



the ED LEDGER

the newsletter of the
Department of Educational Leadership
at UNC Charlotte

Welcome

Congratulations to everyone on achieving personal and professional goals this semester! The last few weeks may have felt stressful with final papers, assignments, and personal and work commitments. Take time to celebrate your commitment to graduate education and moving forward with your goals. Assess your needs over the next few weeks in preparation for the new year to have an even better semester.

Congratulations to our fall 2023 graduates! You are wished every success and happiness in your endeavors.

On behalf of the Department of Educational Leadership, I wish everyone a happy and safe winter break! See you in 2024!

Cathy D. Howell, Ed.D.
Ed.D. Graduate Program Director
M.Ed. Higher Education Director

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Faculty Spotlight

Dr. Scarlett Zhang

Leading with Ambidexterity

What brought you to UNC Charlotte?

The balance between teaching and research promotes an enticing atmosphere. My colleagues are also really friendly, and I love North Carolina weather!

What are your main research interests?

My research agenda is related to using large-scale datasets and conducting advanced quantitative analyses on school-related issues, e.g., how principal leadership can impact student outcomes by mediating on school-related variables, such as school climate, parental involvement, teacher efficacy, etc. I am working on three internal grants, multiple paper projects, and serving on several committees.

What is a fun fact about you?

I am left-handed in most cases, but I am also ambidextrous in many ways. For example, I can write using both of my hands at the same time, and the writing is symmetrical. My left-hand handwriting is identical to my right-hand's, but I've never practiced this before. I also like building Legos.

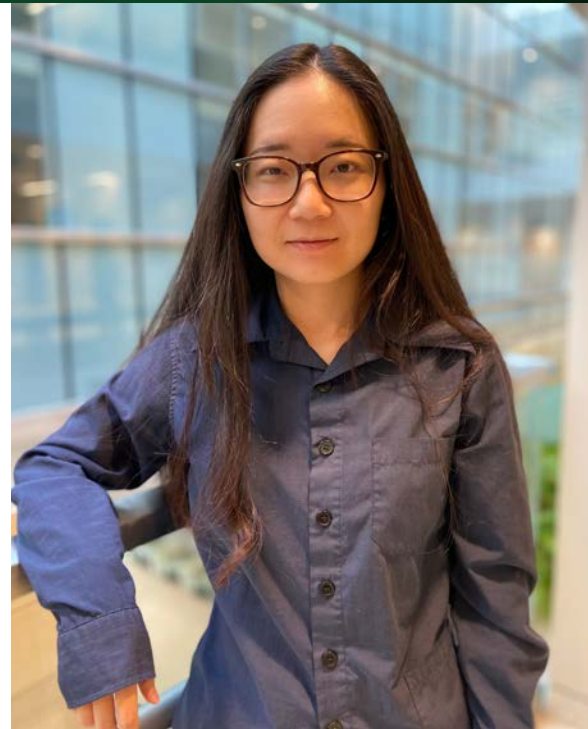
What advice would you give students pursuing a career in Educational Leadership?

Be really clear about what your goals are, break down your big goals into daily goals, and stay on top of your goals.

What made you want to become a professor?

I wanted to become a professor in my 3rd year while pursuing my Ph.D. I am really into research and I love how flexible my working schedule is.

**Responses have been edited.*



Hometown

Changsha, in Hunan Province, China

Current Research

School-related issues

Leadership Strategies

Transformational leadership, authentic leadership, and instructional leadership are really powerful leadership styles!

Student Spotlights



Miffy Tsai *Leading with Responsibility*

What brought you to UNC Charlotte?

I have always wanted to pursue my doctorate in the U.S. UNC Charlotte is well known for its Department of Education. In addition, my dear friend and colleague, Dr. Rosalba Esparragoza (Ed.D. alumni), obtained her degree at UNC Charlotte. I witnessed her growth personally and professionally, and I was amazed.

How do you remain motivated to continue your program of study?

My dad and my desire for personal growth. Pursuing a doctorate in the U.S. is a dream come true for me. More importantly, my dad is my primary motivation to work hard and smart when I am swamped with work and study and seriously sleep-deprived. The journey started with preparing for my application while taking care of my dad in the hospital back in 2021. My dad probably never knows I finally made it here on this journey, but I know he is proud of me while looking down on me in heaven.

What are your research interests and focuses? What conferences do you attend?

My research focus for my master's degree was Chinese grammar and its pedagogical applications. I am interested in Chinese language learners' cognitive process for my doctorate study. I often attend conferences hosted by ACTFL, CLTA, and FLANC to connect with other language educators and old friends. It feels lovely to reunite with friends I have known for a long time back home.

Hometown

Taiching, Taiwan

Previous Institutions

National Taiwan Normal University

Fun Fact

I was the Wildcat mascot for Davidson Men's and Women's basketball teams for the 2017-18 winter season!

"Leadership is not about power, it's about responsibility. A true leader invites people on the journey."

**Responses have been edited.*

Dr. Emily Kraftson

Dissertation: An Investigation of the Mental Health Literacy of High School Advanced Placement Teachers



Ed.D. in Educational Leadership - Superintendency

What is your professional role? Director of Human Resources Recruitment and Operations in Union County Public Schools.

What will you remember about the program? The varied formats used to deliver content and the cohort model most impacted my learning.

What's next? I look forward to continuing to grow my knowledge of K-12 human resources practices. My passion for teacher recruitment and retention will likely lead to future research!

What advice would you share with current or future students? Find a cohort colleague to work alongside as a partner for feedback. I found this practice to be beneficial throughout my coursework and dissertation journey.

Shout out: To Dr. Shore and my advisor, Dr. Hart, who were always available, encouraging, and provided helpful guidance throughout my time in the program.



Dr. Emily Kraftson & Dissertation Chair, Dr. Rebecca Shore

Dr. Hannah Luce

Establishing Time-Continuous Normative Scores for Teaching Strategies GOLD Using a Multilevel Growth Curve Modeling Approach



Ph.D. in Educational Research, Measurement, and Evaluation

What is your professional role? Evaluation Postdoctoral Research Associate with Oak Ridge Associated Universities (ORAU). The organization is located in Oak Ridge, TN, however I am fully remote (based in Vermont). Ultimately, I would like to secure a permanent position with ORAU soon.

What advice would you share with current or future students? Take every opportunity to build your CV or resume in the most meaningful ways for your desired career path. There is a big emphasis on publishing in academia; however, internships and other special projects can provide great opportunities to build real-world skills and expand your professional network.

Shout out: I'd like to thank my dissertation chair, Dr. Lambert, and one of my committee members, Dr. Kyle Cox, for the wealth of feedback and guidance through the dissertation process.

**Responses have been edited.*



Doctoral Graduates

Dr. Lauren Slane

Women of Color in STEM: Navigating the Transfer Experience

What is your professional role? Assistant Dean for Inclusive Excellence and adjunct instructor for the College of Computing and Informatics; and Graduate Program Coordinator in Bioinformatics and Genomics.

What will you remember about the program? Seeing the connection between theory in courses and my professional experiences within higher education gave me several "ah ha" moments. I also grew my professional and friend network around campus.

What's next? I want to gain more experience working with quantitative data. The future is wide open, and it's a combination of exciting and nerve-racking!

Shout out: To my cohort peers. The support and knowledge sharing among us was extremely impactful.



Ed.D. in Educational Leadership - Higher Education



Dr. Lauren Slane & Dissertation Chair, Dr. Mark D'Amico

Dr. Brian Spaulding

Principal Perceptions of the Effects of Personalized Learning Instruction on Middle Grades English Language Arts Education

What is your professional role? Assistant Principal of Instruction at South Mecklenburg High School.

What will you remember about the program? UNC Charlotte did a great job at preparing me for the process and providing me with support from dedicated faculty. Without Dr. Shore's support, this would not have been possible.

What advice would you share with current or future students? Faculty set this program up for success and will work alongside you to get you to the end. Be persistent, and take their advice. You will have free time again when it is done.

What's next? Working to become a principal. There are no research plans yet.



Ed.D. in Educational Leadership - Superintendency



Dr. Brian Spaulding & Dissertation Chair, Dr. Rebecca Shore

**Responses have been edited.*



Doctoral Graduates

Dr. Emily Shaw

Dissertation: An Exploratory Study of Barriers and Supports Faced by Women Superintendents



Ed.D. in Educational Leadership - Superintendency

What is your professional role?: Assistant Superintendent of Human Resources, Montgomery County Schools

What advice would you share with current or future students? Learn to slow down and dissect the research.

Next steps: I hope to continue my research especially looking at pay comparison. I also get to take a vacation without bringing schoolwork with me!

Shout out: To Dr. Hart and my family. Without both, this journey never would have been possible.



Dr. Emily Shaw & Dissertation Chair, Dr. Walter Hart

**Responses have been edited.*

Dissertation Defense

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.



Kristin Villanueva

Ph.D. in Educational Research, Measurement, and Evaluation

Examining the Research-Practice Collaborative Model as a Framework for Bolstering Implementation Fidelity of Educational Policy Initiatives: A Case Study of the North Carolina Early Learning Inventory

Chair: Dr. Richard G. Lambert
Committee: Drs. Jae Hoon Lim, Carl Westine, Drew Polly, and Heather Taylor



Kudos Corner

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

ConGRADulations!

Join us in celebrating our Fall 2023 graduates and all your semester accomplishments!

Post a congratulations message on our [Facebook](#) page.



Ed.D. - Superintendency



Dissertation completed!



M.Ed. - Learning, Design and Technology



M.Ed. - Higher Education

Ed. Leadership in the News

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



Campus Engagement Tip: Involving First-Gen Families

Colleges and universities can better support first-generation students with three strategies to create intentional educational experiences for family members to be involved in students' college experiences.



Most Governing Boards Don't Reflect Student Diversity

A new report in Washington Monthly shows a potential correlation between the diversity of college and university governing boards and graduation rates.



Getting Staff Relations Right

Given high-profile labor actions and the continuing wave of retirements across higher ed, among other issues, the stakes have rarely been higher, writes Laurie Fenlason.

Important FAFSA Updates

The new and improved FAFSA will be available by December 31st, 2023. The new FAFSA form will significantly improve, streamline, and redesign how students and their families use the form. For the first time, applicants will be able to securely transfer their federal tax information necessary for the eligibility calculation, directly from the IRS.

As the Department of Education works to finalize the FAFSA Simplification Act, Charlotte is committed to communicating changes to the awarding process and anticipated impacts to our students and families as soon as details are confirmed.

Visit studentaid.gov to learn more about the 2024-25 FAFSA update.

UPDATES

Dec. 13, 2023

As previously shared, The [U.S. Department of Education](#) released that the improved FAFSA form will be available for students and parents by Dec. 31, 2023.

As you and your family prepare to complete the [FAFSA for the 2024-2025 aid year](#), here are a few things to consider.

- 1. Create an FSA ID:** We encourage you and your family to take the first step in getting ready to file your FAFSA by [creating your FSA IDs](#). Everyone, regardless of whether they have a Social Security Number, will be required to have an FSA ID in order to access and submit the FAFSA.
- 2. Apply Early:** To maximize your financial aid eligibility, it is important to submit your application as early as possible.
- 3. Help is Available:** If you have any questions or need assistance with completing your FAFSA, [Niner Central Specialists](#) are available to help. As a reminder, the University is closed Dec. 22, 2023 - Jan. 1, 2024. Don't hesitate to [connect with us](#) for guidance and support with your application in the new year.

Completing your FAFSA is a critical step in ensuring that you have access to financial resources you need to pursue your education. Remember, we are here to support you in your academic journey, including securing financial aid.

<https://ninercentral.charlotte.edu/financial-aid-loans/2024-2025-fafsa-updates/>



Funding Graduate Education



Please scan the QR Code on the left to visit the Graduate School's funding webpage.

Here, you will learn about:

- Tuition Support
- Graduate Assistantships and Part-Time Employment
- External Funding Opportunities
- Financial Aid
- Graduate School Fellowships

- **Tuition and Health Insurance Support** - Funding administered by the Graduate School that covers the cost of tuition and health insurance.
- **Assistantships and Employment** - Graduate assistantships that require working up to 20 hours per week for a stipend. Teaching assistantships involve the activities of teaching a course while research assistantships involve research projects.
- **Philanthropic Awards** - Admitted and continuing UNC Charlotte graduate students may apply for awards through the University Scholarship Office.
- **External Funding** - Sources of funding that are not affiliated with UNC Charlotte, such as local, state, federal, private, and institutional sources.
- **Financial Aid** - Federal student loans, based on financial need and the estimated cost of attendance, are available from the Federal government.
- **Graduate School Fellowships, Awards and Competitions** - Fellowships are service-free awards that may include a stipend for living expenses and tuition and fees.



Join ELSO for:
 Educational Support
 Leadership Opportunities
 Socialization



**Educational Leadership
 Student Organization**
 UNC CHARLOTTE

The mission of ELSO is to encourage professional development and improve the experience of the COED students through initiatives that enrich the intellectual, social, and cultural aspects of their lives. In so doing, we hope to develop a stronger community among students interested in the Department of Educational Leadership and excellence within the COED.

Interested in ELSO? Please contact Jacob Frankovich, ELSO President, also-org@uncc.edu

Consider signing up to become an ELSO member at <https://forms.gle/unsfrNjMpT8L8aWJ8>

ELSO Upcoming Events

Be on the lookout for opportunities to engage with ELSO in Spring 2024!

- Pre-Class Snack Breaks
- Coffee & Convos
- Academic Workshops for Library Resources and More
- End of the Semester Celebration



Connect with us!

- **Educational Leadership and ELSO Facebook groups:** [UNC Charlotte EdD](#)
- **Niner Engage:** Niner Engage is a university platform to browse organizations and events. After becoming a member of ELSO, you will also be able to view invites and reminders [ELSO Niner Engage](#)
- **Group Me:** GroupMe is a mobile group messaging app to help groups connect. Email President, Jacob Frankovich, jfranko1@uncc.edu, to join the ELSO GroupMe
- **Email Communications:** Look out for ELSO announcements in Department Emails

Get Involved With ELSO!



NINER ENGAGE

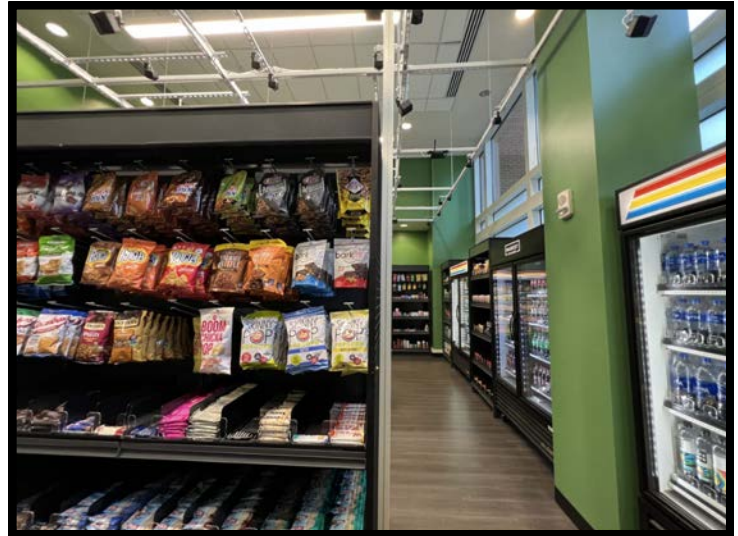




LEDGER Did you know???

Just Walk Out

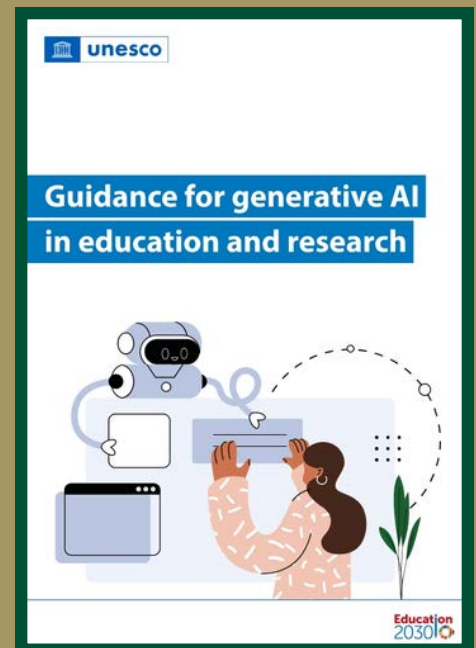
In the Popp Martin Student Union, students and visitors can use their Niner Diners Mobile Ordering App or a credit card to shop in the Amazon Marketplace. The marketplace allows for a shopping experience that is hassle-free and checkout-free. Cameras and sensors track your selected items and you are billed as you walk out.



The United Nations Educational, Scientific and Cultural Organization (UNESCO) published “Guidance for Generative AI in Education and Research”, which is the first ever global guide for how to use Generative AI (namely, ChatGPT which has over 100 million monthly users presently) in educational settings.

<https://unesdoc.unesco.org/ark:/48223/pf0000376709>

<https://www.unesco.org/en/articles/guidance-generative-ai-education-and-research>



A Wheely Bright Future at Charlotte



Dining services teamed up with Starship, a robot food delivery service company, to provide a delivery option never offered at UNC Charlotte. Whether you're a student or a faculty and staff member, the robots will save you time. Order food and have it delivered nearly anywhere on campus.



CASSI knows what it's doing. As an electric, driverless shuttle, it seats up to eight passengers. Running the Greek Village Line, CASSI stops at six places on campus and can be tracked in real-time on the Passio GO! App.

Admissions

Shaping the next class of doctoral students

The Department of Educational Leadership is accepting applications for Fall 2024. Help us spread the word about upcoming admissions deadlines.

Ed.D. in Educational Leadership

January 15th - Priority

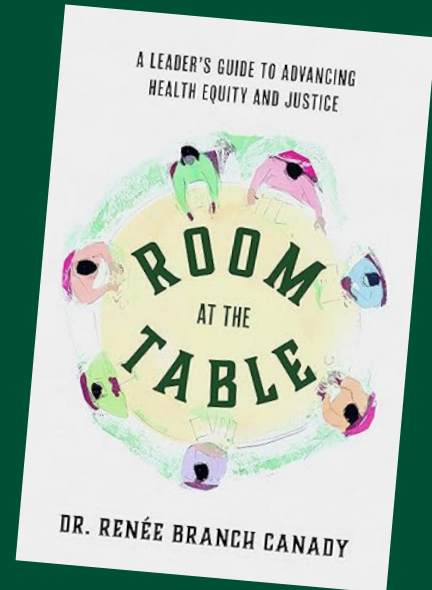
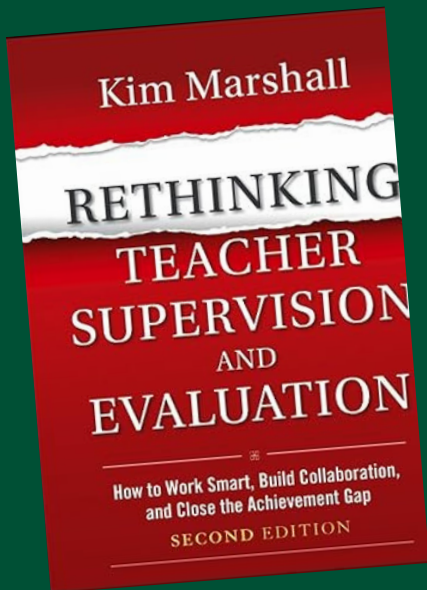
March 1st - Secondary

Ph.D. in Educational Research, Measurement, and Evaluation

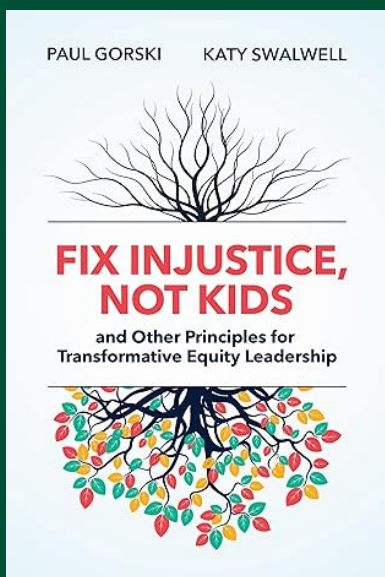
Full-time admission is only available in Fall semester, while part-time admission occurs year-round (Fall, Spring, Summer).

<https://edld.charlotte.edu/>

Read it and LEAD



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



"We say we teach all children, but do we teach all stories? Do we teach the whole truth, and nothing but the truth, or just the sanitized version that will not ruffle any feathers? I can choose to bring others into our classrooms so that their stories are told by them. I can choose to model what it means to question my own assumptions and correct my own wrongs." (Pernille Ripp, 2018)

December Facts

<https://www.historyplace.com/specials/calendar/december.htm>

<https://www.almanac.com/content/month-of-december-holidays-facts-folklore>

December is the 12th month in our modern-day calendar. However, it was initially the 10th month of the Roman calendar. “December” comes from the Latin decem, meaning “ten.”



December 17th, 2023 is the 120th anniversary of the Wright Brothers’ First Flight



December 21 is the Winter Solstice—the astronomical day when the Earth is farthest away from the Sun.



December 1st is the anniversary of Rosa Parks’ decision to sit down for her rights on a Montgomery, Alabama, bus

On the evening of December 1, 1955, Rosa Parks was arrested for disobeying an Alabama law requiring Black passengers to relinquish seats to white passengers when the bus was full. Black patrons also were required to sit at the back of the bus. Her arrest sparked a 381-day boycott of the Montgomery bus system and led to a 1956 Supreme Court decision banning segregation on public transportation.



A Picture's Worth A Thousand Words

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



First Year M.Ed. Students on last day of class



All Snacks and Smiles at the ELSO Pre-Class Snack Break



Cato COED Reading Day Brunch



Drs. Cynthia Stone and Sayde Brais at ASHE 2023 in MN



ELSO End of Semester Social Group Photo



UNC Charlotte Educational Leadership Department represented at ASHE 2023



Cato COED Reading Day Brunch



ERME Colloquium



Cato College of Education Open House



Conferences

Are you looking to get involved with a professional organization? Would you like to share your research and learn from colleagues? Below are just a few of the conference opportunities coming up in 2024

2024 NCARE Conference: "Dismantling Racial, Ethnic, and Gender Identity Injustices in Education: Constructing Equitable Opportunities for All"

February 15-16 Greensboro, NC

<https://ncafrie.wildapricot.org/2024conference>

American College Personnel Association (ACPA) 100th Anniversary

March 18-21, 2024 Chicago, Illinois

<https://www.csc.pitt.edu/annual-conferences/>

The 65th Annual Council for the Study of Community Colleges Conference

April 18-20, 2024 Pittsburgh, Pennsylvania

<https://www.csc.pitt.edu/annual-conferences/>

The Association for Graduate Enrollment Management (NAGAP) 2024 Annual Conference

April 24-27, 2024 Louisville, Kentucky

www.nagap.org/2024-summit-graduate-enrollment-management-summit

National Association for College Admissions Counseling 2024 Conference

September 26-28, 2024 Los Angeles, California

www.nacacconference.org

THE World Academic Summit 2024

October 7-9, 2024 Manchester, England

www.timeshighered-events.com/world-academic-summit-2024

Global Inclusion 2024

October 29-November 1, 2024 Washington, D. C.

www.conference.diversitynetwork.org

*****Please email tgilchr3@charlotte.edu with any conference suggestions for this list.*****



Upcoming Dates

January 10	First Day of Classes
January 15	Dr. Martin Luther King Jr. Day
January 24	Niner Course Pack Opt-Out Deadline
March 4	Fall 2024 Class Schedule available
March 4-9	Student Break - No Classes
March 18	Last Day to Withdraw
April 1	Registration for Summer and Fall
April 10	Doctoral Dissertation Defense Deadline
April 22	Last day to submit Doctoral Dissertations for May 2024 graduation
April 29	Last Day of Classes
April 30	Reading Day



Questions?
Ideas for a future newsletter?
Something to celebrate?
Let us know!

edld-edd@uncc.edu



CHARLOTTE

CATO COLLEGE OF EDUCATION

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December 2023

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