

# UCCS LEAD PHD E-Newsletter



Ph.D. Educational Leadership,  
Research, and Policy

UNIVERSITY OF COLORADO COLORADO  
SPRINGS

Summer 2019



Greetings, LRF PhD Community! As we prepare for the Fall semester, I am excited to share College and Department updates, news on student and alumni professional and scholarly endeavors, and important dates. For the 2019-2020 academic year, I have a faculty update to share—Dr. Phillip Morris will be joining us full time as an assistant professor this fall. For those aiming for a Fall 2019 graduation, please note the last day for a Fall dissertation defense is November 22. Fall commencement will be held on Friday, December 20, 2019 at the Broadmoor World Arena. As always, please feel free to contact me any time with your questions or concerns.

—Dr. Andrea Bingham

## Congratulations, PhD Spring 2019 Graduates!



**Dr. Jessica Castillo**

"The Gap between Matriculation and Persistence: Title V of the Higher Education Act at Rural Four-Year Hispanic-Serving Institutions"  
Chair Dr. Bingham

**Dr. Autumn Hayes-Diges**

"The Effects of Augmentative and Alternative Communication on Speech-Language Outcomes: A Meta-Analysis"  
Chair: Dr. Mendez

**Dr. Sarah Cooksey**

Reducing the Barriers to the Provision of Education in Colorado Prisons: A Grounded Theory  
Chair: Dr. Mendez



## Faculty Spotlight: Dr. Phillip Morris

Dr. Phillip Morris is joining the Leadership faculty full time this fall as an Assistant Professor! His focus is teaching, research and service to the university and teaching research methods courses within the Higher Education M.A. Program as well as in the Ph.D. program. Morris's research interests relate to access to higher education and student success. Dr. Morris started at UCCS in a position coordinating a grant project. From there, he taught courses as a lecturer and worked in Student Success as the Director of Veteran and Military Affairs (VMA) as well as other grant projects. In moving to faculty full-time, Dr. Morris will continue his focus on access to higher education in both research and practice. He is excited to launch a new Adaptive Leadership Certificate for undergraduate students, which will help military members and veterans transition into higher education.



**Congratulations!**

**2019-2020 Graduate Research Fellowship Recipient**

**Matt Adams**

**Please remember to look out for UCCS fellowship deadlines from the Graduate School in January 2020!**

## Incoming Student Spotlight: Jeanette Dias

Jeanette Dias is an incoming student to the LEAD PhD program. She currently serves as Assistant Dean for Internal Operations in the UCCS College of Business, with a focus on accreditation, assessment, and strategic planning. Jeanette joined the college a year ago, having previously worked at Old Dominion University in Norfolk, Virginia. During her eleven years at Old Dominion, Jeanette held several roles, including Associate Director of Institutional Research and Assistant Director of Assessment. Jeanette has an MBA from Old Dominion University and a Bachelor of Science in physics from the University of Minnesota. She has been working in higher education since 2004; and has also served at Leeward Community College in Pearl City, Hawaii and the University of Minnesota in Minneapolis. Jeanette's research interests include higher education retention and student success. In her spare time, Jeanette's interests include reading, popular culture, and spending time with her family.



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## **Student Spotlight: Joy Armstrong**

Joy Armstrong is a second year doctoral student in the Leadership, Research, and Foundations Department. She is currently the Curator of Modern and Contemporary Art at the Colorado Springs Fine Arts Center at Colorado College (CSFAC), where she has worked in the curatorial department since 2010 and curated or co-curated nearly 50 exhibitions, including 2013's award winning Pamela Joseph's Sideshow of the Absurd. She earned a B.A. in Studio Art and Communications from the University of Denver and an M.A. in Art History from Kent State University, where she served as the Assistant Director of Galleries and Curator of the Eells Gallery. In 2016, she was honored to be named a "Woman of Influence" by the Colorado Springs Business Journal. Additionally, she has produced numerous public events, engaged in various institutional and community collaborations, and served on juries and advisory boards such as UCCS's Galleries of Contemporary Art and Art on the Streets, Colorado Springs' annual public art program.



Armstrong has contributed to more than ten catalogues, including artist monographs Floyd Tunson: Son of Pop; Charles and Collin Parson: Continuance; Yoshitomo Saito: millionyearseeds; Larry Hulst: Front Row Center; Steven Durow: Heartland; and the forthcoming publication on artist Nancy Lovendahl. Armstrong's greatest passion surrounds the power of contemporary art and living artists to drive meaningful societal change through activation of the human spirit.

Joy joined the LEAD program in 2018 with a goal of learning about assessment and applying these skills to exhibition and visitor experience evaluations at the museum. Over the past year, however, she has pleasantly discovered a love for qualitative investigation, and now dreams of working as a full time researcher. Her interests include public and participatory art interventions, community collaborations, and the connections between creativity, innovation, and empathy. When not at work or school, Joy loves doing yoga and spending time with her husband Mike and their two rescued pups, Mika and Ralph. Together, they walk, cook, listen to records, spend time with friends and family, and plan vacations that they are occasionally able to take.

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**Dr. Eugene Wilkerson, Ph.D., SPHR**

**Associate Professor of Business, Assistant Dean - Mission and Student Success,  
Regis University Anderson College of Business**

Dissertation Title: The Colorado Articulation Policy: An Implementation Study Using Interpretive Policy Analysis.



"Education is in my blood. As I think about the next five to ten years of my career, I am focused on my next 'pivotal moment.' While I don't know what the future holds, I do know that I plan to spend my life creating learning environments that address the needs of all people. "

Eugene spent 15 years in the private sector working for a Fortune Top 50 organization, State Farm Insurance and Financial Services. Most of his career was spent working in a variety of Human Resources functions including HR Generalist, Talent Development, Workplace Safety, Leadership Development, and Operations Training and Development. He left the private sector in 2008 to fulfill his lifelong dream of completing a Ph.D.

The University of Colorado at Colorado Springs (UCCS) provided the perfect venue for the completion of my doctoral education. He graduated in 2012 and continues to pursue an interdisciplinary research agenda that focuses on nonprofit management, business education, and human capital development. He is collaborating with scholars across the country on an edited book that will be released in August 2019 titled: Regenerative Development: Urbanization, Climate Change, and the Common Good. He has served on several nonprofit boards with organizations such as Habitat for Humanity of Colorado, Pikes Peak United Way, and the Denver/Boulder Better Business Bureau.

Over the last four years, Eugene's career has moved towards an administrative track. He has held the positions of Department Chair, Director of the Center for Workforce Ethics and Lifelong Learning, and Assistant Dean. He sees the combination of private sector business experience and a Ph.D. in Educational Leadership, Policy and Research as the foundational elements for his success in higher education administration.

Eugene is married to Dr. Rochelle L. Cason-Wilkerson, who is an Assistant Professor at the University of Colorado School of Medicine. They have two children, ages 13 and 6.

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## Congrats to the University of Colorado President's Diversity Award Winner, Martin Garnar!



Martin Garnar, Dean of the library and Professor of library administration, and LRF PhD student, received this year's University of Colorado President's Diversity Award. The award recognizes significant achievements of university community members in developing a culturally and intellectually diverse university community reflective of inclusive excellence. Among notable service endeavors, Dean Garnar has made significant contributions to CU and beyond with his "Just Talk" programming - a dialogue series regarding power, privilege, equity and inclusion on campus, in the community, and society at large. He has created campus-wide momentum with various constituents and departments by providing programming for more than 50 events since 2016. The dialogue series has included topics such as

Transgender Issues, Diversity of Thought, Queer Voices, Civic Power, Democracy in Action, Suicide Awareness, #MeToo, Religious Freedom in America and Academic Freedom. As summarized in the nomination, "Dean Garnar's activities demonstrate his leadership and commitment to the enhancement, development and sustainability of diversity and inclusive excellence."

## Successful Proposals from Spring 2019

### **Stacy Aldridge**

The Study of Parent Perceptions toward Students of Poverty in An Affluent School District

Chair: Dr. Bingham

### **Hans Larsen**

Developing Effective Leader Developers: A Case Study of Air Officers Commanding

Chair Dr. Bingham

### **Marj Webster**

Tuition Discounting: Promoting Access in America Post-Secondary Education

Chair: Dr. Witkowsky

### **Beau Houston**

Exceptional Recruiting: Identity Intersections' Impact on Decision-Making for Young Black Women Student Athletes during the NCAA Recruiting Process

Chair: Dr. Bingham

## Important Graduation Dates, Fall 2019

### Fall Dates:

**November 22:** Last day for fall dissertation defense



**December 20:** Fall commencement at the Broadmoor World Arena

### Student Travel Award Links

**LRF PhD Student Travel & Dissertation Research Funding Request**

<http://www.uccs.edu/coe/student-resource-office/department-downloads/lrf.html>

**UCCS Graduate School Travel Award Instructions**

<http://www.uccs.edu/graduateschool/uccs-finances/finance-resources.html>

## CU Board of Trustees Meeting



Kathryn Starkey presented on her research endeavors at the CU Board of Trustees meeting. Starkey is a second-year student in the Leadership Ph.D. program.

At the same meeting, Dr. Dick Carpenter, LRF Professor, spoke about graduate education along with some fellow UCCS professors.

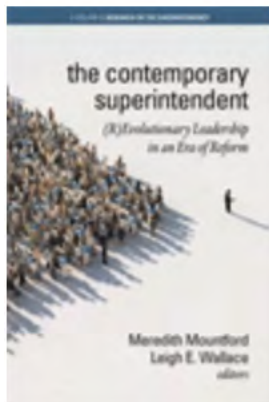
## Spring 2019 PhD Research Seminar: Dr. Linda S. Hagedorn



This spring, the Leadership PhD Program hosted Dr. Linda S. Hagedorn for the Spring 2019 Research Seminar. For the first time, the seminar was held in the UCCS Downtown Space. Her talk was titled "Understanding Community Colleges in Higher Education. In her presentation she examined the outcomes of community college students in American higher education, as well as the ways in which to facilitate their educational and professional success.

Dr. Hagedorn shared her experiences investigating educational systems using large datasets and institutional data, and touched upon the past, present, and future of community college research.

## Book Announcement!



Congratulations to Wendy A. Clouse, Al Ramirez, Dallas Strawn, Patrick Radigan, William Dallas, Kevin Brooks, and Pat Green, who have contributed a chapter to the book *The Contemporary Superintendent: (R)evolutionary Leadership in an Era of Reform*.

The book is edited by Meredith Mountford and Leigh E. Wallace and features a chapter titled "Colorado School Superintendents: Meeting the Challenges of Leadership" written by LRF professors and alumni. The chapter was based on a survey of Colorado superintendents.

*The Contemporary Superintendent* asks What is (R)Evolutionary Leadership? Why Does it Matter? How can contemporary school district administrators, specifically superintendents, contend with so many difficult, and almost impossible competing commitments? In answering these questions, the chapters in this book introduce superintendents or research on superintendents in which these tenants were practiced; both in their ability to enact radical change by "overthrowing" the status quo – as well as evolutionary in their deliberate approach to viewing change as a process they can control over time. More information can be found here:

<https://www.infoagepub.com/products/The-Contemporary-Superintendent>

## **Faculty and Student/Alumni Publications and Presentations**

### **Publications**

- Bingham, A.J., Castillo, J., & Dean, S. (2019). Qualitative comparative analysis in educational research: Procedures, processes, and possibilities. *Methodological Innovations*. DOI: <https://doi.org/10.1177/2059799119840982>
- Carpenter, D. M., Webster, M., & Bowman, C. (2019). White house wit: How presidents use humor as a leadership tool. *Presidential Studies Quarterly*, 49(1), 23-55.
- Clayton, G., Bingham, A.J., & Ecks, G. (2019). Characteristics of the opt-out movement: Early evidence for Colorado. *Education Policy Analysis Archives*, 27(33). DOI: <http://dx.doi.org/10.14507/epaa.27.4126>
- Mendez, S. L., Conley, V. M., Tygret, J., Gerhardt, R. A., & Haynes, C. (2019). Encore: Retired faculty as mentors. *Change: The Magazine of Higher Learning*, 51(3), 59-61.
- Mendez, S. L., Witkowsky, P., Morris, P., Brosseau, J., & Nicholson, H. (2018). Student veteran experiences in a transition seminar course: Exploring the Thriving Transition Cycle. *Journal of Veterans Studies*, 3(2), 1-18.

### **Presentations**

- Bingham, A.J., Dean, S., Castillo, J. (2019). Qualitative comparative analysis in educational policy research. Paper presented at the annual meeting of the Qualitative Methods Conference, International Institute for Qualitative Methodology.
- Bingham, A.J., Dean, S., Castillo, J. (2019). Qualitative comparative analysis in educational policy research: Procedures, processes, and possibilities. Paper presented at the annual meeting of the American Educational Research Association (AERA).
- Bingham, A.J., Belet, L., Comfort, B., Garcia, C., Sandler, H. (2019). Mapping the school choice landscape: toward an updated classification of charter schools. Paper presented at the annual meeting of the Association for Education Finance and Policy (AEFP).
- Haynes, C., McCoy, T. Higgs, F., Hicks, I., Clark, C., Mendez, S. L., Conley, V. M., Starkey, K., Stuhlsatz, M. (2019). The AGEPE Engineering Alliance: A Model to Advance Historically Underrepresented Minority Postdoctoral Scholars and Early Career Faculty in Engineering. Poster presented at the 2019 NSF INCLUDES National Network Convening—Advancing Equity in STEM, Arlington, VA.
- Mendez, S. L., Conley, V. M., Tygret, J., Johanson, K., Gosha, K., Gerhardt, R. A., & Haynes, C. (2019). Navigating a career in academia: Insights from emeriti engineering faculty. Paper presented at the 2019 Annual Meeting of the American Education Research Association, Toronto, Canada.
- Mendez, S. L., & Tygret, J. (2019). Institutional change in K-12 schools. Invited presentation at the Knapsack Institute, Colorado Springs, CO.
- Mendez, S. L., Conley, V. M., Tygret, J., Haynes, C., & Gerhardt, R. A. (2019). The IMPACT mentoring program: Exploring the benefits of mentoring for emeriti faculty. Invited poster presentation at the 2019 American Society for Engineering Education Annual Conference & Exposition, Tampa, FL.
- Morris, P., Collins, C., Donelson, B., & Winters, R. (2019). Using Institutional Research to Support STEM Innovation and Achievement 2019 Association for Institutional Research Forum, Denver, CO.(Poster)
- Morris, P., & St. Louis, K. (2019). Assessing the Impact of Faculty and Staff Ally Training. NASPA Symposium on Military-Connected Students, Las Vegas NV.
- Morris, P., McNamee, M., & St. Louis, K. (2019). Military Cultural Competence Training: Follow-up and Follow-on Assessment. American College Personnel Association, Boston, MA.