



the newsletter of the
Department of Educational Leadership
at UNC Charlotte

The 25th Edition

Greetings,

Congratulations to GAs, Taniqua Canzater, and Tynsley Gilchrist for creating this 25th edition of the Ed Ledger! They built on work that originated in 2014 as the "Ed.D. Updates" newsletter. The newsletter has expanded to focus on news updates but also recognizes degree milestones and highlights faculty, staff, and student work.

This has been an eventful academic year that has now come to an end. During the spring semester, there were multiple opportunities for engagement. Many of you participated in academic conferences and presented your research independently and with faculty members. I appreciate the efforts made within the department to provide opportunities for social connections that can make a difference in academic progression. Special thanks to everyone who participated this semester; hopefully, even more, will join in upcoming events.

Congratulations to our 2023 graduates! This is a wonderful accomplishment. I hope you continue to celebrate in the days and weeks to come.

Enjoy a relaxing and fun summer!

Cathy Howell, Ed.D.

Ed.D. Graduate Program Director
Interim M.Ed. Higher Education Director

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Faculty Spotlight

Dr. Mark D'Amico

What brought you to UNC Charlotte?

Having worked at UNC Charlotte two earlier times in my career and being a UNC Charlotte alumnus, I applied when the Department was searching for its first higher ed faculty member in 2009.

What sparked your interest in Educational Leadership?

My first job was working for what we now know as the Office of Adult Students and Evening Services at UNC Charlotte. I had opportunities to play a minor role in creating the office to serve post-traditional students. ***That experience sparked my passion for setting strategic directions to help students be successful in college and in the workforce.***

What research projects are you working on currently?

Our Transfer Research Team at UNC Charlotte is studying community college-to-university transfer student experiences in NC with support from the John M. Belk Endowment. I am also working with a team studying noncredit community college education with support from the National Science Foundation and the Bill & Melinda Gates Foundation.

What leadership strategies have you found most helpful during your time as a faculty member within the department?

Learn from others. ***Our colleagues are often our best resource.*** I have learned from amazing people along the Educational Leadership hallway, and I greatly appreciate their support.

Advice to students pursuing a career in Educational Leadership

Find a way to leverage everything you have done toward your goal. Using DeFillippi and Arthur's (1994) concept of career capital, we work in boundaryless careers that require us to know why (our purpose), know what (the content knowledge and expertise), and know whom (the networks in the profession). ***Build your career capital in service to the profession and to students, and the rest will take care of itself.***



Hometown

Erie, Pennsylvania

Previous Institutions

Francis Marion University, Midlands Technical College, and South Carolina Technical College System Office

Research Interest(s)

Community college student success and workforce development

Fun Fact

Dr. D'Amico thoroughly enjoys pushing himself to physical and mental limits in sports. Dr. D'Amico is a former college tennis player, who has completed multiple 100-mile bicycling events, and finished five marathons including qualifying for the 2018 Boston Marathon. Dr. D'Amico assures us that he has a great physical therapist, if anyone needs a referral.

Student Spotlight



Karen Ingram

*Game Changer
in Educational
Leadership*

What sparked your interest in educational leadership?

Dr. Florence Martin is VERY persuasive! Just kidding. I am a proponent of education and now serve in a leadership capacity after teaching in the classroom for 12 years. I am also passionate about instructional technology so the program was a perfect fit. ***I aspire to be a game-changer by modeling good, solid, and strong educational leadership as a woman of color.*** I love working with students and passing on my knowledge and life experiences to the next generation to help them discover their true passions and pursue their dreams.

What brought you to UNC Charlotte?

As a native New Yorker, I have always had an attraction to the big cities in NC. I heard a lot of positive things about this institution so it was a no-brainer. I like the relationships that the faculty build and develop with students to help them succeed. ***This has been a life-changing experience to be a true 49er.***

What advice would you give to students?

Don't give up! There are times when things will become challenging but you can do this! ***Perseverance is key.*** Connect with others and determine that thing that you are most passionate about and want to make a contribution to and let that fuel your research. Model what you want to see!

Current Research Focus

My current research focus includes: Chief Academic Officers, Community of Inquiry, and Student-Content Engagement in The Blended Learning Environment. Last October, I participated in the AECT Conference to present on a study I worked on with Dr. Beth Oyarzun and Dr. Spencer Salas. I submitted two articles for AECT this year, including a collaboration with another student from out-of-state on technology integration in middle school CTE courses and a pilot of my dissertation which is on High School Teachers' Perceptions of Student-content Engagement in the Blended Learning Environment.

Hometown

Bronx, NY

Previous Institutions

Nyack College, NY

St. Augustine's College, NC

NC State University, NC

Gardner Webb, NC

Research Interests

K-12 Blended Learning

Student Engagement

Diversity in Educational Leadership

Women in Educational Leadership

Chief Academic/Learning Officers

CTE Impact on Marginalized Populations

Fun Fact

I am the first cousin of Coko from R&B female group SWV and have sung background vocals on one of her gospel CDs.

I am considered a non-traditional student and a first-generation college graduate.

Dissertation Defense & Graduations

The dissertation defense is the final milestone toward degree completion. A doctoral candidate disseminates the results of their study during the final defense to the research committee and academic community.

Ed.D. Educational Leadership



Dr. Josh Allen

P-12 Superintendency

"A Case Study of Rural Magnet High School Support Staff Experiences With Student Mental Health Needs"

Chair: Dr. Rebecca Shore
Committee: Drs. Jamie Kudrats, Jimmy Watson, and Clare Merlin-Knoblich



Dr. Jennifer Baucom

P-12 Superintendency

"An Investigation of Kindergarten Readiness Based on Early Learning Inventory Scores"

Chair: Dr. Rebecca Shore
Committee: Drs. Rich Lambert, Walter Hart, and Amy Good



Dr. Yolanda Blakeney

P-12 Superintendency

"Black Male Teachers' Perspectives and Experiences in North Carolina Secondary Public Schools"

Chair: Dr. Rebecca Shore
Committee: Drs. Walter Hart, Debra Morris, and Chance Lewis



Dr. Sayde Brais

Higher Education

"Exploring Sense of Belonging Among First-Generation College, Second-Generation Immigrant Students"

Chair: Dr. Ryan Miller
Committee: Drs. Mark D'Amico, Jason Black, and Cathy Howell

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Ed.D. Educational Leadership

Dr. Cassie Bryson-Evans

P-12 Superintendency

"Learning From Testimonios About Equity in Educational Leadership: Experiences of Latinx Public School Administrators in North Carolina"

Chair: Dr. Walter Hart
Committee: Drs. Jamie Jamie Kudlats, Jimmy Watson, Rebecca Shore, and Spencer Salas



Dr. Rick Dunlap

P-12 Superintendency

"An Analysis of the Impact of the Inner Explorer Mindfulness Program on the Academic Growth of Elementary Students"

Chair: Dr. Walter Hart
Committee: Drs. Rebecca Shore, Rich Lambert, and Hank Harris



Dr. Susan Gann-Carroll

P-12 Superintendency

"Building a Computing Identity: The Role of Middle School Computer Science Courses in Igniting Student Interest to Consider a Career in Software Development"

Chair: Dr. Rebecca Shore
Committee: Drs. Carl Westine, Scarlett Zhang, and David Pugalee



Dr. Katrina Green

Learning, Design and Technology

"Nurses' Experiences in a Blended Learning Course for Nurse Preceptor Development"

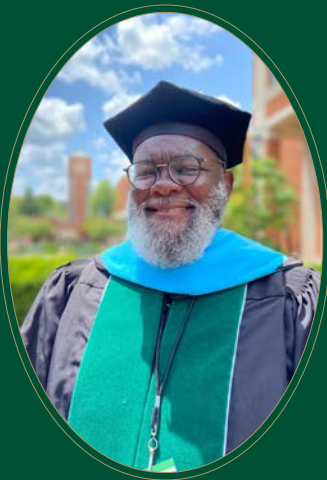
Chair: Dr. Ayesha Sadaf
Committee: Drs. Florence Martin, Jae Hoon Lim, and Meredith Troutman-Jordan



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Ed.D. Educational Leadership



Dr. Titus Hopper

P-12 Superintendency

"Motivational Factors Affecting Black Male Principals in Rural North Carolina"

Chair: Dr. Rebecca Shore
Committee: Drs. Jimmy Watson, Walter Hart, and Chance Lewis



Dr. Jules Keith-Le

Higher Education

"Does the Physical Active Learning Classroom Matter? Faculty Experiences Practicing Active Learning During an era of Rapid Transformation in Higher Education"

Chair: Dr. Lisa Merriweather
Committee: Drs. Mark D'Amico, Beth Oyarzun, and Kim Buch



Dr. Morgan Murray

Higher Education

"Exploring the Experiences of Black Resident Advisors at Historically White Institutions"

Chair: Dr. Ryan Miller
Committee: Drs. Lisa Merriweather, Clare Merlin-Knoblich, and Cathy Howell



Dr. Sue Nash

P-12 Superintendency

"Caught in the Middle: Middle School Principals' Perceptions of Traditional and Standards-Based Grading"

Chair: Dr. Rebecca Shore
Committee: Drs. Walter Hart, Dr. Jamie Kudlats, and Dr. Jeanneine Jones

Dissertation Defense & Graduations

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Ed.D. Educational Leadership



**Dr. Elizabeth
(Lizzie) Parsons**
P-12 Superintendency

*"Exploring the Effects of
a Daily Audio-Guided
Mindfulness
Intervention for
Teachers"*

Chair: Dr. Rebecca Shore
Committee: Drs. Jamie
Kudlats, Rich Lambert,
and Amy Good



Dr. Heather Ramsey
Learning, Design and Technology

*"Examining how Teachers
Define and Integrate
Digital Citizenship to Core
Content Area Curriculum"*

Chair: Drs. Beth Oyarzun
and Drew Polly
Committee: Drs. Florence
Martin, and Erik Byker



Dr. Liane She
Learning, Design and Technology

*"Faculty Experiences in
Teaching Students with
Visual Impairments in
Higher Education Online
Language Courses"*

Chair: Dr. Florence Martin
Committee: Drs. Ayesha
Sadaf, Bobby Hobgood, Jae
Hoon Lim, and Concepción
De Godev



Dr. Steven Smith
Higher Education

*"Aspirations of
Community College
Associate of Applied
Science Students: A
Qualitative Analysis with
Implications for
Measuring Outcomes"*

Chair: Dr. Mark D'Amico
Committee: Drs. Jeffrey
Cox, Cathy Howell, and
Spencer Salas



Dissertation Defense & Graduations

The dissertation defense is the final milestone toward degree completion. A doctoral candidate disseminates the results of their study during the final defense to the research committee and academic community.

Ed.D. Educational Leadership



Dr. Nanci Stafford
Higher Education

"A Qualitative Interview-Based Study of the Lived Experiences of North Carolina Community College Students who Report Food Insecurity"

Chair: Dr. Alan Mabe
Committee: Drs. Ryan Miller, Janet Spriggs, and Heather Coffey



Dr. Cynthia Stone
Higher Education

"Where are all of the Black women? The underrepresentation and Experiences of Black women Intercollegiate Athletic Leadership"

Chair: Dr. Lisa Merriweather
Committee: Drs. Mark D'Amico, Leslie Zenk, and Brett Tempest



Dr. Porscha Street Elton
Higher Education

"Understanding the Experience: Latinx Transfer Students from the Appalachian Region"

Chair: Dr. Alan Mabe
Committee: Drs. Jae Hoon Lim, Ryan Miller, and Spencer Salas



Commencement 2023



Dissertation Defense & Graduations

The dissertation defense is the final milestone toward degree completion. A doctoral candidate disseminates the results of their study during the final defense to the research committee and academic community.

Ph.D. Educational Research, Measurement, and Evaluation



Dr. David Lynn

"The Development and Validation of an Intercultural Competencies Assessment Instrument for K-12 Educators"

Chair: Dr. Jae Hoon Lim
Co-chair: Dr. Stella Kim
Dissertation Committee:
Drs. Rich Lambert and Erik Byker

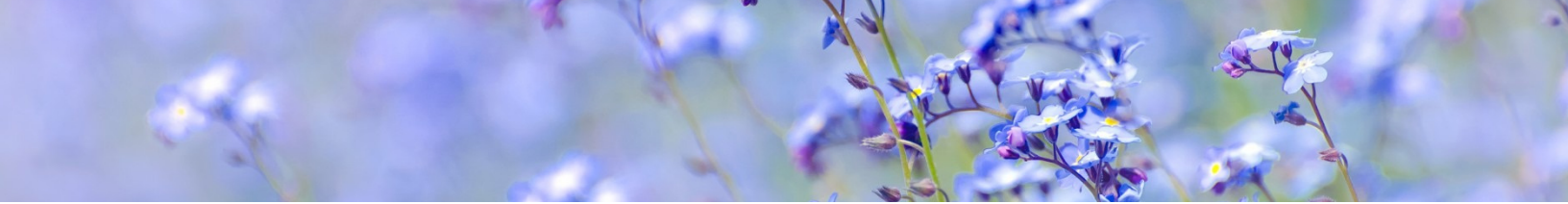


Dr. Tong Wu

"Exploration of Comparability Issues in Educational Research: Scale Linking, Equating, and Propensity Score Weighting"

Chairs: Drs. Stella Kim and Carl Westine
Committee: Drs. Claudia Flowers and Anne Cash





Dissertation Proposal

The dissertation proposal defense is the second major milestone toward degree completion. Proposals are generally comprised of chapters 1-3 of the dissertation: introduction, literature review, and methodology. Successful completion of all coursework, the qualifying portfolio, and the proposal defense acknowledges students as doctoral candidates prepared to complete their dissertation research.

Ryan Chester

Higher Education

Dissertation Chair: Dr. Mark D'Amico
Dissertation Committee: Drs. Ryan Miller, Bailey, and Hank Harris

Devron Furr

P-12 Superintendency

Dissertation Chair: Dr. Walter Hart
Dissertation Committee: Drs. Jamie Kudlats, Scarlett Zhang, and David Pugalee

Ellie Haag

Higher Education

Dissertation Chair: Dr. Mark D'Amico
Dissertation Committee: Drs. Ryan Miller, Alan Mabe, and Mike Putman

Hali Hutchison-Houk

Higher Education

Dissertation Chair: Dr. Mark D'Amico
Dissertation Committee: Drs. Ryan Miller, Rebecca Shore, and Elizabeth Murray

Karen Ingram

Learning, Design and Technology

Dissertation Chair: Dr. Ayesha Sadaf
Dissertation Committee: Drs. Beth Oyzarun, Lisa Merriweather, and Spencer Salas

Chris Jonassen

P-12 Superintendency

Dissertation Co-chairs: Drs. Walter Hart and Joan Lachance
Dissertation Committee: Drs. Jimmy Watson and Adriana Medina

Marcus Leake

P-12 Superintendency

Dissertation Chair: Dr. Walter Hart
Dissertation Committee: Drs. Scarlett Zhang, Jimmy Watson, and Chance Lewis

Lindsay Merritt

P-12 Superintendency

Dissertation Co-chairs: Drs. Walter Hart and Joan Lachance
Dissertation Committee: Drs. Jimmy Watson and Adriana Medina



Dissertation Proposal

The dissertation proposal defense is the second major milestone toward degree completion. Proposals are generally comprised of chapters 1-3 of the dissertation: introduction, literature review, and methodology. Successful completion of all coursework, the qualifying portfolio, and the proposal defense acknowledges students as doctoral candidates prepared to complete their dissertation research.

Chad Parker

P-12 Superintendency

Dissertation Chair: Hart, Walter

Dissertation Committee: Drs. Jimmy Watson, Rebecca Shore, and Erik Byker

Melissa Smith

P-12 Superintendency

Dissertation Chair: Dr. Walter Hart

Dissertation Committee: Drs. Scarlett Zhang, Jimmy Watson, and Chance Lewi

Kim Turner

Higher Education

Dissertation Co-chairs: Drs. Ryan Miller & Cathy Howell

Dissertation Committee: Drs. Mark D'Amico and Tehia Glass

Tiffany Wilson

Higher Education

Dissertation Chairs: Drs. Cathy Howell and Mark D'Amico

Dissertation Committee: Drs. Jae Hoon Lim and Harish Cherukuri

Shanna Coles

Educational Research, Measurement, and Evaluation

Dissertation Chair: Dr. Xiaoxia Newton

Dissertation Co-Chair: Dr. Mark D'Amico

Dissertation Committee: Drs. Carl Westine and Anabel Aliaga-Buchenau

Deborah Holmes

Educational Research, Measurement, and Evaluation

Dissertation Chair: Dr. Carl Westine

Dissertation Committee: Drs. Sandra Dika, Audrey Rorrer, and David Pugalee

Hannah Luce

Educational Research, Measurement, and Evaluation

Dissertation Chair: Dr. Richard Lambert

Dissertation Committee: Drs. Kyle Cox, Stella Kim, and Drew Polly

Kristin Villanueva

Educational Research, Measurement, and Evaluation

Dissertation Chair: Dr. Rich Lambert

Dissertation Committee: Drs. Jae Hoon Lim, Drew Polly, Heather Taylor, and Carl Westine



Qualifying Exams

All students in the Ed.D. in Educational Leadership and Ph.D. in Educational Research, Measurement, and Evaluation programs are required to complete a qualifying examination as part of their degree requirements. The Ed.D. program uses completion of evidences for superintendency students and a portfolio for the higher education and LDT concentrations to exemplify the requirement

Ed.D P-12 Superintendency

Dr. Walter Hart served as Chair for all of following:

Devron Furr

Lindsay Merritt

Chris Jonassen

Chad Parker

Emily Kraftson

Emily Shaw

Marcus Leake

Melissa Smith

Ph.D. Educational Research, Measurement, and Evaluation

Chair: Dr. Xiaoxia Newton

Committee: Drs. Dawson Hancock and Jae Hoon Lim

Marah Lambert

Leo Herrera Mosquera

Kudos Corner

A space to celebrate exciting news beyond the doctoral program! Kudos to the following...



Congratulations to Dr. Ryan Miller as the recipient of the Bonnie E. Cone Early-Career Professorship in Teaching!



Congratulations to Katie Watson on being selected for the College of Computing and Informatics (CCI) Outstanding Staff of the Year award!



Marah Lambert was offered the AERA Division H Graduate Student Junior Representative position for the upcoming year. Congratulations, Marah!



Jeff Cox, the president of Wilkes Community College and alumnus of the program, was officially named the 11th president of the North Carolina Community College system on April 21, 2023. Congratulations!

Alumni Spotlight

Jeff Cox, Ed.D.

Class of 2001



Ed.D. in Educational Leadership

Hometown

Sparta, NC

Current Role

NC Community College System President
President of Wilkes Community College and President
of the North Carolina Association of Community
College Presidents (for 2022-2023)

Fun Fact

We get to host MerleFest, one of the premier music festivals in the world, on our campus each year and that has totally transformed my musical taste. We have a little bit of everything at MerleFest, and my taste in music now reflects that! If you have not been, you should make plans to attend!

Dissertation and Research

Dissertation Title: The Correlations Between IQ Test Scores, Achievement Test Scores and Teacher-Assigned Grades: Implications for School Accountability Systems

Servant Leader and Big Dreamer

How has your experience in Educational Leadership translated from your role as a student to your current role?

During my doctoral program, I was in the K12 world. *I could not have imagined how obtaining this degree would change the trajectory of my life.* Before completing the program, I was promoted to a principal position. After the program, I became an Assistant Superintendent for Curriculum & Instruction. I moved on to become a K12 Superintendent in Alleghany County, where I was born and raised. After serving for almost nine years, I transitioned to the community college world when I was hired as President of Wilkes, a role I have been honored to hold for almost nine years. None of this would have happened without that doctoral degree from UNC Charlotte.

What advice do you have for students?

Work hard in the role you are in to excel, so that others will want to see you promoted to higher levels. Make your decisions based on these factors in this order: 1) What's best for students? 2) What is most comfortable for the teachers and other employees? 3) What is easiest administratively? *Don't be afraid to dream big—only you limit the impact you can have in your career in education and in your life.*

How would you define "leadership"? What is your leadership style?

I believe in two primary leadership ideas. First, I am a proponent of servant leadership. People want to know you are one of them and respect when you get in the trenches alongside them and do the work. *Don't just do it for show. Do it for real.* Secondly, I love the situational leadership model, which in essence means that different people need different kinds of leadership. I adjust my leadership style to the individual needs of those I supervise.

Accomplishments

- Dr. Cox named President of the NCCCS
- Wilkes Community College has increased by 150% the Completion Rate from 25% to 55% over the last five years
- WCC Education Promise has been developed to provide the opportunity for graduating seniors to earn an associate degree tuition-free!



LEDGER Did you know???

The Top 25 Leadership Behaviors that Define Great Leaders

Michael Peiniger, Executive Leadership Coach

Alignment

1. Purpose
2. Commitment
3. Resilience
4. Goal-Oriented
5. Transparency

Awareness

1. Reflection
2. Self-Awareness
3. Confidence
4. Assertiveness
5. Personal Fulfillment

Achievement

1. Responsibility
2. Planning
3. Time Management
4. Attention to Detail
5. Problem Solving

Altitude

1. Accountability
2. Active Listening
3. Verbal Communication
4. Empathy
5. Constructive Feedback

Adaptability

1. Empowerment
2. Interaction
3. Adaptability
4. Influence
5. Dependability



[Click here for the full article.](#)



Ed. Leadership in the News

Remain updated with current news in Educational Leadership .
Check out these articles that showcase relevant topics in education.



Another state is going after tenure — this time, it's North Carolina-Jeremy Baur-Wolf

Lawmakers, particularly in conservative-led states, have campaigned to end tenure at public colleges. They argue the traditionally lifetime appointment licenses professors to perform poorly without repercussions.

<https://www.highereddive.com/news/another-state-is-going-after-tenure-this-time-its-north-carolina/648085/>



Moving the Needle on the College Presidency-Josh Moody

Though racial and gender diversity has increased since the last study, conducted in 2016 and released in 2017, that progress is moving at a walk rather than a sprint. It is also failing to keep pace with the changing demographics of college students.

<https://www.insidehighered.com/news/governance/executive-leadership/2023/04/14/moving-needle-college-presidency>



A Minicourse Model for In-House Professional Learning-Susan Woods Natrass

When teachers facilitate PD through minicourses, they can offer multiple entry points into DEI and other relevant topics.

<https://www.edutopia.org/article/teacher-professional-development-minicourse/>



Lessons In Leadership: Cincinnati superintendent invites community to 'Be Present' for students-Roger Riddell

For Iranetta Wright, the entire community has a stake in providing support and resources for student success, including through direct volunteerism.

<https://www.edutopia.org/article/teacher-professional-development-minicourse/>

Conferences

Are you looking to get involved with a professional organization?
Would you like to share your research and learn from colleagues?

NAFSA International Education Conference

May 30-June 2, 2023, Washington, D.C.
<https://www.nafsa.org/conferences>

2023 Advanced Methods Institute:

Advancing Qualitative Inquiry toward Innovation, Equity, Diversity, & Justice
June 7-June 9, 2023, Virtual
<https://advancedmethodsinstitute.ehe.osu.edu/registration/>

UPCEA Distance Teaching and Learning Conference

July 25-27 Madison, WI
<https://conferences.upcea.edu/DTL-SOLAR2023/>

NACADA Annual Conference: "Reimagin[ing] the Magic of Academic Advising"

October 4-7, 2023 Orlando, FL
<https://nacada.ksu.edu/Events/Annual-Conference.aspx>

Leadership in Higher Education Conference

October 12-14, 2023 Orlando, FL
<https://www.magnapubs.com/leadership-in-higher-education-conference/>

2023 Global Inclusion Conference

October 31-November 7 Chicago, IL
<https://conference.diversitynetwork.org/>

ASHE Higher Ed Research: Purposes, Politics, and Practice

November 15-18, 2023 Minneapolis, MN
<https://www.ashe.ws/conference>

National EDTECH and Innovation Conference & Expo

November 16-18 Las Vegas, NV
<https://neicweb.com/>

To learn about additional organizations, please visit:

<https://www.studentaffairs.com/resources/websites/professional-associations/>

Read it and LEAD



Rest is Resistance: A Manifesto

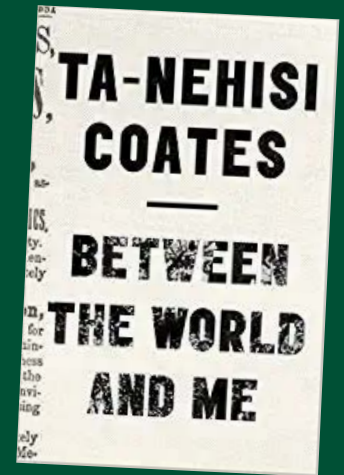
By: Tricia Hershey
NY Times Bestseller



How can we access pleasure and joy and liberation if we're too tired to experience it?
- Tricia Hershey

Between the World and Me

By: Ta-Nehisi Coates
NY Times Bestseller



Book recommendations are provided by faculty, staff, and students in the educational leadership community.
Happy Summer Reading!

Kindred

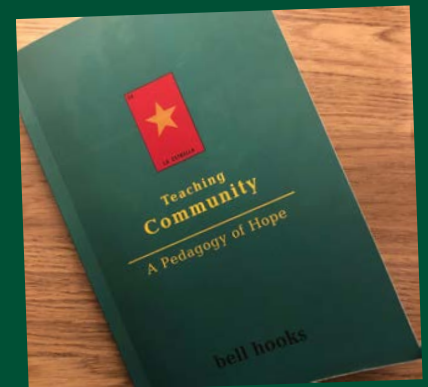
By: Octavia E. Butler



"To build community requires vigilant awareness of the work we must continually do to undermine all the socialization that leads us to behave in ways that perpetuate domination."
- bell hooks

Teaching Community: A Pedagogy of Hope

By: bell hooks





ELSO

The ELSO executive board thanks all members and those who supported our organization this year. The First Annual Spring Gala was a success and we hope to continue this tradition and support OurBridge for Kids next year.



Service

Support

Social Connection

Our BRIDGE for Kids is a nonprofit organization that fosters the education, acculturation, and resilience of newly arrived and first-generation children and their families.

Donations can still be made at:
<https://www.joinourbridge.org/donate-online/>



Please indicate "ELSO Spring Gala" when making a donation.



Get Involved With ELSO!





Cheers to Spring 2023

Another semester means more exciting memories. Take a look at some of the events that took place this semester!



Graduate Research Symposium 2023



2023 AERA Annual Meeting



ELSO Gala 2023



EDT Spring 2023



Admitted Students Day 2023

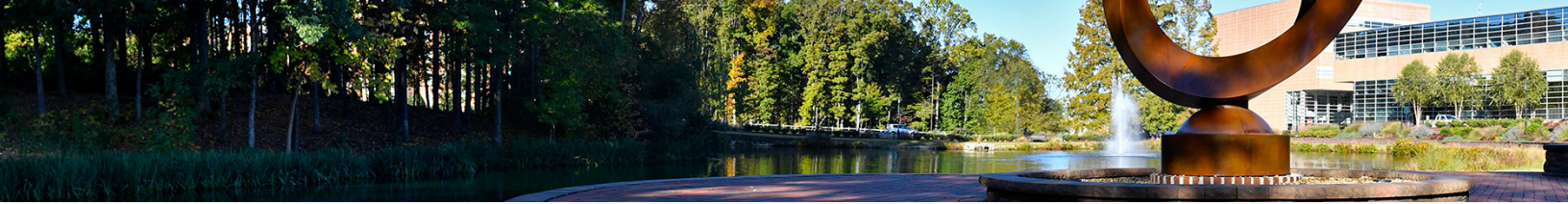


Commencement Ceremony 2023



Upcoming Dates

May 22	First Day of Summer Classes
May 29	Memorial Day
June 28	Summer Graduation Deadline
June 29	No Classes
July 4	July 4th Holiday-University Closed
July 10	Census Date
July 27	Defense Deadline for Dissertations
August 3	Dissertation Submission Deadline
August 8	Last Day of Summer Classes
August 14	New Academic Year Begins



Questions?
Ideas for a future newsletter?
Something to celebrate?
Let us know!
edld-edd@uncc.edu



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May 2023

Development
Taniqua Canzater & Tynsley Gilchrist

Production and Editor
Dr. Cathy Howell

