

UCCS LEAD PHD E-Newsletter



Ph.D. Educational Leadership,
Research, and Policy

UNIVERSITY OF COLORADO COLORADO SPRINGS

Winter 2019

Greetings, LRF PhD Community! As we move into the spring semester, I am excited to share College and Department updates, news on student and alumni professional and scholarly endeavors, and important dates. As always, please feel free to contact me any time with questions or concerns. For those eyeing a spring 2019 graduation, please note the last day for a spring dissertation defense is April 19th. Spring commencement will be held on May 17th at the Broadmoor World Arena. As always, please feel free to contact me any time with your questions or concerns.

–Dr. Andrea Bingham

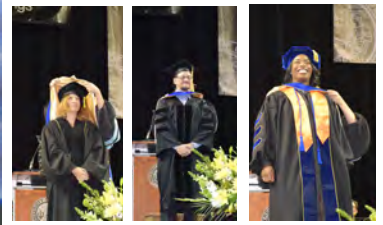


IMPORTANT NOTE ABOUT THE DISSERTATION CREDIT REQUIREMENT



During coursework students will complete 15 credits of LEAD 8990: Doctoral Dissertation (three credits a semester from spring 1 through summer 2). After coursework, students must be continuously enrolled with a minimum of one credit hour of dissertation credit per semester (excluding summer) during completion of the dissertation. A total of 30 hours of dissertation credits are required for program completion; students must be enrolled in at least one dissertation credit the semester of their defense. It is the responsibility of the student to create a dissertation credit completion plan that meets the requirements of the Graduate School (a maximum of 10 dissertation credits during the fall and spring semester and seven in the summer). After successfully passing Portfolio II of the PhD program, a student must form a dissertation committee within one year; if the student has not done so, he or she may not enroll in any further dissertation credits until a committee is secured.

Congratulations, PhD Summer and Fall 2018 Graduates



Dr. Chad Bowman

“Influence of Interpersonal Intimacy on Donor Retention: An Intrinsic Case Study Approach”

Chair: Dr. Bingham

Dr. Terainer Brown

“Academic Peer Mentorship and Transitioning College Writers: A Closer Look at Support for Developmental Education”

Chair: Dr. Mendez

Dr. Eric Mason

“Find A Better Way: A Study of Parent Test Refusals of Colorado K12 State Assessments in 2015 and 2016 Using A Framework Based on The Kano Model”

Chair: Dr. Mendez

Dr. Amanda Metcalfe

“Freedom Movement: A Case Study of Feminist Leadership in Kurdistan”

Chair: Dr. Mendez

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-finance/finance-resources.html>

SUCCESSFUL PROPOSALS FROM FALL 2018

Giovanna Basney

“An Exploration of Racial Climate, Retention, and Job Satisfaction among Teachers of Color at K-12 Independent Schools”

Justin Stoddard

“Understanding Resiliency: The Relationship between USAFA Cadet Grit-S Scores and Cadet Development”

Important Dates and Deadlines

To be eligible for graduation, students must have fulfilled the appropriate requirements as established by their program and the Graduate School. The student must have a completed approved Application for Admission to Candidacy for an Advanced Degree and Online Diploma Card turned in as indicated below. Students must have completed all coursework; and successfully Defended their Dissertation.

Spring Grads 2019 Commencement May 2019	Summer Grads 2019 Commencement Dec 2019
Due to Program by February 8th (unless your program specifies an EARLIER deadline)	Due to Program by June 14th (unless your program specifies an EARLIER deadline)
Due to the Graduate School by February 15th	Due to the Graduate School by June 21st
Through Student Portal by February 8th	Through Student Portal by June 14th
No later than April 19th (Friday)	No later than July 5th (Friday)
May 16th by 5:00 pm. all items must be submitted and approved by that time to be eligible for graduation	August 2nd by 5:00 pm. all items must be submitted and approved by that time to be eligible for graduation
By May 24th	By Aug. 12
By May 24th	By Aug. 12

Fall 2018 Research Seminar



This fall, the Leadership PhD Program hosted Dr. Gina Garcia for the Fall 2018 Research Seminar. Her talk was titled "Becoming Hispanic-Serving Institutions (HSIs): A Case Study of Three HSIs in the Midwest." Dr. Gina Garcia is an assistant professor in the Department of Administrative and Policy Studies where she teaches master's and doctoral students pursuing degrees in higher education and student affairs. She received her Ph.D in Higher Education and Organizational Change from the University of California, Los Angeles (UCLA). Her research interests center on issues of equity and diversity within higher education with an emphasis on the organizational culture and identity of HSIs and the retention, success, and identity development of Latina/o college students. She uses organizational theory, student development theory, and critical race theory as well as multiple methods of inquiry to guide her work, with a focus on strengths based approaches to studying traditionally underserved communities and institutions of higher education. As a student affairs professional, Dr. Garcia worked with federally funded grants in order to establish programs that foster retention and success for Students of Color in science, technology, engineering, and mathematics (STEM) majors and careers.

Escape Room!

This fall, in Dr. Witkowsky's class, the first-year PhD student cohort braved an escape room! The group convened for the development activity at Pikes Peak Escape Rooms (owned by another PhD student, Nina Ellis Frischmann).



The students divided into two teams and competed for points based on how well they worked together. Fortunately, they all escaped successfully.

Student Spotlights

Daria Carter

Daria Carter is a first-year doctoral student in the Leadership, Research, and Foundations (LEAD) Department. She came to know UCCS through a corporate innovation training experience with the leaders of the Bachelor of Innovation program. After hearing Dr. Colleen Stiles' inspirational story and experience with the UCCS LEAD Ph.D. program, Daria did not apply anywhere else.

During the day, Daria works at a large technology company as a Director in Customer Support focusing on business strategy and planning. Her future mission and dissertation topic became clear several years ago in her current job. As with many companies, her employer is developing automation to streamline the workforce and customer experience. Unfortunately, there is high anxiety everywhere over the impact of automation on the future workforce. Through research as part of the LEAD program, Daria hopes to significantly increase and solidify her knowledge and understanding of the value of a human in an automated world. With this knowledge, and the credibility a Ph.D. and her career brings, she hopes to be a positive voice of advocacy for people in the future workforce.



Daria is married to a super-Engineer and they have one twelve-year-old mini-Engineer who loves to apply herself to writing science-fiction. As a family, they love to hang out together, visit The Broadmoor, eat pizza or fondue, and watch anything Star Trek or produced by Studio Ghibli. They live just outside Boulder, making for quite a weekly commute for Daria. However, Audible books help to make the drive pleasant; Michelle Obama's *Becoming* or Erin Meyer's *The Culture Map* are currently playing.

Student Spotlights

Michael McNamee



Michael McNamee is a second year doctoral student in the Leadership, Research, and Foundations Department. He currently works as the assistant director for career volunteer initiatives at Colorado College. His job entails connecting students with alumni mentors through experiential career development opportunities. His work has taught him about the power of relationships, and how important it is to seek out meaning in the work we all do.

Michael enrolled in the PhD program after receiving a joint master's degree in Public Administration and Environment & Natural Resources from the University of Wyoming. He decided to pursue a doctorate to contribute to the knowledge base in the study of higher education, particularly in career development and institutional advancement. His research interests include organizational identity in the college context, mentoring relationships, and internship policy. He hopes to use his degree to become a campus leader and help institutions understand how they impact the lives of students through evidence-based practices.

Michael's passion for higher education came from his grandfather, Michael Sr., who used his education to lift himself out of poverty and dedicated his life to helping others. His example of persisting and eventually becoming a professor inspires Michael to help others achieve their aspirations. Michael is passionate about mentoring, and one of the most meaningful experiences of his life was serving in the Big Brothers Big Sisters program for 10 years and helping his Little Brother, David, graduate high school. In his spare time, Michael enjoys exploring the mountains with his wife, Hannah, and his dog, Kevin.

Mountain Lion Research Day



Leadership Ph.D. candidate, Nina Ellis Frischmann, presented her work at the 2018 Mountain Lion Research Day (MLRD) on November 30. Her presentation was titled "Role Playing Games, Movies, and Illustrated Comics, Oh My!: Connecting Students with the Classics Using Popular Culture." The Mountain Lion Research Day event offers students the opportunity to present their research with the public. The next MLRD will be held on Thursday, November 21, 2019.

Application Edition!

Early admission priority deadline January 15; Final deadline March 15

Please share this information with colleagues and friends!

- Applications for admission to the PhD in Educational Leadership, Research, and Policy program must begin with completion of the online Graduate application found at: www.uccs.edu/~apply/
- Pay the \$60.00 application fee (International student application fee is \$100.00)
- Upload your career goal statement
- Upload your curriculum vitae or professional résumé
- Upload the Tuition Classification Form
- List the name, title/organization, and email of three references in the spaces provided in the online application (they will be emailed the Ph.D. recommendation form with instructions). One reference should be a former instructor, one should be a current supervisor, and one should be a professional colleague. These individuals should be in a position to give feedback regarding your ability to be successful in a doctoral program (recommendations from current LRF faculty are not accepted)
- In addition, submit scores on the Graduate Record Exam (GRE) taken within the past five years. Scores from the Verbal, Quantitative, and Analytical sub-tests are required. There are no cutoff scores for the GRE sub-tests or composite score. GRE scores will contribute to an index score, which will be considered in admissions decisions. Please have official scores for the GRE sent directly to UCCS. The UCCS school code for the GRE is 4874, the GRE department code is 3999
- Contact the Student Resource Office (education@uccs.edu) for more information!

Congrats to Excellence in Leadership Award Winner, Dr. Megan Bell

Dr. Megan Bell, LRF Assistant Professor, Attendant Rank, and Executive Director of Community Learning and Assessment, was this year's winner of the Excellence in Leadership Award! The award was given by the university-wide Excellence in Leadership Program (ELP). ELP provides opportunities for CU faculty and staff to become more effective leaders. Each year, the luncheon and lecture brings together program alumni to foster continued collaboration, networking and leadership development. The award was presented to Dr. Bell on November 30 during the 10th annual Excellence in Leadership Luncheon and Lecture at Denver's Brown Palace. There were more than 150 program alumni in attendance.



ALUMNI PROFILES

THOMAS T. SWAIM, Colonel, USAF Permanent Professor and Head, Department of Military and Strategic Studies, United States Air Force Academy



Dissertation Title: Cognitive Apprenticeship in Military Teacher Induction: Facilitating the Transition from War Fighter to Educator at the United States Air Force Academy

The five years since I graduated from the UCCS Education PhD program have been busy, productive, and incredibly rewarding for me. After a one-year assignment in Italy, I returned to the Air Force Academy where I now serve as the Permanent Professor and Head of the Military and Strategic Studies Department overseeing 30 military and civilian educators teaching cadets about joint military strategy and air power employment.

My duties are spread across several teaching, research, service, and leadership arenas. I've been involved in the development of several of our new courses, including a Remotely Piloted Aircraft course, a Tactical Airpower Planning and Execution course, and our new Academy Core Course: Joint Military Strategy and Airpower. I was honored to contribute as an editor to our new text book, authored by several of our department professors in collaboration with other strategic experts from across the nation. I'm currently researching contemporary command and control operations against near-peer nation-state competitors and will be submitting both classified and unclassified articles to various professional journals and military sources this spring. I've also been engaged in coordinating a substantial expansion to our research center, the USAFA Center for Airpower Studies. We've been granted \$8.5M to fund three state-of-the-art airpower learning and research suites—comprehensive live-virtual-constructive airpower simulator complexes that will immerse our future USAF leaders in aviation, airpower, and command and control learning experiences. As for service, after several years on the Academy Admissions Group and chairing an admissions panel, I now chair the Class-of-2022 Academic Review Committee where I engage to ensure cadets are meeting standards (and make it to graduation). I also head the Cadet Outdoor Leadership Experience, a high adventure summer backpacking program. I serve on the International Programs Council, the Dean's Faculty Council, and on the USAFA Curriculum Review Committee. Since my presidential nomination and senate confirmation as an Academy Permanent Professor last fall, I've found myself increasingly more involved in institutional and national level educational leadership endeavors. It's in no way an exaggeration to say that I daily call upon knowledge and skills that I gained

DENA SAMUELS, Dena Samuels Consulting

Dissertation Title: Faculty Preparedness for Building Cultural Inclusiveness

At heart, I am an educator with a passion for increasing connection and sense of belonging in the world.

My new book, *The Mindfulness Effect: an unexpected path to healing, connection, & social justice* (Night River Press, 2018) offers 25 mindfulness practices and activities for healing, self-empowerment, cultural inclusion, social and environmental justice. Implementing these practices allows us to live our lives fully and freely, with intention, connection, excellence, innovation, and meaning. It provides strategies for peaceful self-reflection, and for building authentic relationships across cultural differences to ensure our own, and others', sense of belonging so we can all reach our unlimited potential and soar!

My last book, *The Culturally Inclusive Educator: Preparing for a Multicultural World* (Columbia University's Teachers College Press, 2014), sold out its first printing in its first nine months, and after its second printing has been used in organizations and campuses around the U.S. as an all-organization/all-campus read. It provides 8 transformative steps for becoming a culturally inclusive educator and leader.

