degrees Awarded
July 2021 - June 2022	17
July 2020 - June 2021	12
July 2019 - June 2020	17
Total	46

MS-College Student Personnel Services	Degrees Awarded
July 2018 - June 2019	9
July 2017 - June 2018	20
Total	29

MS-Instructional Technology	Degrees Awarded
July 2021 - June 2022	10
July 2020 - June 2021	5
July 2019 - June 2020	3
July 2018 - June 2019	3
July 2017 - June 2018	3
Total	24

MS-Library Media and Information Technologies	Degrees Awarded
July 2021 - June 2022	29
July 2020 - June 2021	26
July 2019 - June 2020	15
July 2018 - June 2019	38
July 2017 - June 2018	45
Total	153

MS-School Counseling K-12	Degrees Awarded
July 2021 - June 2022	22
July 2020 - June 2021	29
July 2019 - June 2020	51
July 2018 - June 2019	46
July 2017 - June 2018	56
Total	204

MS-School Leadership, Management, & Administration	Degrees Awarded
July 2021 - June 2022	7
July 2020 - June 2021	10
July 2019 - June 2020	11
July 2018 - June 2019	11
July 2017 - June 2018	12
Total	51

PHD-Leadership Studies	Degrees Awarded
July 2020 - June 2021	5
July 2019 - June 2020	3
July 2018 - June 2019	4
July 2017 - June 2018	4
Total	16

PHD-Leadership for Inclusion and Equity	Degrees Awarded
July 2021 - June 2022	15
Total	15

PMC-District-Level Administration	Degrees Awarded
July 2021 - June 2022	2
July 2020 - June 2021	1
July 2019 - June 2020	1
July 2018 - June 2019	0
July 2017 - June 2018	1
Total	5

PMC-School-Based Leadership-Adult Education Program Admin.	Degrees Awarded
July 2021 - June 2022	0
July 2020 - June 2021	0
July 2019 - June 2020	0
July 2018 - June 2019	0
July 2017 - June 2018	0
Total	0

PMC-School-Based Leadership-Building Administration	Degrees Awarded
July 2021 - June 2022	3
July 2020 - June 2021	4
July 2019 - June 2020	2
July 2018 - June 2019	3
July 2017 - June 2018	3

Total	15
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PMC-School-Based Leadership-Curriculum Administration	Degrees Awarded
July 2021 - June 2022	2
July 2020 - June 2021	0
July 2019 - June 2020	0
July 2018 - June 2019	1
July 2017 - June 2018	0
Total	3

PMC-School-Based Leadership-Gifted-Talented Program Admin.	Degrees Awarded
July 2021 - June 2022	0
July 2020 - June 2021	0
July 2019 - June 2020	0
July 2018 - June 2019	0
July 2017 - June 2018	0
Total	0

PMC-School-Based Leadership-Special Ed. Program Admin.	Degrees Awarded
July 2021 - June 2022	1
July 2020 - June 2021	0
July 2019 - June 2020	1
July 2018 - June 2019	2
July 2017 - June 2018	0
Total	4

Number of Directed Individual Student Learning Activities

Involvement Type	No.
Dissertation Committee Chair	20
Dissertation Committee Co-Chair	11
Dissertation Committee Member	29
Honors Thesis Advisor	1
Independent Research Advisor	2
Master's Thesis Committee Chair	5
Master's Thesis Committee Member	6
Total	74

List of Directed Individual Student Learning Activities

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

Master's Thesis Committee Chair, (CSPA6V95), StCyr, Alana. *High School Counselors' Relationship with Increasing High School Students College Knowledge*. August 2021 - Present. Status: In-Process.
Outcomes:

Master's Thesis Committee Chair, (CSPA6V95), Rodriguez, Ana. *Untitled*. August 2021 - Present. Status: In-Process.
Outcomes:

Master's Thesis Committee Chair, (CSPA6V95), Doederlein, Hannah. *Financial Aid's Influence on Retention of Second Year College Students*. August 2021 - Present. Status: In-Process.
Outcomes:

Master's Thesis Committee Member, (CSPA6V95), Smith, Alexandria. *Untitled*. August 2021 - Present. Status: In-Process.
Outcomes:

Master's Thesis Committee Member, (CSPA6V95), Erickson, Kendra. *Out of the Shadows: The Lived Experience of Mobilization for Current Military Undergraduates both Active duty and National Guard*. August 2021 - Present. Status: In-Process.
Outcomes:

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

Master's Thesis Committee Member, (CSPA6v95), St. Cyr, Alana. *Perceived Role of School Counselors in Supporting First-Generation Students*. August 15, 2021 - Present. Status: In-Process.
Outcomes:

Master's Thesis Committee Member, (CSPA6V95), Rodriguez, Ana. *Academic Transition of Home-Schooled Students in College*. August 15, 2021 - Present. Status: Proposal.
Outcomes:

Master's Thesis Committee Member, (CSPA6V95), Doederlein, Hannah. *Financial Aid's Influence on Retention of Second Year College Students*. August 15, 2021 - Present. Status: In-Process.
Outcomes:

Master's Thesis Committee Chair, (CSPA6V95), Smith, Alexandria. *Big Business or Big Investment: Holistic Support for Student-Athletes*. May 15, 2021 - Present. Status: In-Process.
Outcomes:

Master's Thesis Committee Chair, (CSPA6V95), Erickson, Kendra. *Out of the shadows: The lived experience of mobilization in active duty military students*. May 15, 2021 - Present. Status: In-Process.
Outcomes:

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

Dissertation Committee Member, (LEAD9V10), Orellano Jr., Daniel. *Does Follower Perceived Affectivity and Trust of Physician Leaders and Medical School Residents Predict Interprofessional Collaboration?* June 2020 - Present. I am serving on the Dissertation Committee for a PhD in Leadership Studies student.

, Status: In-Process.
Outcomes:

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

Dissertation Committee Member, Jones, Henry. *Building Capacity for Parent / Community*

Involvement in Public Schools. February 7, 2019 - Present. Status.
Outcomes:

Dissertation Committee Member, Ferris. . February 2019 - Present. Status: Proposal.
Outcomes:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Dissertation Committee Chair, (LEAD8v08), Sherrill, Andrew. *An Examination of Leader Judgment, Operational Efficacy, and Style*. 2020 - Present. Status: In-Process.
Outcomes:

Dissertation Committee Chair, (LEAD9v10), Orellano, Daniel. *Predicting Interprofessional Collaboration: An Examination of follower perceived affectivity and trust in physician leaders*. 2020 - Present. Status: Proposal.
Outcomes:

Dissertation Committee Chair, (LEAD8v08), Dunbar, Ethan. *An Examination of value judgment, ethical decision-making and social justice in civic officials*. 2020 - Present. Status: In-Process.
Outcomes:

Dissertation Committee Chair, (LEAD8v08), Hill, Reggie. *The role of emerging leaders in reinventing their organization's identity for survival at small faith-based colleges*. 2020 - Present. Status: In-Process.
Outcomes:

Dissertation Committee Chair, (LEAD9v10), Clowney-Johnson, Shannon. *Judgment Calls: An Examination of the Relationship Between Value Judgment, Moral Foundations, and Unethical Leadership*. 2020 - Present. Status: Proposal.
Outcomes:

Dissertation Committee Chair, (LEAD8v08), Lanier, Sharon. *The Development, Testing & Validation of the Cross-Sector Collaboration for Public Value Instrument*. 2020 - Present.

Status: In-Process.

Outcomes:

Dissertation Committee Chair, (LEAD8v08), Fricks, Veneta. *Capabilities Approach: An examination of the judgment, decision-making and program quality of a foster care agency.* 2020 - Present. Status: In-Process.

Outcomes:

Dissertation Committee Chair, (LEAD8v08), Mantoath, Victoria. *Does a learning organization predict corporate sustainable development & public service motivation?* 2020 - Present. Status: In-Process.

Outcomes:

Dissertation Committee Chair, (LEAD8v08), Freeman, Emily. *An Examination of Coping Style, Burnout, and Human Flourishing in times of Health Crisis times.* 2019 - Present. Status: In-Process.

Outcomes:

Dissertation Committee Chair, (LEAD9v10), Nowlin, Tom. . 2019 - Present. Status.

Outcomes:

Dissertation Committee Co-Chair, (9v10), Pearson, Matthew. . 2019 - Present. Status: Proposal.

Outcomes:

Dissertation Committee Co-Chair, (8v08), Ajayi, Olajumoke 'Joyce'. *Power and Leadership Transparency in Public Service Systems from A Complexity Leadership Approach: A Case Study of Child Protective Services.* 2019 - Present. Status: In-Process.

Outcomes:

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

Outcomes:

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

Outcomes:

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

Outcomes:

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

Outcomes:

Dissertation Committee Member, Fricks, Veneta. *The judgement, decision-making and program quality of a foster care agency using the capabilities approach as the theoretical lens.* November 18, 2020 - Present. Advising the student on all aspects of the dissertation experience, from the proposal process through the preparation, defense and the publication of the final document.

, Status: In-Process.

Outcomes:

Master's Thesis Committee Member, Crawford, Tyler. *International Student Retention and Transition in United States Higher Education.* July 29, 2020 - Present. Advising the student on all aspects of the thesis experience, from the proposal process through the preparation, defense and publication of the final document., Status: In-Process.

Outcomes:

Dissertation Committee Member, Wallace, Dechantria. . August 2021 - Present. Status.

Outcomes:

Dissertation Committee Co-Chair, Jones, Henry. *Developing Grassroots Leaders through Community Organizing*. August 2020 - May 2022. Status: Completed.

Outcomes:

Dissertation Committee Member, Fricks, Veneta. *Capabilities Approach: An examination of the judgment, decision-making and program quality of a foster care agency*. August 2020 - May 2022. Status:

Outcomes:

Dissertation Committee Member, Carter, Kristy. *Ecosystems of African American Women Entrepreneurs*. January 1, 2019 - December 2021. Status: Completed.

Outcomes:

Dissertation Committee Member, (PSYC9V10), Black, Taylor. . October 12, 2017 - Present. Status: In-Process.

Outcomes:

Dissertation Committee Member, (PSYC9V10), Henley, Dierdre. . January 22, 2017 - Present. Status: In-Process.

Outcomes:

Dissertation Committee Member, (PSYC9V10), Hicks, Sherese. *Cyberbystander Behavior*. August 15, 2016 - Present. Status: Proposal.

Outcomes:

Dissertation Committee Co-Chair, (LEAD9610), Jackson, Damond. *Spiritual Leadership Theory: The Role and influence of spiritual intelligence*. August 2016 - Present. Status: In-Process.

Outcomes:

Dissertation Committee Member, (PSYC9V10), Christie, Christina. *Combining the partners for change outcome management system and trauma-focused cognitive behavioral therapy for treatment of child and adolescent posttraumatic stress disorder*. March 2015 - Present. Status: In-Process.

Outcomes:

Dissertation Committee Member, Johnson, Brian. *Inservice Teachers' Perceptions of Barriers to Information Literacy Instruction in Poverty Environments*. December 2020 - Present. Brian Johnson is a doctoral student at the University of Memphis. He is a practicing school librarian in Arkansas. His work may have an impact on the state of Arkansas and the role of the school librarian regarding information literacy instruction., Status: In-Process.

Outcomes: Publication

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

, Status: In-Process.

Outcomes:

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

, Status: In-Process.
Outcomes:

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

Number of Directed Group Student Learning Activities

Involvement Type	No.
Field Experience	2
Group Research	5
Other	1
Total	8

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

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

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

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

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

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

APPENDIX C: SCHOLARSHIP

Total Contracts and Grants

Organization	Under Review		Funded	
	No.	Total Funds	No.	Total Funds
Federal	0	\$0	1	\$38,000,000
State	0	\$0	2	\$4,350,000
Other	0	\$0	1	\$3,000
Total External	0	\$0	4	\$42,353,000
University of Central Arkansas	1	\$2,011	1	\$2,500

List of Grants and Contracts

Under Review

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

Funded

Green, C. R., "Arkansas Imagination Library," Sponsored by Arkansas Department of Education, State, \$4,200,000.00. (October 2020 - October 2024).

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

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

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

Shaw, E. O., "UCA Graduate Recruitment Grant- Library Media and Information Technology," Sponsored by UCA Graduate School, University of Central Arkansas, \$2,500.00. (January 2022 - Present).

Number of Accepted or Published Publications by Type

Type	Peer Reviewed	Non-Peer Reviewed	Total	Student Author
Chapter	2	0	2	0
Journal Article	10	0	10	5
Nonfiction in an Anthology or Journal (CFAC, CLA & HC only)	1	0	1	0
Total	13	0	13	5

Number of Submitted Publications by Type

Type	Peer Reviewed	Non-Peer Reviewed	Total	Student Author
Journal Article	5	0	5	0

Other	1	0	1	0
Total	6	0	6	0

List of Publications

A. Peer Reviewed

1. Accepted or Published

- Barclay, S. R. (2021). The Marauder. *Stories of 2021* (vol. One, pp. 192). Melbourne, Australia: Vine Leaves Press.
- Bearden, R. *, Asgari, S. *, Sobel, K. V., Scoles, M. (2021). Manual responses are verbally mediated in Stroop identification tasks. *Psi Chi Journal of Psychological Research*, 26(2), 121-129.
- Brantley, S. *, Morris, D. D., McClellan, R. L., Rainey, J. L. (2022). Degrees of Separation: Health Literacy Education in Speech Language Pathology. *MedCrave Online Journal of Public Health*, 11(1), 1-9. <https://medcraveonline.com/MOJPH/index>
- Couture, V. G., Shaw, E. O., Behrend, B. (2022). We Set the Climate: Implications for Rural School Counselors in Creating LGBTQIA-affirming Schools. *To appear in Journal of Counseling Research and Practice*, 7(2), 1-21. <https://egrove.olemiss.edu/jcrp/>
- Couture, V. G. (2021). Enhancing Multicultural Awareness: Understanding the Effect of Community Immersion Assignments in an Online Counseling Skills Course. *International Journal of Higher Education/Sciedu Press*, 10(5), 201-212. <https://www.sciedupress.com/journal/index.php/ijhe/index>
- Green, C. R., Wake, D., Maxwell, C., West, S. (2022). Influence Faculty Members' Thinking to Promote Social Justice and Equity. In Stephanie P. Huffman (Missouri State University, USA), Denise D. Cunningham (Missouri State University, USA), Marjorie Shavers (Missouri State University, USA) and Reesha Adamson (Missouri State University, USA) (Ed.), *Handbook of Research on Opening Pathways for Marginalized Individuals in Higher Education* (pp. 288-309). Hershey, Pennsylvania: IGI Global. <https://www.igi-global.com/book/handbook-research-opening-pathways-marginalized/286668#table-of-contents>
- Johnson, S. M. *, North, M. A. (2021). The Good, Bad, and the Toxic. Profile of Unethical Leaders. *Journal of Formal Axiology: Theory and Practice*, 14(1).
- Nadelson, L., Loyless, S. D., Mills, M. S., Oyeniya, O., Albritton, S. L., Couture, V. G., Bruick, T. J., Parham, C. R. (2022). Success for All? The Education Equity Mindset of University Faculty Members. *International Journal of Teaching and Learning in Higher Education*, 34(1), 60-80. <https://isetl.org/ijtlhe/pdf/IJTLHE4258.pdf>
- Nadelson, L., Baldwin, A. G., Martin, A. M., Novy, R. A., Pachlhofer, K. A., Powell, K., Shaw, E. O., Thompson, A. D., Whittingham, J. L. (2022). Do I Really have to Teach them to Read and Write? Education Equity Mindset and Teaching Literacy Across the College Curriculum. *Higher Education Studies*, 12(1), 1-21. <https://ccsenet.org/journal/index.php/hes/issue/view/0/2654>
- Nadelson, S., Nadelson, L. S., Connor, K. (2022). Asynchronous Online Simulation in Nursing Education: Creating Learning Opportunities to Meet Current Challenges. *Journal fo Comprehensive Research and Care*, 6(2), 177. <https://gexinonline.com/archive/journal-of-comprehensive-nursing-research-and-care/JCNRC-177>
- Oyeniya, O. F. (2022). Mental Health Struggles and Perceptions of Implementing Counseling

Clinics on University Campuses: The Voices of Students. *International Journal of Applied Guidance and Counseling*, 3(2). <http://ejournal.mercubuana-yogya.ac.id/index.php/IJAGC/article/view/2369#:~:text=https%3A//doi.org/10.26486/ijagc.v3i2.2369>

Barclay, S. R., Bailey, P. D., Bruick, T. J. (in press). Understanding How International Students from the Caribbean Arrive at the Decision to Remain within the United States Post-Graduation and the Connection to Brain Drain. *To appear in Journal of International Students*.

Webster, A. F. (2021). Education and the Black Experience. In Dr. Michael Mwenda Kithinji & Dr. Ogechi Emmanuel Anyanwu (Ed.), *Africana World in Perspective: An Introduction to Africa and the African Diaspora* (2nd edition ed., pp. 231-251). Dubuque, IA: Kendall Hunt Publishing.

2. Submitted

Barclay, S. R. Assessing the Effectiveness of Undergraduate Career Courses on Career Adaptability and Career Decision Making.

Barclay, S. R. Strong Interest Inventory. In Stoltz, K. B. & Barclay, S. R. (Ed.), *A Comprehensive Guide to Career Assessment* (7th ed., vol. n/a, pp. 400 plus accompanying website companion). Broken Arrow, Oklahoma: National Career Development Association.

Green, C. R. Integration or Relocation? The Lived Experiences of Those Directly Affected by Brown vs. Board of Education. *Urban Education/ SAGE Journals*.

Green, C. R. Parenting the Matters Parenting Styles Influence on Student Achievement. *Trends in Psychology/ Springer*.

Nadelson, S., Nadelson, L. (2021). Using Research Review Articles to Answer Clinical Questions: A Guide to Finding and Evaluating Scholarly Work. *J of Comprehensive Nursing Research and Care*, 5(2), 167.

Thompson, A. D., Shaw, E., Perry, S. Meeting the Needs of Students with Dyslexia. *School Library Research*.

B. Non-Peer Reviewed

1. Accepted or Published

No data available

2. Submitted

No data available

Number of Presentations by Scope

Scope	Total	Invited		Accepted		Student Author
		Peer Reviewed	Non-Peer Reviewed	Peer Reviewed	Non-Peer Reviewed	
Local	3	0	3	0	0	0
State	5	2	1	1	1	0
Regional	7	0	0	7	0	1
National	9	0	1	8	0	0
International	10	3	0	7	0	1
Unknown	5	0	0	1	4	1

Total	39	5	5	24	5	3
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List of Presentations

A. Peer Reviewed

- Argue, S.*, McClellan, R. (2021). *Empowering agency despite poverty: Educational leadership and ecosystems of change*. Paper Session presented at University Council of Educational Administration Annual Meeting, Virtual.
- Argue, S., McClellan, R. L. (2021). *Empowering agency despite poverty: Educational leadership and ecosystems of change*. Paper Session presented at University Council of Education Administrato, Virtual.
- Barclay, S. R. (Jan. 2022). *The Role of Assessment in Career Planning*. Workshop presented at Global Career Development Facilitator training, Arkansas Division of Higher Education, Little Rock.
- Bruick, T. J. (Nov. 2021). *Is scholarly practice an espoused or enacted organizational value?* presented at Southern Association of College Student Affairs Annual Conference, Norfolk, VA.
- Couture, V. G., Bang, N. M., Oyeniyi, O. (Oct. 2021). *Teaching Online Courses: Exploring the Use of Tools to Increase Classroom Collaboration*. Seminar presented at Association of Counselor Education and Supervision Conference, Association of Counselor Education and Supervision, Atlanta, GA.
- Couture, V. G. (Oct. 2021). *Success Strategies for Faculty in Small Counseling Programs Housed in Interdisciplinary Departments*. Poster Session presented at Association of Counselor Education and Supervision Conference, Association of Counselor Education and Supervision, Atlanta, GA.
- Feng, S., Oyeniyi, O. (Sept. 2021). *LGBTQ-Related Counseling in schools: Using Quality Children's Literature*. Paper Session presented at Arkansas Association of Teacher Educators, Arkansas Association of Teacher Educators, Virtual.
- Green, C. R., Nadelson, L. (Nov. 2021). *Integration or Relocation*. Roundtable presented at MSERA- Midsouth Education Research Association, New Orleans, LA.
- Hu, H., Wake, D. G., Shaw, E. O. (Oct. 2022). *Girlscode Summer Camp: Impacting Perception of a Computer Science Learning Experience*. Paper Session presented at Association for Educational Communications and Technology, Association for Educational Communications and Technology (AECT), Online.
- 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.
- Miller, R. G., Wake, D. G., Whittingham, J. L., Shaw, E. O. (Nov. 2021). *Book insecurity: Going beyond lack of access to books*. Paper Session presented at Mid-South Educational Research Association Conference, MSERA, New Orleans, LA.
- Nadelson, S., Nadelson, L. *How to use escape rooms to promote active, engaged student nurse learning that promotes decision-making skills*. Other presented at 3rd International Conference on Nursing Science & Technology (NSC 2022), Pulsus, Paris, France and online.
- Nadelson, S., Nadelson, L., Gray, R. M., Griffith, K. S. (June 2022). *Developing Student*

- Accountability through Asynchronous Simulations*. Poster Session presented at INACSL 2022, INACSL (Nursing Simulation), Milwaukee WI.
- Nadelson, S., Nadelson, L., Geddes, M.*, McCall, D. (Apr. 2022). *Integrative Review of Best Practices in Undergraduate Nursing Escape Rooms*. Poster Session presented at Arkansas Nurse Research Day 2022, UAMS, Little Rock, AR (and online).
- North, M. A. (Oct. 2021). *Developing Leaders' Judgment: Value Judgment Psychometrics in Developing Leaders Interpersonal Ethic*. Symposium presented at International Leaders Association, Geneva/Online.
- North, M. A. (Oct. 2021). *Reimagining the Place of Followership in Leadership Education*. Panel presented at International Leaders Association, Geneva/Online.
- North, M. A. (Oct. 2021). *Reliability and Validation of the Follower Orientation Scale*. Paper Session presented at International Leaders Association, Geneva/Online.
- Oyenyi, O. F., Couture, V. G. (Mar. 2022). *School Counseling with Immigrant Students: Preliminary Findings of Best Practices*. Paper Session presented at The Evidence-Based School Counseling Conference, The Evidence-Based School Counseling, Virtual.
- Oyenyi, O., Feng, S. (Nov. 2021). *Using children's literature in school counseling services related to LGBTQ*. Roundtable presented at Mid-South Education Research Association, Mid-South Education Research Association, New Orleans.
- Shaw, E. O., Thompson, A. D., Powell, K., Powell, K. (Nov. 2021). *Equitable access: Attitudes of teachers and librarians towards graphic novels*. Workshop presented at National Council for Teachers of English, NCTE, Louisville, KY (Virtual).
- Shaw, E. O., Thompson, A. D., Powell, K., Whittingham, J. L. (Nov. 2021). *Where personal and practical Meet: The reading habits of teachers and school librarians*. Workshop presented at MSERA Annual Conference, MSERA, New Orleans, LA.
- Shaw, E. O., Thompson, A., Powell, Whittingham, J. (Oct. 2021). *Does It Count As A Book? A Study of the Attitudes of Teachers and School Librarians Toward Graphic Novels*, Paper Session presented at American Association of School Librarians Annual Conference, AASL, Salt Lake City, Utah.
- Shaw, E. O., Thompson, A. D., Powell, K., Whittingham, J. L. (Oct. 2019). *Does It count as a book? A study of the attitudes of teachers and school librarians toward graphic novels*. Panel presented at American Association of School Librarians Conference, American Association of School Librarians, Salt Lake City, UT.
- Shaw, E. O., Thompson, A. D., Powell, K., Whittingham, J. L. (Oct. 2021). *Under the sea: A virtual book club with books connected to sea life*. Workshop presented at Arkansas Library Association Conference, Arkansas Library Association, Virtual.
- Thompson, A., Shaw, E. O., Powell, Whittingham, J. (Nov. 2021). *Equitable Access: Attitudes of Teachers and Librarians Towards Graphic Novels*. Paper Session presented at ALER Annual Conference, ALER, Hilton Head, SC.
- Thompson, A. D., Shaw, E. O., Powell, K., Whittingham, J. L. (Nov. 2021). *Where personal and practical Meet: The reading habits of teachers and school librarians*. Workshop presented at ALER Annual Conference, ALER, Hilton Head, SC.
- Thompson, A. D., Shaw, E. O., Perry, S. (Nov. 2021). *Librarians and Dyslexia: Lifelong Learning for Literacy Leaders*. Workshop presented at ALER Annual Conference, ALER, Hilton Head,

SC.

Wake, D. G., Parham, C. R., West, S. (Nov. 2021). *Diving DEEP for equity: A framework for DBIE in teacher preparation*. Paper Session presented at Midsouth Educational Research Association (MSERA), New Orleans, LA.

Wake, D. G., Shaw, E., Hu, H. (Nov. 2021). *The Voices from District Library Media and Instructional Technology Specialists during AMI*. Paper Session presented at Association for Educational Communications and Technology, Association for Educational Communications and Technology, Chicago & Virtual.

B. Non-Peer Reviewed

Dodson, J., McClellan, R. L. (2021). *Non-prototypicality in sorority leadership development*. Roundtable presented at Interational Leadership Association, Geneva.

Feng, S., Oyeniyi, O. F. (June 2022). *Culturally Responsive Teaching*. Workshop presented at COE Summer PD, College of Education TLC, Conway Arkansas.

Green, C. R. (Nov. 2021). *Revisit to WEB DuBois Truth, Knowledge, and Sympathy*. Seminar presented at Arkansas Education Association Rozzell Lecture 2021, Arkansas Education Association, Little Rock.

Green, C. R. (Oct. 2021). *Learning Leaps and Accelerated Learning: Working with you School Community to Advance Students*. presented at Gear UP West Regional Conference, Billings, Montana.

Green, C. R. (Panelist). (Oct. 2021). *Accelerated Learning and Teacher Agency*. presented at Texas Association of Secondary Principal, online webinar.

Howard, H.*, McClellan, R. L. (2029). *Cross-sector collaboration in black male nonprofit initiative*. Paper Session presented at International leadership association, Ontario, Canada.

McClellan, R. L., Dodson, J. (2021). *Non-prototypicality in sorority in leadership development*. Roundtable presented at International Leadership Association, Geneva, Switzerland.

Oyeniyi, O. F. (Oct. 2021). *Staying positive in the face of adversity*. Roundtable presented at Mental health support workshop for the COE undergraduate teacher candidates., University of Central Arkansas College if Education, Conway.

Parham, C. R., Wake, D. G. (Apr. 2022). *DBIE Conversations with OT Faculty: A 3-Episode Series*. Seminar presented at Center for Teaching Excellence and Leadership (CETAL), Center for Teaching Excellence and Leadership (CETAL), Conway, AR.

Parham, C. R., Wake, D. G. (Mar. 2022). *Faculty Research Symposium: Diversity, Belonging, Inclusion, and Equity*. Panel presented at University of Central Arkansas Office of Research and Sponsored Programs and the University Research Council, University of Central Arkansas, Online.

APPENDIX D: PROFESSIONAL DEVELOPMENT AND RECOGNITION

Number of Faculty Development Activities Attended

Type of Activity	No.
Continuing Education Program	1
Courses Beyond Last Degree	1
Faculty Fellowship	1
Self-Study Program	1
Seminar	7
Workshop	23
Other	1
Total	35

List of Faculty Development Activities Attended

A. Professional Meetings/Conferences Attended

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

Seminar. DEEP/Diversity, Belonging, Inclusion, and Equity (DBIE) training. MPACT Consultation via the College of Education (UCA). Credit Hours. 2021

Workshop. Faculty Summit- Southern Association for College Student Affairs. Southern Association for College Student Affairs. Virginia. Credit Hours. November 14, 2021

Learning Community and Book Group. Not Light, But Fire: How to Lead Meaningful Race Conversations in the Classroom. CETAL. Credit Hours. February 2022 - Present

Workshop. Concurrent vs Dual Enrollment. UCA Graduate School. Credit Hours. March 14, 2022

Seminar. Evidence-based School Counseling Conference. Evidence-based School Counseling Association. Credit Hours. March 11, 2022 - March 12, 2022

Seminar. 2022 Child and School Counseling Summit. Mental Health Academy. Credit Hours. February 11, 2022 - February 13, 2022

Seminar. COE Distinguished Research Symposium. COE and Office of Sponsored Programs. Credit Hours. October 6, 2021

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

Seminar. INCLUSIVE HIRING SERIES: RETENTION OF EMPLOYEES WHO IDENTIFY AS BIPOC. University of Central Arkansas. Credit Hours. February 15, 2022

Seminar. The Inclusive Interview Process. Credit Hours. January 25, 2022

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

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

Workshop. Women in Academic Leadership Learning Community. Center for Excellence in Teaching and Academic Leadership, University of Central Arkansas. Conway, Arkansas.

Credit Hours: 6. September 7, 2021 - Present

Workshop. Guess what I learned? Ideas for teaching in the time of COVID. College of Education/ University of Central Arkansas. Conway, Arkansas. Credit Hours: 3. January 15, 2021 - Present

Workshop. Teaching for religious diversity and inclusion. College of Education/University of Central Arkansas. Conway, Arkansas. Credit Hours: 3. January 15, 2021 - Present

Workshop. Zoom tricks for student engagement. College of Education/University of Central Arkansas. Conway, Arkansas. Credit Hours: 3. January 14, 2021 - Present

Workshop. How students see and construct faculty-student relationships. College of Education/ University of Central Arkansas. Conway, Arkansas. Credit Hours: 3. January 13, 2021 - Present

Faculty Fellowship. Teaching Excellence Institute Cohort II. University of Central Arkansas CETAL. Conway, Arkansas. Credit Hours: 32. June 21, 2022 - June 24, 2022

Workshop. Early Career Coaching Circle. Center for Excellence in Teaching and Academic Leadership, University of Central Arkansas. Conway, Arkansas. Credit Hours: 12. January 25, 2022 - April 19, 2022

Workshop. Considering the Implications of SCARF in Our Diversity and Inclusion Work. University of Central Arkansas CETAL. Conway, Arkansas. Credit Hours: 1. April 11, 2022

Workshop. Sleep Health. University of Central Arkansas BeWell. Conway, Arkansas. Credit Hours: 1.5. April 1, 2022

Workshop. You cant pour from an empty cup: Self-Care for faculty and students. University of Central Arkansas CETAL. Conway, Arkansas. Credit Hours: 1. March 30, 2022

Workshop. Trauma-Informed Teaching. UCA CETAL. Conway, Arkansas. Credit Hours: 1. February 28, 2022

Workshop. Lunch & Learn on Trauma-Informed Teaching. Center for Excellence in Teaching and Academic Leadership/UCA. Conway, Arkansas. Credit Hours: 1. February 25, 2022

Workshop. Open SUNY Course Quality Review (OSCQR). Center for Excellence in Teaching and Academic Leadership (CETAL). Conway, Arkansas. Credit Hours. August 27, 2021 - February 22, 2022

Workshop. Assisting students with their mental health. Office of University Training, University of Central Arkansas. Conway, Arkansas. Credit Hours: 1.5. January 19, 2022

Workshop. COE Professional Development. College of Education, University of Central Arkansas. Conway, Arkansas. Credit Hours: 6. January 10, 2022

Workshop. Early Career Coaching Circle. Center for Excellence in Teaching and Academic Leadership. Conway, Arkansas. Credit Hours: 12. September 7, 2021 - November 30, 2021

Workshop. Faculty Mental Well-Being: Demonstrating Care for Colleagues. Center for Excellence in Teaching and Academic Leadership, University of Central Arkansas. Conway, Arkansas. Credit Hours: 1. November 12, 2021

Workshop. Using Reflection Strategies to Foster Inclusive Learning. Center for Excellence in Teaching and Academic Leadership,UCA. Conway, Arkansas. Credit Hours: 1.5. November 4,

2021

Workshop. Lived Experiences Panel: LGBTQ+ Student Population. Center for Excellence in Teaching and Academic Leadership, University of Central Arkansas, Conway, Arkansas. Conway, Arkansas. Credit Hours: 1.5. October 7, 2021

Workshop. Healthy Mind Platter: Build a Balanced Mental Health Routine. Center for Excellence in Teaching and Academic Leadership. Conway, Arkansas. Credit Hours: 1. September 24, 2021

Workshop. Women in Academic Leadership Learning Community. Center for Teaching Excellence. Conway, Arkansas. Credit Hours: 1. September 3, 2021

Workshop. RISE (Reading Initiative for Student Excellence) Training. University of Central Arkansas. Conway, Arkansas. Credit Hours. August 6, 2019 - Present

List of Awards and Honors

Oyeniya, Odunola Excellence in Teaching and Community Engagement Recognition Ceremony, Center for Excellence in Teaching & Academic Leadership, University. (April 20, 2022).

Parham, Charlotte Rainey University of Central Arkansas External Funder Award, University of Central Arkansas, University. (August 2021).

APPENDIX E: SERVICE AND COMMUNITY ENGAGEMENT

Number of Activities with External Partners

Type of Activity	No.
Field Trip	1
Service Learning	2
Other	6
Unknown	1
Total	10

List of Activities with External Partners

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

Faculty, Career Construction Insitutie, July 2017 - Present

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

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

Field Experiences, Central Baptist College, August 2012 - Present

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

Field Experiences, Hendrix College, August 2012 - Present

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

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

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

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

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

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

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

Historical Education Site, February 2018 - Present

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

Number of University Service Activities

Type of Activity	Leadership Positions*	Non-Leadership Positions	Total
Department	6	42	48

College	4	30	34
University	8	51	59
Total	18	123	141

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

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

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

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

Faculty Mentor, Athletic Committee, August 2021 - Present
Faculty Athletic Mentor for women's soccer team.
Provide informal advising and guidance for the women's soccer team as needed. Support them at games.

Member, Sabbatical Leave Review Committee, September 2021 - October 2021
After being put on the committee I was asked to step down because I was an untenured faculty member. Once I have tenure I will try to provide service to the committee.

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

SEEDS, 2016 - Present

Graduate Council, 2014 - Present

Member, Graduate Council, November 2019 - Present

Member, Poverty Studies Work Group, September 2018 - Present

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

Summer Graduate Assistantship Tuition Remission Subcommittee, Graduate Council, January 20, 2022 - Present

We decide whether all GAs (GTAs, GRAs, GAAs) should receive a tuition & student fees waiver for the summer they are employed as long as a student is enrolled full-time only enroll in the summer when they need courses for their program, take required examinations, or defend their theses/dissertations.

Award Review Committee, Outstanding Graduate Faculty Mentor Award., Graduate Council, October 21, 2021 - Present

Ensures that nominations meet all criteria and determine the nominees' areas of expertise.

. Review nominations and select the winners.

Award Review Committee, UCA Employee Wellness Champion Award, Health and Wellness Promotion Committee, September 20, 2021 - Present

Review the Health and Wellness Promotion award nominations to pick faculty and staff who have demonstrated an ongoing commitment to Safety, Health, and Wellness within the University of Central Arkansas. Reviewed 2021 wellness award nominations and decided on the winner.

Member, Health and Wellness Promotion Committee, August 15, 2021 - Present

Coordinates individual, departmental, and university efforts to promote health and wellness for UCA faculty and staff employees. Specifically, the committee will: Assist in development of a variety of initiatives and programs. Work with faculty and staff in encouraging employee participation.

Graduate School Policy Committee for Student Appeals, Graduate Council, September 1, 2020 - Present

My committee provide an avenue of appeal for students in relation to academic grievances or disciplinary matters, promote and ensure the application of the principles of procedural fairness and confidentiality in relation to all committee matters, promote quality improvement in policies and procedures related to student academic grievances and student academic misconduct. We hear, consider and make determinations on appeals made by students against decisions in relation to academic matters, hear, consider and make determinations on appeals made by students against decisions in relation to breaches of academic integrity, and determine detailed procedures to govern its own operations.

In Spring 2021, we handled a case related to a graduate student from Counseling and

Psychology PhD program who received an incomplete in Spring 2020 which has now turned into an F. The student wants additional time (through December) to complete the work for a grade. We made decisions by consensus, provide direction and make recommendations for future success of this particular student.

Leave of Absence Committee, Graduate Council, January 21, 2020 - Present

This policy would provide students with the opportunity to proactively pause their time clock for program completion when dealing with life issues. I worked with two other faculty members and one staff (Dr. Matthew H. Connolly, Associate professor, Department of Geography; Travis Sorenson, Associate Professor, Department of language, Linguistics, Literatures and Cultures; and Jennifer Bell, Program Coordinator, Graduate Graduation and Degree Works), in March 2021 to create a Leave of Absence policy form for the university. This form will be used by students in all departments at UCA whenever they need to seek a leave from the program.

Graduate Council Curriculum Proposal Reviewer., Graduate Council, September 1, 2019 - Present

Review curriculum from different programs.

. We reviewed the curriculum from different programs and decided if the curriculum should be approved or returned for corrections.

Member, Graduate Council, August 16, 2019 - Present

Formulation of policy for graduate education to include such matters as student admission and retention, course load, credit transfer, research requirements, and minimal requirements for comprehensive exams, theses, and dissertations. Review and recommend to the President, through the Provost Office, and subject to approval of the Graduate Dean, policy matters pertaining to graduate education, such as graduate teaching, graduate program needs and graduate student and faculty research. Review and evaluate proposed and existing graduate programs and recommend priorities to be adopted in graduate education, scholarship, and research.

Member, External Funding Committee, August 2021 - Present

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Member, MLK Prayer Breakfast Committee, August 2021 - Present

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Member, UCA Now Campaign Steering Committee, May 2020 - Present

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Member, Scholarship Committee, January 1, 2019 - Present

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

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Member, Research, Scholarship and Creative Activity Award Committee, August 2021 - August 2022

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Guest Speaker, Girls of Power STEM Conference, April 2019 - April 2022

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Professional Education Council, August 15, 2021 - Present

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Member, UCA Core Council, October 2019 - Present

Member, University Admissions Committee, August 15, 2014 - Present

The charge of the committee is to review and make recommendations relative to current University of Central Arkansas admissions guidelines and criteria and to make decisions regarding admission appeals.

Member, Faculty Senate, May 2022 - Present

Member, Torreyson Library Director Search Committee, September 2021 - Present

To review applications and materials to locate a new Director for Torreyson Library.

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

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

Member, Library Committee, September 9, 2019 - August 15, 2021

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

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

Member, DAC - Belonging Among Commuter, Nontraditional, and Online Students, January 2021 - Present

Examine the impact of the UCA climate on commuter, nontraditional, and online students, seek optimal outcomes, offer community education, and make recommendations, as needed.

Member, DAC - Community Policing, January 2021 - Present

Exists to examine community policing at UCA, to seek optimal outcomes, to offer community education, and to make recommendations, as needed.

Member, Inclusive Hiring Website, October 2020 - Present

Examining UCA's current HR website. Exploring other university websites. Determining website content and design for inclusive hiring.

Member, Athletics Social Justice, June 2020 - Present

Collaborate with student athletes to promote social justice. Facilitated a social justice session for all student athletes. Administered programming such as the "We Are One" event and the Community Policing event.

Member, Human Library, 2019 - Present

Assist with planning of the Human Library event.

. The committee coordinated the Human Library event. I participated as a book by discussing my "In the Presence of a King" book.

Member, DAC - Diversity Key Performance Indicators, September 2018 - Present
Implement Diversity Key Performance Indicators in order to have a standard measure/
internal report card of campus diversity, belonging, inclusion, and equity.

. Determined criteria for diversity success. Working to integrate diversity indicators into
Diversity Strategic Plan.

Member, Cooperative Education Partnership, September 2017 - Present
Collaborate with Career Services to offer career-advancing opportunities.

. Promote student engagement and provide financial support.

Member, DAC - Immigrant Experience at UCA, September 2017 - Present
Examine the impact of the UCA climate and non-legislative policies on immigrant
students, faculty, and staff, offer opportunities for engagement, community education, and
make recommendations, as needed. Explored policies and practices that might possibly
be changed. Continue to collaborate to offer education and fellowship.

Committee Chair, DAC - Institutional Diversity and Inclusion Grant Program, September 2017
- Present

Evaluate grant applications for diversity, belonging, inclusion, and equity initiatives from
faculty, staff, departments, and RSOs. Award grants each fall, spring, and summer

Member, Faculty Support Group/First Year Experience, July 2017 - Present
Design professional development for faculty who teach students in their first year
experience. Proposed Welcome Week activities

Ideas for contacting students

Outcomes of a UCA first year experience

Professional development and resources.

Member, Women's Leadership Network, July 2017 - Present
Offers themed programming and mentorship for women in the UCA and Conway
communities. Facilitated the following initiatives and events

Mentoring program
Kick-off reception
Women in Politics Panel.

Member, DAC - Black Male Experience, 2017 - Present
Examine the impact of the UCA climate on Black men, seek optimal outcomes, offer
community education, and make recommendations, as needed.

. 2018 Black Male Experience Report.

Member, Inclusive Pedagogies Working Group, September 2016 - Present
In collaboration with CETAL, design professional development for faculty. Facilitate
sessions such as Live Experience Series, Teaching Racially Diverse Students, and

Microaggressions, etc.

Committee Chair, DAC - Diversity & Inclusive Excellence Award, September 2015 - Present
Evaluate nominations, select annual recipient, and write program scripts. Ensure administration and execution of annual award.

Committee Chair, DAC - Lactation Suites, September 2015 - Present
To revisit the use, contents, privacy, and status of the suites. Established lactation suites. Expanded lactation suites. Expanded services.

Committee Chair, DAC - Strategies Targeting Academic Representation (STAR), September 2015 - Present
Conceptualize and actualize educational opportunities and initiatives to achieve greater representation of historically underrepresented faculty. Coordinate programming such as the Minority Faculty Retreat, the Minority Faculty Mentoring Initiative, and Exploring UCA's Demographic Data.

Member, Amigo Fest, July 2015 - Present
The Amigo Fest is a community event that highlights Latino/Hispanic culture and recruits Latino/Hispanic students to UCA.

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

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

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

Member, Council on Student Success, July 2015 - Present
Served as a thought leader with a cross section of campus leaders to design the success/retention plan and implement the sections within my administrative scope. The success and retention plan has been distributed to campus.

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

Continue to collaborate for student success.

Committee Chair, Lactation Station Committee, October 2014 - Present
Oversee the maintenance of campus lactation suites. This committee examined the need for lactation suites, petitioned the governing bodies for funding, and building heads for space. To date, UCA has designed and set up five stations in four lactation suites.

Committee Chair, DAC - Diversity Strategic Plan, September 2014 - Present
Help with the DSP thinking, planning, and execution of communications campaigns, events, and report documentation. Ensure the annual workshop, administration, execution, and reporting.

Chair Designate, Diversity Advisory Committee, July 2014 - Present
Coordinate the activities of the committee and facilitate meetings. Serve on the following subcommittees:

Black Men's Experience at UCA
Campus Climate Survey
Data Assessment

Diversity Funding
Diversity and Inclusive Excellence Award
Diversity Key Performance Indicators
Diversity Strategic Plan
Gender Identity-Technology & Forms
Immigrant Experience at UCA
Institutional Diversity Grant Program
Outstanding Diversity Outreach by a Student Award
Political & Religious Acceptance. New Programs:

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

Committee Chair, Minority Vendor Partnership Program, May 2014 - Present

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

Community Leaders Luncheon
Minority Vendor Expo
(2) Minority Vendor Luncheons
Minority Vendor Training (UCA)
Minority Vendor Training (Conway Chamber of Commerce)
Secured external funding
Conducted research on business women of color in Arkansas.

Member, DAC - Campus Climate, September 2013 - Present

Plan and administer the general Campus Climate Survey and any unit/college/division installments. Help to promote related campaigns and events. Administer Campus Climate Survey, analyze, and distribute results.

Co-Chair, Diversity Advisory Committee, August 2013 - Present

Lead the efforts of the general Diversity Advisory Committee (DAC) and serve as liaison for the subcommittees.

. Collaborate with campus partners and make recommendations as needed.

Faculty Mentor, Minority Mentor, January 2012 - Present

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

B. College

Member, 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, Task Force - Faculty Teaching Observation Evaluation form, December 2021 -

Present

Member, COE Tenure & Promotion Committee, August 2021 - Present

Member, COE CAEP Committee, August 2020 - Present

Member, COE Awards Committee, 2021

Review nominee documentation and select qualified/most appropriate winner of award for (1) scholarship; (2) teaching; and (3) service.

Member, COE Diversity Committee, August 2019 - 2021

Member, COE Curriculum & Assessment Committee, August 15, 2020 - Present

Review and approve/deny proposed curricular changes from College of Education programs.

Marshal for Library Media and ITEC Graduates, UCA Graduation, December 10, 2016 - Present

Lead the Library Media and ITEC Students during UCA Graduation Ceremony.

Member, PEU Lighthouse Beacons, August 25, 2012 - Present

To foster communication, attitude, respect and enthusiasm among students in the College of Education.

To be a mentor for individual students as needed.

Member, COE Tenure & Promotion Committee, July 1, 2012 - Present

To review and evaluate faculty who apply for tenure and/or promotion.

Committee Chair, COE Scholarship Committee - Graduate, August 15, 2008 - Present

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

Member, Representing College of Education at UCA Graduation Ceremonies for Fall, Spring and Summer, December 10, 2007 - Present

Representing College of Education at UCA Graduation Ceremonies for Fall, Spring and Summer. Serving as Marshal for College of Education departments as needed.

Committee Chair, COE Scholarship Committee - Graduate, August 31, 2007 - Present

The Gladys Sachse Endowed Scholarship is for students accepted into the Master of Science degree program in Library Media and Information Technology within the UCA College of Education and who plan to become a school librarian. Two students are each awarded a \$1,000 scholarship for the academic year. Selection is based upon academic achievement, with consideration given to financial need. GLADYS SACHSE

SCHOLARSHIP AWARD WINNERS

LEADERSHIP STUDIES DEPARTMENT – LIBRARY MEDIA PROGRAM

2016-2017 ACADEMIC YEAR

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

Jud Copeland, Chair
The Gladys Sachse
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.

Member, COE Tenure & Promotion Committee, August 2022 - Present

Member, COE Graduate Program Directors, August 2018 - Present

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

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

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

Educator Rising- Volunteer at UCA Career Table, April 5, 2022

I volunteered with the Educator Rising conference by speaking to prospective students who were interested in UCA. I also transported materials from the Student Center to the Dean's Office.

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

Member, COE Curriculum & Assessment Committee, August 20, 2018 - Present

Analyze COE data aligned to candidate content and pedagogical knowledge and make recommendations for continuous improvement.

Support faculty understanding of CAEP Standard 1 Expectations (e.g., professional development opportunities).

Seek avenues to involve external stakeholders in review of data (e.g., school partners).

Continue oversight comparing and verifying alignment of current COE key assessments and common surveys to relevant standard sets and expectations for candidate content and pedagogical knowledge (INTASC, CAEP Standard 1, TESS, CF/COE Objectives).

Review, develop, and/or revise COE key (not program) assessments and assessment practices based on best-practices research on validity and reliability (including all support materials: descriptions, support materials, resources, etc.).

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

Graduate Program Coordinators, 2016 - Present

Member, COE Diversity Committee, August 24, 2021 - Present

I advocate for supporting a community and climate of respect and thoughtfulness among students, faculty, staff in the College of Education.

Member, CAEP standard 3 Committee, August 23, 2020 - Present

The CAEP standard 3 Committee will be responsible to review the Council for the Accreditation for the Educator Preparation (CAEP) mission to advance excellence in

educator preparation through evidence-based accreditation that assures quality and supports continuous improvement in the effectiveness of preparation to strengthen P-12 student learning.

. I was part of faculty members that met with the CAEP site visit team in October 2020 to review key assessments for College of Education programs. Basically, I represented the School Counseling program, I provided necessary information about the program key assessment and received positive feedback from the site visit team. I will be part of the committee that will be meeting with the CAEP site visit team whenever they visit.

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Session Chair, Centering Equity Conference Session Moderator, May 13, 2022

I introduced the speaker and managed the session, chat, and any unforeseen interruptions (i.e., muting people or removing them from the session, if necessary.)

. I coordinated formal Q&A at the end of the presentation.

Centering Equity Conference Moderator, COE Diversity Committee, May 12, 2022

Introduce the speaker, manage the chat, and any unforeseen interruptions. Organized the session and managed the participation and engagement throughout the presentation.

Volunteer, Educator's Rising Conference, April 5, 2022

I assisted high school visitors in moving from one hall to another and packed gifts. Assisted high school students, answered different questions, and recruited for our programs.

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

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Member, COE Awards Committee, August 2021 - August 2022

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Member, COE Girls Code Day Camp, July 25, 2019 - Present

Plan and implement a coding and robotics 1 day camp for girls in grades 5-8. Budding computer scientists entering grades 5 to 8 may attend {GirlsCode}. Campers will have opportunities to explore computer programming and robotics while developing their computational thinking and problem solving skills. Sample projects include: unplugged coding escape room, block-based coding for Sphero and Lego Mindstorms robots, and Swift and Scratch programming.

Member, Instructional Technology Program Coordinator Search Committee, September 2021 - October 30, 2021

Our committee reviewed applications for tenure track position for Program Coordinator for the Instructional Technology program in the Department of Leadership Studies. Located a candidate- Dr. Allison Freed to fill the position of ITEC Program Coordinator.

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

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

Member, Department Search Committee, September 2013 - Present

Reviewed applicants, assisted with coordinating and conducting interviews.

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

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

Member, Tenure & Promotion Committee, February 2012 - Present

Review tenure-track faculty members' mid-tenure or tenure/promotion portfolio and application. Faculty members received either specific feedback on progress or a rationale for a tenure decision.

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

Coordinate SLMA and EDLP programs.

Committee Chair, Department Curriculum Committee, September 2003 - Present

Member, Department Tenure & Promotion Committee, August 2018 - Present

Review and provide feedback on Leadership Studies faculty mid-tenure and tenure portfolios. Make recommendations related to tenure/promotion.

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

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

Faculty Advisor, American Library Association Pre-Accreditation Committee, May 30, 2018 - Present

Reviewed the ALA Accredited Library Media and Information procedures to implement a Master's Degree for Children and Youth Services in Public Libraries in Arkansas. Continue plans and follow up with Karen O'Brien and Terry Weech of the ALA Accreditation Committee to complete initial steps for this initiative.

Faculty Mentor, Cataloging Assistance with Former Students, July 1, 2016 - Present

To mentor graduates in the Graduate Library Media Program. Respond to questions from graduates in the professional field.

Member, Leadership Studies Department Promotion and Tenure Committee, August 15, 2013 - Present

To participate in determining Mid-tenure, Tenure and Promotion for eligible faculty in our department. Worked effectively as a team member in determining Mid-tenure, Tenure and Promotion criteria for eligible faculty.

Member, Leadership Studies Department, August 15, 2010 - Present

Responsibilities include regular meetings to review and take warranted action on issues related to teaching, research, scholarship and service on the department, college and university levels.

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

Member, LS Department Tenure and Promotion Committee, August 2022 - Present

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

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

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

Member, 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, Dept. of Leadership Studies- Curriculum & Assessment Committee, August 2021 - Present
Facilitate, review, and submit Curriculum and programatic changes within the dept.

Participant, LEAD 6321 Research Methods Interview Project, January 2021 - Present
Participated & Responded to several graduate student interviews about Research methodology.

Member, Dept. of Leadership Studies- Graduate Faculty Membership Committee, August 2020 - Present
Review credentials of graduate faculty / instructors.

Member, Promotion and Tenure Committee

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

Member, Graduate Faculty Appointment, January 2022 - Present
Review applications for graduate faculty status.

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

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

Member, PhD LEAD Program Advisory Team, August 2018 - Present

Meet, advise & contribute to the Program direction and evaluation efforts. Regular meetings to shape direction. Successful Instruction review by external program reviewer.

Event Coordinator, School Counseling Internship and Practicum Coordinator, July 1, 2020 - Present

Coordinating practicum and internship experiences for students in the school Counseling program.

Providing on-site supervision to students and give feedback for professional growth.

Responding to inquiries from students, faculty, administrators, and site supervisors regarding matters of practicum and internship.

Releasing students to register for practicum and internship opportunities.

Ensuring all required forms for practicum and internship are completed and filed accordingly. Helping students to secure internship and practicum site placement. Maintained an internship database, including student records/testing results, and contact information.

Managed 45 students each semester including projects related to their internship, practicum as well as academic support and field trips.

Directed projects related to their day to day activities in conjunction with the site supervisors and school principals.

Evaluated participants internship and practicum performances in the work environment as well as other work-related activities, including interaction with the students as well as staff.

Monitored academic progress, providing advice and support as needed.

Maintained and updated files and database systems.

Communicated with the schools to vet all internship and practicum agreements.

Member, Department of Leadership Studies Curriculum Committee, March 17, 2020 - Present

Review the changes in proposals for the school and district admin and admission changes. Approve Graduate Faculty member and PhD dissertation committee applications.

Faculty Advisor, School Counseling, January 24, 2020 - Present

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

Member, UCA School Counseling Advisory Committee, January 20, 2020 - Present

We meet every semester to advise the school counseling program.

. Review school counseling program CAEP key assessments, provide feedback on program goals, review program results, and help students process their problems and plan goals and action.

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

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

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

Member, Leadership Studies Candidate Search Committee, January 2021 - May 2022

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

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

Committee Chair, Department Personnel Advisory Committee (DPAC), August 15, 2012 - Present

Coordinate duties of DPAC as described in the UCA Faculty Handbook and Department Bylaws.

Member, School Psychology Program Committee, August 15, 2005 - Present

Assistance with development and assessment of masters and doctoral programs in school psychology. Coordinator for comprehensive examinations.

Member, Undergraduate Program Committee, August 15, 2005 - Present

Ongoing assistance with development and assessment of the department's undergraduate program.

Member, Graduate Faculty Status Committee, August 2020 - Present

Appointment to and renewal of appointment to the Graduate Faculty is based upon the general criteria established by the Graduate Council and the specific requirements as determined by the academic departments housed within the College of Education.

Applications for initial appointment and renewal of appointments are submitted to the members of the Graduate Faculty of the respective departments and to the departmental chair for their review and recommendation. Recommendations from the departments are forwarded to the Dean, College of Education for her/his appraisal. Review of 19 graduate faculty applications for the Department of Leadership studies.

Program Director/Coordinator, Library Media and Information Technologies (LIBM), August 2019 - Present

To coordinate the LIBM program- determine courses needed each semester, locate and assign instructors to teach courses, promote the program and recruit students , review applications of potential students, advise students each semester, plan and provide assessment plan for accountability, review and revise program requirements as needed to fulfill curriculum needs, attend COE graduate programs coordinator meetings, share information regarding semester registration dates and graduation application deadlines each semester, communicate with the graduate school students who have completed program requirements for graduation, fulfill accreditation guidelines and complete reports to accrediting bodies as needed.

Program Director/Coordinator, Instructional Technology (ITEC), August 2019 - January 2022

To coordinate the ITEC program- determine courses needed each semester, locate and assign instructors to teach courses, promote the program and recruit students , review

applications of potential students, advise students each semester, plan and provide assessment plan for accountability, review and revise program requirements as needed to fulfill curriculum needs, attend COE graduate programs coordinator meetings, share information regarding semester registration dates and graduation application deadlines each semester, communicate with the graduate school students who have completed program requirements for graduation.

Faculty Mentor, Mid-Tenure Mentor Leadership Studies Faculty 2021-2022, May 3, 2021 - December 13, 2021

Dr. Thomas Bruick and I mentored two junior faculty members (Dr. Oyeniyi and Dr. Powell) in our department who were eligible to submit mid-tenure documentation for advancement. Held 3 Zoom meetings for Dr. Oyeniyi and Dr. Powell to ask questions about the mid-tenure process and documentation needed to identify strengths and weaknesses in teaching, scholarship and service.

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	48	48
Total	0	48	48

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

List of Student Activities in which Faculty Participated

Panelist, Capstone Experience Presentations, January 2013 - Present

Serve on evaluation panel for student's presentation of a three-year strategic plan for their schools.

Coordinator/Organizer, Summative Portfolio Development and Defense, January 2013 - Present

Organize final portfolio defense; secure practicing administrators to serve on evaluation panel.

Recruiter, Student Recruitment, February 2012 - Present

Attend organized job fairs and visit school districts to promote graduate programs in efforts to recruit new students.

Facilitator, New Student Orientation, January 2012 - Present

Assist students during orientation; lead discussions with SLMA and EDLP students in breakout session.

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

Advisor, Graduate Association for Student Personnel, August 15, 2018 - Present
Support the executive board of the organization.

Panelist, EDLP 7363 Human Resources Round Table- The role of the school librarian, November 2, 2021
Educational leaders in K-12 schools must be familiar with all roles in the school community. Served as an expert as a school librarian.

Number of Professional Activities by Scope of Organization

Position/Role	Local	State	Regional	National	International	Total
Chair/Co-Chair/Leader	0	7	0	0	0	7
Editor	0	1	0	1	2	4
Member	1	2	0	1	0	4
Officer (Not President)	0	2	0	0	0	2
President	0	1	0	0	0	1
Reviewer	0	1	1	3	7	12
Other	0	6	1	2	1	10
Total	1	20	2	7	10	40

List of Professional Activities by Scope of Organization

Member, Ethics Subcommittee, Arkansas Department of Education, Little Rock, Arkansas, September 2015 - Present.
The Code of Ethics is administered by a five-member Ethics Subcommittee composed of PLSB members. The Code of Ethics is governed by Ark. Code Ann. § 6-17-428 and the administrative rules adopted by the State Board of Education set forth the procedures for receiving, considering, and investigating complaints regarding the unethical behavior of licensed school personnel. The Professional Licensure Standards Board Ethics Subcommittee makes recommendations for enforcement to the State Board of Education.

Board Member, Professional Licensure Standard Board Advisory Committee, Arkansas Department of Education, Little Rock, Arkansas, September 2013 - Present.
The Professional Licensure Standards Board (PLSB) was created by Act 846 of 2007 (original act and amendments are codified at Ark. Code §§ 6-17-422 and 6-17-428). The Board is comprised of 13 voting members appointed by the State Board of Education for a three-year term and three non-voting members. My role is to represent Arkansas Professors of Educational Administrators.

President, ARPEA Executive Council, Arkansas Professors of Educational Administration, July 1, 2013 - Present.
Serve ARPEA in its efforts to shape ADE rules and regulations concerning school administration licensing issues, plan annual conference, and communicate with all ARPEA Executive Board members.

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

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

Assessor, Portfolio Phase II & III, Arkansas Leadership Academy, Fayetteville, Arkansas, July 2010 - Present.
Read and evaluate portfolio submissions for Phase II & III Arkansas Leadership Academy applicants.

Reviewer, Ad Hoc, International Journal of Educational and Vocational Guidance, International Journal of Educational and Vocational Guidance, Luusanne, Switzerland, February 2021 - Present.

Reviewer, Ad Hoc, Journal of Vocational Behavior, Elsevier, Milwaukee, Wisconsin, 2017 - Present.
The Journal of Vocational Behavior publishes original empirical and theoretical articles that contribute novel insights to the fields of career choice, career development, and work adjustment across the lifespan and which are also valuable for applications in counseling and career development programs in colleges and universities, business and industry, government, and the military.

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

Reviewer, Journal, Career Development Quarterly, National Career Development Association, Broken Arrow, Oklahoma, 2018 - 2024.
The Career Development Quarterly (CDQ) is the official journal of the National Career Development Association (NCDA). The purpose of CDQ is to foster career development through the design and use of career interventions and publish articles on career counseling, individual and organizational career development, work and leisure, career education, career coaching, and career management.

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

Editorial Review Board Member, The Journal of Counselor Preparation and Supervision, North Atlantic Regional Association for Counselors and Supervisors, Connecticut, April 2020 - Present.
I am on the Editorial Review Board for the journal and I focus on reviewing journal article proposals on topics including: school counseling, rehabilitation counseling, and mental health counseling in schools using qualitative research methods.

. Website showing editorial review board.

https://repository.wcsu.edu/jcps/editorialboard.html

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

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

Reviewer, Journal, Manuscript Reviewer, Administrative Issues Journal, January 2018 - Present.
Reviewed academic manuscripts which were qualitative and mixed method studies. (2).

Clinician, Instructional Strategies to Impress Your Principal, Arkansas DESE, November 2020 - Present.

Clinician, Shaping an Equity Vision: Reflection of Outcomes & Process, Arkansas DESE, June 2020 - Present.

Volunteer Facilitator, Arkansas Educator Rising Conference, UCA, April 5, 2022.

Conference-Related, World Council for Gifted and Talented Children, 2019 - 2021.
Nationally-elected as Delegate Alternate representing the United States (USA Delegates include: Laurie Croft, Shelagh Gallagher, Ann Robinson).

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

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

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

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

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

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

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

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

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

Board Member, Board, Robert S Hartman Institute, November 2021 - Present.
Board member and associate vice president of research and development (value theory, judgment, ethics).

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

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

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

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

Leader, School Counseling Advisory Committee, Arkansas School Counseling Association, Conway, Arkansas, August 10, 2020 - Present.
Provide feedback on program goals (developed and explained by the school counselor), review program results (based on data presentations by the school counselors), make recommendations about the school counseling program, and serve as advocate for the program.
. Represent school and community stakeholder. Meet at least twice a year and maintains agenda and minutes. Advise on school counseling program goals, reviews program results and makes recommendations. Advocate and engage in public relations for the school counseling programs. Advocate for school counseling program funding and resources.

Leader, Advocacy Committee, Arkansas Counseling Committee, Conway, Arkansas, April 3, 2020 - Present.

Involve in taking action to promote the profession, make improvement recommendations about the school counseling program with an emphasis on removing or minimizing barriers to counselors' ability to provide services. Promote graduate student members interest in the ARCA. Work toward establishing active communication between ARCA leadership in order to promote graduate student involvement in the organization. Prepare an annual report detailing its activities, goals, and objectives.

Reviewer, Journal, Journal Reviewer, Journal of Comparative and International Higher Education, United States, April 1, 2020 - Present.
I ensure the rigorous standards of the scientific process by taking part in the peer-review system. Uphold the integrity of the journal by identifying invalid research, and maintaining the quality of the journal. I provide authors with the opportunity to improve the quality and clarity of their manuscripts. I also guide the journal's editorial staff in making publication decisions by identifying substandard manuscripts that should not be published. I have reviewed 4 journal academic articles in areas of international students' challenges and adjustment. I have gained experience which has contributed to my open-mindedness. I also learned about the latest methods and trends in my field of expertise. Also, it enhances my scholarly and research skills.

Planning Committee Member, Social Justice and Human Rights Committee, Southern Association for Counselor Education and Supervision-, Baltimore, Maryland, September 15, 2019 - Present.

Promote respect for and develop sound principles of freedom, civil liberties, justice, human and peoples' rights and fundamental rights within the association. Non-discrimination and equality have been increasingly reaffirmed as fundamental principles

of human rights law and essential elements of human dignity.

. Social, cultural, civil, and political rights and the right to development are recognized as universal, indivisible, and mutually reinforcing rights of all members, without distinction.

Leader, Wellness Committee, Texas Counseling Association, Dallas, Texas, February 2, 2018 - Present.

Assess, plan and implement activities that will help the members to be more aware, motivated, and skilled around life decision to increase their own and other's wellbeing. To build an association that is supportive of living a healthy life style. Act as the voice of all members to cultivate an organizational culture of healthy living. Provide activities to members that will increase awareness on various health topics (e.g., healthy eating, exercise, relaxation methods).

Motivate and provide activities that will help to build the required skills to maintain a healthy lifestyle. (e.g., fitness classes, fitness challenges, cooking classes, etc.).

Encourage all levels of leadership to engage in creating a supportive environment for employees to learn and implement their new skills.

Put forward suggested policy recommendations on new and innovative health topics and ideas.

Make members aware of opportunities to improve their health provided by the organization.

Build strong partnerships with various stakeholders who can help facilitate members' health management.

continuously evaluate and improve upon the delivery of the wellness program through use of evidence based methods.

Reviewer, Program Proposal, Mid-South Educational Research Association, Mid-South Educational Research Association, Conway, United States, August 5, 2022 - August 22, 2022.

I participated in the blinded peer-review process for the 2022 Mid-South Education Research Association conference session proposals. I reviewed 5 proposals for the 2022 Mid-South Education Research Association conference. I provided feedback to the presenters and program chair based on relevant theories and research, the outline of the presentation, and the learning outcomes for participants appropriate to the topic and type of presentation or paper.

Editorial Review Board Member, Panelist in the multistate standard-setting study for the regenerated Praxis® School Counselor test., Educational Testing Service (ETS), September 13, 2021 - September 14, 2021.

In order to establish a passing score (i.e., cut score), Educational Testing Service (ETS) has designed a multistate standard-setting study that includes gathering professional judgments from a variety of educators. The purpose of this multistate standard-setting study is to recommend an appropriate passing score for states that elect to use this assessment as a licensure requirement.

. I make judgments that answer the question "How much knowledge and skills are needed to be considered qualified enough to be certified or licensed as an educator?" I considered the level of knowledge and skills a candidate needs to demonstrate on the Praxis school counselor professional test in order to be considered qualified to begin practice. I worked with over 50 educators from different universities to bring valuable expertise and experience to the study. The activities helped me to better support my students planning to write the Praxis test.

Board Member, Comprehensive State Literacy Team, Arkansas Department of Education DESE, Arkansas, January 2020 - Present.

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

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

Chair, Arkansas Library Association - Community of School Librarians and Library Educators, October 28, 2020 - Present.

From economics in the library to Charlie Mae Simon Awards, we support the school LMS with resources for different grade levels with content from credible sources. All sessions are for one PD credit and certificate. In 2020-2021 - Developed PD opportunities. Dr. Charlotte Green discussion of her grant for the Dolly Parton Imagination Library, Author session with Kristin Gray, Arkansas author of Vilonia Beebe Takes Charge and The Amelia Six (about Amelia Earhart). Session of favorite books of 2021, in which participants shared 1 minute pitch of favorite new books. Book session on The Only Black Girls in Town by Brandy Colbert and My America by Kim Johnson. Dr. Kevin Powell and Dr. Jeff Whittingham were discussion leaders. Both books address diversity and racism.

In 2021-2022 - Session with Darcy Pattison, award winning Arkansas author detailing the writing of her new book Tuesday Comes on Friday about Crystal Bridges Museum in Bentonville. Session with Martha Masters, Education Director of Economics Arkansas.

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

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

Chair, AAIM Legislative Committee, Arkansas Association of Instructional Media, June 20, 2021 - Present.

The AAIM legislative committee serves members by providing an analysis of key legislative and regulatory issues that affect K-12 Libraries in Arkansas.

Board Member, AAIM Board of Directors, Arkansas Association of Instructional Media, April 25, 2019 - Present.

Serve on the AAIM Board of Directors.

Planning Committee Member, Arkansas Association of Instructional Media School Library Advocacy Task Force, AAIM, Little Rock, United States, June 2018 - Present.

To develop an advocacy plan for school librarians in Arkansas Public schools and to implement the campaign to advertise the benefits of school librarians in K-12 Arkansas schools. Attended meetings with ADE Commissioner Johnny Key to identify key issues to address for the campaign. Advocacy logo has been created and the plan to implement the campaign will be finalized in April with a roundtable of key administrators across the state of Arkansas and "good" school librarians.

Chair, AAIM Election Committee, Arkansas Association of Instructional Media, April 2016 - Present.

AAIM Election Committee holds an annual election. Create a ballot and distribute to members for the Board of Directors, President-Elect, Secretary, and Treasurer.

Member, Arch Ford Library Media Specialist Meeting, Arch Ford Education Service Cooperative, Plumerville, Arkansas, October 27, 2021.
Area K-12 School Library Learning Community Meeting.

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	1
Total	1

List of Non-Credit Instruction Activities

Workshop, College of Education, October 27, 2021.

Number of Public Service Activities by Scope of Organization

Position/Role	Local	State	Regional	National	International	Total
Board Member/Trustee	1	1	0	0	0	2
Guest Speaker	2	0	0	0	0	2
Member	0	1	0	0	0	1
Officer (Not President)	0	0	0	1	0	1
Other	1	1	0	0	0	2
Total	1	20	2	7	10	40

List of Public Service Activities by Scope of Organization

College of Education, October 27, 2021.

I provided mental health support workshop for College of Education ELSE Internship I undergraduate teacher candidates on how to stay positive in the face of adversity.