

CURRICULUM VITA

Danna M. Beaty, Ed.D.
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EDUCATION

- 2001 Ed.D., Educational Administration
Texas A&M University-Commerce, Commerce, Texas
Dissertation Title: *Vital Experiences of Female Secondary Principals: Adversities as They Relate to Success*
- 1997 M.S., Educational Technology & Library Information Science
Texas A&M University-Commerce, Commerce, Texas
- 1992 B.S., History & English
East Texas State University, Commerce, Texas

LICENSURES & CERTIFICATIONS

Texas Principal Evaluation & Support System, Texas Education Agency. (2016).
Texas Teacher Evaluation & Support System, Texas Education Agency. (2016).
Professional Development and Appraisal System Certification, State of Texas. (1999).
Texas Mid-Management Certification, TX State Board of Ed Cert. (1999).
Texas Learning Resource Specialist Certification, TX State Board of Ed Cert. (1998).
Texas Provisional Certification, History, TX State Board of Ed Cert. (1993).
Texas Provisional Certification, Secondary Ed, TX State Board of Ed Cert. (1993).
Texas Provisional Certification, English, TX State Board of Ed Cert. (1993).

PROFESSIONAL EXPERIENCE

- 2009-present **Associate Professor (tenured). Educational Leadership & Policy Studies**, Tarleton State University.
- 2015-2016 **Coordinator, Ed.D. Program in Educational Leadership & Policy Studies**, Tarleton State University
- 2005-2009 **Assistant Professor Educational Leadership & Policy Studies**, Tarleton State University.
- 2002-2005 **Assistant Professor. Educational Administration**, Texas A&M University-Commerce.
- 2002-2005 **Co-Director. Meadows Principal Improvement Program**, Department of Educational Administration, Texas A&M University-Commerce. Responsibilities include: (1) planning and coordinating professional development conferences for school leaders, (2) evaluating programs

- through data collection and analysis, (3) communicating with school districts, administrators and conference attendees, and (4) supervision of personnel, program needs and operation.
- 2001-2002 **Program Coordinator. Meadows Principal Improvement Program**, Department of Educational Administration, Texas A&M University-Commerce. Responsibilities include: (1) planning and coordinating professional development conferences for school leaders, (2) evaluating programs through data collection and analysis, (3) communicating with school districts, administrators and conference attendees, and (4) daily administration of program needs and operation.
- 2001-2002 **Adjunct Professor**. Educational Administration, Texas A&M University-Commerce.
- 2001-2003 **Consultant. Modern Red Schoolhouse**, Nashville, Tennessee. Work with low-performing urban and rural schools for comprehensive school restructuring. Work with each school in these core areas: organization and finance, technology, community involvement, curriculum, standards and assessment, and professional development.
- 2000-2001 **Assistant Editor. Catalyst for Change: Journal of National School Development Council**. Texas A&M University-Commerce.
- 1995-2000 **Technology Coordinator & Director of Media Services**. Winnsboro Independent School District, Winnsboro, Texas. Coordinated technology program and training. Maintained hardware and network system. Administered technology and media services budgets for the district. Facilitated purchasing and installation of technology as well as necessary training.
- 1994-1995 **Teacher**. Winnsboro Independent School District, Winnsboro, Texas. Taught Literature and History. Taught Gifted & Talented and Special Education Students.
- 1993-1994 **Teacher**. Mt. Vernon Independent School District, Mt. Vernon, Texas. Taught Literature, Speech and Developmental Reading. Taught Bi-lingual, Gifted & Talented and Special Education Students.

COURSES TAUGHT

Tarleton State University

- EDAD 507, Programs & Procedures in Supervision, 3 courses.
- EDAD 5355, Leadership of Diverse Learning Communities, 12 courses.
- EDAD 539, Processes of Educational Leadership, 16 courses.
- EDAD 586, Problems Course: School Reform, 1 course.
- EDAD 590, Topics: Social Contexts Ed Leadership, 8 courses.
- EDAD 611, Critical Issues in Educational Leadership, 6 courses.
- EDAD 614, Phil and Ethics in Edu Lead, 1 course.
- EDAD 6310, History & Educational Foundations of Educational Leadership, 3 courses.
- EDAD 6312, Research Design & Critical Analysis, 6 courses.
- EDAD 6316, Investigating Problems of Practice in Educational Leadership, 1 course.
- EDAD 6321, Education Law and Policy, 8 courses.

EDAD 6322, Data Analysis, Change and School Improvement, 22 courses.
EDAD 6323, Organizational Theory & Change in Education, 1 course.
EDAD 6335, Qualitative Research, 12 courses.
EDAD 6385, Adv Seminar in Edu Leadership, 1 course.
EDAD 7088, Dissertation, 21 courses.
EDAD 7688, Dissertation, 7 courses.
EDAD 788, Dissertation, 59 courses

Texas A&M University-Commerce

EDAD 595, Research Literature and Techniques
EDAD 647, Ethics and Philosophy in Educational Administration
EDAD 641, Administration of Curricular and Instructional Programs
EDAD 602, Communication in Leadership
EDAD 508, Administration of Special Programs
EDAD 607, Data Analysis and Evaluation
EDAD 615, Public School Organization/Administration
EDAD 618, Meadows Colloquium
EDAD 653, Women in Leadership

DOCTORAL DISSERTATION COMMITTEES

CHAIRPERSON (30 Completed/6 In-Progress)

- Hibbetts, Cynthia A. (2005). *Male Minority Superintendents in Four South Central States: Strategy, Resilience, Success*. Commerce, TX: Texas A&M University-Commerce.
- Burks, Randall J. (2008). *Issues of Choice and Reform in Texas: Policy Actors' Response to Questions Regarding School Vouchers*. Stephenville, TX: Tarleton State University.
- Drews, Celia A. (2008). *Resource Allocation and Individual Student Achievement Over Time*. Stephenville, TX: Tarleton State University.
- Buckles, Kristal K. (2009). *Careers paths of select female superintendents serving in high profile/complex school districts in Texas*. Stephenville, TX: Tarleton State University.
- Burton, Rebecca F. (2009). *Espoused values and demonstrated behaviors of Middle School leaders: An impact on the Racial Achievement Gap*. Stephenville, TX: Tarleton State University.
- Estes, Kenneth R. (2009). *An Analysis of the Relationship between Principals' Perceptions of Teacher Leadership Behaviors and School Performance*. Stephenville, TX: Tarleton State University.
- Talbert, Sandra B. (2011). *Why do Superintendents Stay? Components of Organizational Commitment and Superintendent Longevity*. Stephenville, TX: Tarleton State University.
- Arnold, Hilda. (2012). *A Study on the Effects of Military Parent Deployment on Student Performance: Achievement, Attendance, Discipline and Counselor Referrals*. Stephenville, TX: Tarleton State University.

- Levy, Aaron (2013). *Factors that Impact Academically Proven Minority Students' College Attendance*. Stephenville, TX.
- Loyless, Stacey D. (2014). *An Analysis of the Relationship between Student Perceptions of Instructional Engagement in High School Math Courses and College Math Readiness*. Stephenville, TX.
- Kennedy, Edna D. (2015). *An Analysis of the Relationship of Superintendent Leadership Orientation Style and District Performance Outcomes*. Stephenville, TX: Tarleton State University.
- Bryan, Melissa S. (2016). *Case Study Analysis of the Families of Merit Program and Its Impact on Parents and Their Self-Efficacy*. Stephenville, TX: Tarleton State University.
- McMains, Julia. (2016). *Relationship of Language Acquisition Levels and Science and Social Studies Student Achievement*. Stephenville, TX: Tarleton State University.
- Vardy, Tamera N. (2016). *An Examination of a Response to Intervention Program in Texas Elementary Schools in Relation to the Special Education Program*. Stephenville, TX: Tarleton State University.
- Carty, Joshua W. (2016). *The Relationship between Scheduled Free Play and Academic Achievement among Third Grade Students in Texas Elementary Schools*. Stephenville, TX: Tarleton State University.
- Berry, Pamela (2017). *Why Parents Choose: Factors Influencing Urban-Suburban Parents to Participate in Schools-Within-Schools Programs of Choice*. Stephenville, TX: Tarleton State University.
- Parsons, Michelle S. (2017). *The Exploration of Program Implementation on Teacher Self-Efficacy as it Relates to Expected Outcomes for Students with an Emotional Disturbance*. Stephenville, TX: Tarleton State University.
- Booth, Kristen (2018). *The Relationship between Student Participation in a CTE Coherent Sequence and Post-Secondary Readiness*. Stephenville, TX: Tarleton State University.
- Cote, Patty (2018). *Examining the Relationship between Learning Related Social Skills in Early Childhood and Academic Achievement in Reading in Third Grade*. Stephenville, TX: Tarleton State University.
- Williams, Clarence M. (2018). *Leading Learning within the Context of Community: Impact of Community Based Programs on White Preservice Teachers*. Stephenville, TX: Tarleton State University.
- Ray, Billy J. (2018). *The Impact of Social Media on the Recruitment of Prospective Student-Athletes in NCAA Division II/III Football Programs*. Stephenville, TX: Tarleton State University.
- Grant, Tonni (2019). *The Impact of Social Media on College Selection and Admission to School of Choice*, Stephenville, TX: Tarleton State University.
- Fagner, Elaine (2019). *Perceptions of the Fulfillment of Americans with Disabilities Act Accommodations*. Stephenville, TX: Tarleton State University.
- Satterwhite, Joe (2019). *Evaluation of Exemptions Selected by Texas Districts of Innovation and the Resulting Overall District STAAR Performance*. Stephenville, TX: Tarleton State University.

- Mata, Julie (2020). *The Evolution of Title IX and Gender Equity within the National Collegiate Athletic Association: A Critical Policy Analysis*. Stephenville, TX: Tarleton State University.
- Satterwhite, Cindy (2020). *Superintendent Perceptions of the Texas District of Innovation Initiative*. Stephenville, TX: Tarleton State University.
- Conley, Teri (2020). *Principal's Process for Assessing Staff Development Needs of Teachers to Impact Achievement of Students Affected by Generational Disabilities*. Stephenville, TX: Tarleton State University.
- Weber, Erica (2020). *The Principals Perception of the Process and Implementation of the Texas Teacher Evaluation and Support*. Stephenville, TX: Tarleton State University.
- Mesa, Brenda (2020). *Redesign of Texas Principal Certification Programs*. Stephenville, TX: Tarleton State University.
- Donaldson, Carla (2020). *Perceived Characteristics for Successful Directors for Texas University Interscholastic League One-Act Play*. Stephenville, TX: Tarleton State University.
- McDonald, Tashalon (Final Analysis). *The Impact of Inclusion Support Versus Resource Pull-Out on the Academic Performance of Special Education Students with Learning Disabilities*. Stephenville, TX: Tarleton State University.
- Morris, Tamara (Final Analysis). *Program Evaluation Single Subject Design: An Evaluation of the School-Wide Positive Intervention System of Supports (SWPBIS) Program in a Public Middle School*. Stephenville, TX: Tarleton State University.
- Johnson, Qunisha (Proposal). *Experiences of Minority Professional Staff in Urban Districts versus Suburban Districts: A Phenomenological Study*. Stephenville, TX: Tarleton State University.
- Hill, Dominique (Final Analysis). *A Phenomenological Study of the Lived Experiences of Faculty of Color at Historically White Parochial Institutions in Texas: Understanding University Recruitment and Retention Practices*. Stephenville, TX: Tarleton State University.
- Crissey, Amber (Proposal). *Leadership Behaviors and Practices of Highly Effective Superintendents*. Stephenville, TX: Tarleton State University.
- Little, Karl (Proposal). *Developing Teacher Efficacy Among Alternatively Certified Special Education Teachers through Induction*. Stephenville, TX: Tarleton State University.

METHODOLOGIST/COMMITTEE MEMBER (20)

- Gilcrease, James "Buck" (2004). *The Effect of School District Size on the Deployment of Staff Development Aimed at Improving Student Achievement*. Commerce, TX: Texas A&M University-Commerce.
- Blaylock, Robin L. (2005). *Dissertation Integration: Assessing Quality of Dissertations for Educational Administration Programs*. Commerce, TX: Texas A&M University-Commerce
- Reid, Randy. (2006). *Effectiveness of the Increased Use of Objective Student Performance Data in Principal Evaluation: Principal and Evaluator Perceptions*. Commerce, TX: Texas A&M University-Commerce

- Stephens, Mathew (2007). *Servant Leadership: An Examination of Public School Principals' Perceptions of Servant Leadership as a Successful Leadership Style*. Stephenville, TX: Tarleton State University.
- Kazanas, George (2008). *A Study of Induction and Mentoring as an Occupational Socialization Process for First-Time Texas Principals*. Stephenville, TX: Tarleton State University.
- Trejo, Charla (2008). *The Impact of Inclusion Programs on the Academic Achievement of Non-Disabled Learners in Selected Texas Elementary Schools*. Stephenville, TX: Tarleton State University.
- Johnson, Jamey (2010). *An Analysis of the Impact of Intervention Programs on the Completion Rate of Hispanic Students in High School*. Stephenville, TX: Tarleton State University.
- Cooley, Dwight. (2011). *School District Consolidation in Texas: An Analysis of its Impact on Costs and Student Achievement*. Stephenville, TX: Tarleton State University.
- Benson, Tammy D. (2011). *A Comparison of Elementary Public Charter Schools and Elementary Traditional Public Schools*. Stephenville, TX: Tarleton State University.
- Mills, Sharon G. (2011). *The relationship between hiring practice information, job satisfaction and academic performance*. Stephenville, TX: Tarleton State University.
- Schindler, Kerry A. (2012). *An Analysis of Principal Leadership Behaviors and Student Achievement*. Stephenville, TX: Tarleton State University.
- Holt, Brian L. (2012). *An Analysis of the Relationship of Academic Achievement and Parenting Behaviors*. Stephenville, TX: Tarleton State University.
- Edwards, Anthony C. (2013). *An Analysis of the Relationship Mathematics Achievement and English Language Arts Achievement as Predictors of Science Achievement*. Stephenville, TX: Tarleton State University.
- Clements, Jody D. (2014). *"Life After Athletics" A Phenomenological Narrative Study of the Long-Term Influence of the Coach-Athlete Relationship*. Beaumont, TX: Lamar University.
- Kirkpatrick, Lisa L. (2015). *Investigating the Impact of Factors on Hispanic Students' College Major Choices in Science, Technology, Engineering, Mathematics, and Medical Fields*. Stephenville, TX: Tarleton State University.
- Long, Janna B. (2016). *The Effect of Self-Regulated Learning Strategies on Student Academic Performance in Flipped Instructional Environments*. Stephenville, TX: Tarleton State University.
- Everett, David L. (2016). *An Analysis of Middle School Principals' Perceptions of Assistant Principal Experiences*. Stephenville, TX: Tarleton State University.
- Asberry, Mya (2017). *Teacher Perceptions of the Implementation of Campus Professional Learning Communities and Campus Achievement*. Stephenville, TX: Tarleton State University.
- Burns, Jana (2019). *Perceived Implementation of the McKinney-Vento Homeless Assistance Act in Texas*. Stephenville, TX: Tarleton State University.

Holecek, Christine. (2020). *Practical Implications of P-16/P-20 Councils in Increasing Academic College and Career Readiness in the State of Texas*. Stephenville, TX: Tarleton State University.

RESEARCH INTERESTS/METHODS

Gender and equity issues; Superintendency; Governance & Politics of Education; Organizational change & improvement; and Learning & Teaching in Educational Leadership; Qualitative Research Methods; Critical and Interpretive Policy Analysis

RESEARCH AND SCHOLARLY ACTIVITY

Publications: Articles

- Beaty, D.M. (submitted). A Decade in the Superintendency: Career-Defining Decisions of Five Superintendents. *Journal of Educational Administration*.
- Beaty, D.M. (submitted). Educational Leadership Programs through a Feminist Lens: Lessons from Female Graduate Students on Power, Knowledge, Resiliency and the Evolution of Self. *Journal of Research in Educational Leadership*.
- Beaty, D.M. (submitted). Illumination through Feminist Phase Theory. *Journal of School Leadership*.
- Satterwhite, J.E., & Beaty, D.M. (submitted). Evaluation of Exemptions Selected by Texas Districts of Innovation and the Resulting Overall District STAAR Performance.
- Williams, C.M., Beaty, D.M. (in revision). How do We Get to the Mountaintop?: A New Role for Teacher Preparatory Programs. *Emerging Voices in Education/Drexel University*.
- Becker, M., Winn, M.P. & Beaty, D.B. (2017). Engage Students in the Digital Classroom with Problem-Based Learning. *Effective Schools Project Journal*.
- Newcomb, W.S. & Beaty, D.M., Sanzo, K. & Hawkins-Peters, A. (2013). Finding our Stride: Young Women Professor in Educational Leadership. *Journal of School Leadership*, 23(4), 658-678. (acceptance rate = 5-10%)
- Sherman, W.H. & Beaty, D.M., Crum, K.S. & Peters, A. (2010). Unwritten: Young Women Faculty in Educational Leadership. *Journal of Educational Administration* 48(6), 741-754. (acceptance rate = 11%)
- Beaty, D.M. & Sherman, W.H. (2010, April). Using Feminist Phase Theory to portray women in the principalship across generations in the US. *Journal of Educational Administration & History*.
- Sherman, W.H., Crum, K.S. & Beaty, D.M. (2010). Perspectives on Distance Technology in Leadership Education: Transfer, Meaning, and Change. *Journal of Research in Educational Leadership*. (acceptance rate = 6%)
- Sherman, W.H. & Beaty, D.M. (2007). The use of distance technology in educational leadership preparation programs. *Journal of Educational Administration*, 45(5), 605-620. (acceptance rate = 11%)
- Preis, S., Grogan, M., Sherman, W.H. & Beaty, D.M. (2007, July). What the research and literature say about the delivery of educational leadership preparation programs in

- the United States. *Journal of Research in Educational Leadership*, 2(2), 1-36.
(acceptance rate = 6%)
- Pankake, A.M. & Beaty, D.M. (2005). Stories of resiliency: Successful female educational leaders. *Journal of women in educational leadership*, 3(3), 175-183.

Publications: Book Chapters

- Beaty, D.M. (2017). Leading and managing the change process: Essential roles for school leaders. In Vornberg, J. (Ed.). *Texas Public School Organization and Administration, 15th Edition*. Dubuque, IA: Kendall/Hunt.
- Beaty, D.M. & Pankake, A.M. (2015). Leading and managing the change process: Essential roles for school leaders. In Vornberg, J. (Ed.). *Texas Public School Organization and Administration, 14th Edition*. Dubuque, IA: Kendall/Hunt.
- Beaty, D.M. & Pankake, A.M. (2012). Leading and managing the change process: Essential roles for school leaders. In Vornberg, J. (Ed.). *Texas Public School Organization and Administration, 13th Edition*. Dubuque, IA: Kendall/Hunt.
- Beaty, D.M. & Pankake, A.M. (2010). Leading and managing the change process: Essential roles for school leaders. In Vornberg, J. (Ed.). *Texas Public School Organization and Administration, 12th Edition*. Dubuque, IA: Kendall/Hunt.
- Pankake, A.M. & Beaty, D.M. (2008). Leading and managing the change process: Essential roles for school leaders. In Vornberg, J. (Ed.). *Texas Public School Organization and Administration, 11th Edition*. Dubuque, IA: Kendall/Hunt.
- Grogan, M., Bredeson, P., Sherman, W.H., Beaty, D.M. & Preis, S. (2008). The design and delivery of leadership education. *UCEA Handbook of research on the education of school leaders*.
- Johnson, D.M., Beaty, D.M. & Farmer, T.A. (2007). Researching educational leadership: A conceptual framework for doctoral program research. *The NCPEA Handbook of Doctoral Programs in Educational Leadership: Issues and Challenges*.
- Guajardo, M., Beaty, D.M. & Guajardo, F. (2005). Parental Involvement and Engagement: History & Examples from Two Hispanic Schools. In A. Pankake, M. Littleton, & G. Schroth (Eds). *The Administration & Supervision of Special Programs in Education, 2nd Ed*. Dubuque, IA: Kendall/Hunt Publishing Company.
- Beaty, D.M. & Pankake, A. (2003). Nurturing: A critical component of PLCs. In J.B. Huffman & K.K. Hipp (Eds). *Reculturing schools as professional learning communities*. (pp. 97-108). Lanham, MD: Scarecrow Press.

Publications: Books

- Beaty, D.M., Sherman, W.H., Munoz, A., Mills, S.J. & Pankake, A. (Eds.) (2009). *Women as school executives: Celebrating diversity*. Austin, TX: Texas Council of Women School Executives.
- Schroth, G., Beaty, D.M., & Dunbar, B. (2003). *School Scheduling Strategies: New Ways of Finding Time for Students and Staff*. Lancaster, PA: Pro>Active Publications.

Publications: Reviews

- Beaty, D.M. (2000). Out of women's experience: Creating relational leadership—A book review. In A. Pankake, G. Schroth, & C. Funk (Eds). *Women as school*

executives: The complete picture. (pp. 129-130). Commerce, TX: Texas A&M University-Commerce Press.

Professional Presentations:

- 2017 *A Framework for Problem-Based Learning in the Virtual Environment for Graduate Students Enrolled in Courses for Principal Certification (with M.P. Winn, & M. Becker). Paper discussion presented at the 2017 Society for Information Technology & Teacher Education Annual Conference in Austin, TX.
- 2016 *The Benefits of Exercise: Does Fitness Improve Leadership Effectiveness? (with J. Burch & G. Burch). Paper discussion presented at the Spring 2016 Academy of Business Research Conference in New Orleans, LA.
- 2015 *Exploring Issues of Culture and Gender Through Socialization and Dominant Discourse in Graduate Education (with W.S. Newcomb). Paper discussion presented at the 2015 American Educational Research Annual Conference in Chicago, IL.
- 2015 *Institutes as Authentic Learning Experiences in Programs of Educational Leadership. Paper discussion presented at the 2015 American Educational Research Annual Conference in Chicago, IL.
- 2014 *Culture of the Superintendency in the State of Texas: Knowledge, Networks, Policy and Politics. Paper discussion presented at the 2014 American Educational Research Annual Conference in Philadelphia, PA.
- 2012 Texas Study on Early Career Superintendents: Exploring the Culture of the Superintendency. Presentation and Discussion Panel at the TASA First Time Superintendent Academy in Round Rock, TX (Invited Presentation)
- 2012 * Continuing to Disrupt the Status Quo? Young and New Women Professors of Educational Leadership. Innovative Session at the 2012 University Council of Educational Administration Annual Conference in Denver, CO.
- 2012 * Women Faculty in Educational Leadership Programs: Using Critical Feminist Theory to Understand Cultural, Generational and Gender Influence. Paper discussion presented at the 2012 American Educational Research Annual Conference in Vancouver, BC.
- 2011 * Generational Influence on Women Faculty in Educational Leadership Programs: Evolution of Self and the Impact on Future Leaders in Educational Administration (with A.L. Peters). Paper discussion presented at the 2011 University Council of Educational Administration Annual Conference in Pittsburg, PA.
- 2010 * Using Feminist Phase Theory to Portray Women Across the Generations: Female Graduate Students in Educational Leadership Programs (with A.L. Peters). Paper discussion presented at the 2010 University Council of Educational Administration Annual Conference in New Orleans, LA
- 2010 * Leadership in Higher Education: Role of Mentorship in the Advancement of Women. Poster presentation at the 2010 University Council of Educational Administration Annual Conference in New Orleans, LA.
- 2009 * Constructing New Meaning and Realizing Change: Experiencing Growth through the Conduit of Distance Learning Technology (with W.H. Sherman& K.S. Crum). Paper discussion presented at the 2009 University Council of Educational Administration Annual Conference in Anaheim, CA

- 2009 * Young Women Faculty and Graduate Students in Educational Leadership: Writing the Unwritten (with W.H. Sherman, K.S. Crum, A. Peters, A. Welton, K.C. Mansfield, T. King & P.L. Lee). Conversation/dialogue conducted at the 2009 University Council of Educational Administration Annual Conference in Anaheim, CA
- 2009 * UCEA Center for the Study of Academic Leadership: Add Women & Stir: Gender Issues in Educational Leadership Departments (with E.A. Rusch, G.Crow, M. McCarthy, D. Pounder, N. Mertz, M. Gardner, B. Malen, W.H. Sherman, K.S. Crum, A. Peters & D. Verstegen). Conversation/dialogue conducted at the 2009 University Council of Educational Administration Annual Conference in Anaheim, CA
- 2009 * Using Feminist Phase Theory to Portray Women in the Principalship Across Generations. (with W.H. Sherman) Paper presented at the 2nd International Women's Leadership Conference, Augsburg, Germany. (*Invited Presentation*).
- 2009 * Three Guineas in Educational Leadership: Designing a Room of One's Own (with W.H. Sherman, K.S. Crum & A. Peters). Paper discussion presented at the 2009 American Educational Research Association Annual Conference in San Diego, CA
- 2009 * Perspectives on Distance Technology in Leadership Education: Transfer, Meaning & Change (with W.H. Sherman & K.S. Crum). Paper discussion presented at the 2009 American Educational Research Association Annual Conference in San Diego, CA
- 2008 * Early Career Superintendents in Texas: Knowledge, Networks, Policy & Politics. Paper discussion presented at the 2008 University Council of Educational Administration Annual Conference in Orlando, FL
- 2008 * Using Feminist Phase Theory to Portray Women in the Principalship Across Generation (with W.H. Sherman). Paper discussion presented at the 2008 University Council of Educational Administration Annual Conference in Orlando, FL
- 2008 * Issues of Time and Resource Allocation: Development of Professional Learning Communities in Small Rural Schools. Paper discussion presented at the 2008 American Educational Research Association Annual Conference in New York, NY
- 2008 * Attaining and Sustaining Leadership in Higher Education: Role of Mentorship in the Advancement of Women. Paper discussion presented at the 2008 American Educational Research Association Annual Conference in New York, NY
- 2008 * Resource Allocation and Student Achievement over Time (with C.A. Drews). Paper discussion presented at the 2008 TASA (TCPEA Conference-within-a Conference) Mid-Winter Conference in Austin, TX
- 2008 * Issues of Choice and Reform in Texas: Policy Actors Response to Questions Regarding School Vouchers (with R.J. Burks). Paper discussion presented at the 2008 TASA (TCPEA Conference-within-a Conference) Mid-Winter Conference in Austin, TX
- 2007 * Mentoring women: Essential to the advancement of women's career goals in educational leadership? (with W.H. Sherman, A.J. Muñoz, K. Crum, and A.M.

- Pankake). Symposium session presented at the 2007 University Council for Educational Administration Annual Conference in Alexandria, VA
- 2007 * The design and delivery of leadership education. (with M. Grogan, P. Bredeson & W.H. Sherman). Symposium session: *Research on the Practice of Preparing and Developing School Leaders: Section Three of the Handbook of Research on the Education of School Leaders* presented at the 2007 University Council for Educational Administration Annual Conference in Alexandria, VA
- 2007 * TEXAS study on evaluating leadership preparation. (with J.N. Ballenger, B. Alford, and B.J. Monk). Paper discussion presented at the 2007 University Council for Educational Administration Annual Conference in Alexandria, VA
- 2007 * Women leaders and resiliency: Their stories. (with A.M. Pankake). Paper discussion presented at the 2007 Women in Educational Leadership Conference in Lincoln, NE
- 2007 * Male Minority Superintendents: Perspectives of Past, Present and Future Possibilities (with C.A. Hibbetts). Paper discussion presented at the 2007 American Educational Research Association Annual Conference in Chicago, IL
- 2007 * Researching Educational Leadership: A conceptual framework for doctoral program research (with D. Johnson, B.J. Monk, M. Littleton, D. Beach, & T.A. Farmer). Paper discussion presented at the 2007 TASA Mid-Winter Conference in Austin, TX
- 2006 * The Use of Distance Technology in Educational Leadership Preparation Programs (with W.H. Sherman) Paper discussion presented at the 2006 University Council for Educational Administration Annual Conference in San Antonio, TX.
- 2006 * Perspectives of Male Minority Superintendents: Strategy, Resilience, Success (with C.A. Hibbetts). Paper discussion presented at the 2006 University Council for Educational Administration Annual Conference in San Antonio, TX.
- 2006 * The Impact of Delivery Methods on Student Learning and Program Quality in Educational Leadership Preparation (with M. Grogan, W.H. Sherman & S. Preis) Paper discussion presented at the 2006 American Educational Research Association Annual Conference in San Francisco, CA.
- 2005 * Dissertation Integration: Assessing Quality of Dissertations for Educational Administration Programs (with R.L. Blaylock). Paper discussion presented at University Council for Educational Administration Annual Conference in Nashville, TN.
- 2003 * Twelve Successful Female Leaders: Stories of Resiliency. (with A. Pankake). Poster session presented at the 2003 American Educational Research Association Annual Conference in Chicago, IL.
- 2002 Lessons in Life and Leadership: Adversity and the High School Principalship. Paper presented at the 2002 Texas Council of Women School Executives Conference in Austin, TX.
- 2002 * Primary Experiences of Female Secondary Principals: Adversities as They Relate to Success (with A. Pankake). Paper presented at the 2002 American Educational Research Association Conference in New Orleans, LA.
- 2001 * Nurturing the Human Side: A Critical Component for PLCs (with A. Pankake). One of several case studies presented in a Symposium on Leadership at the 2001

- American Educational Research Association Conference, April 10-14, in Seattle, WA.
- 2001 Teaching on the Block (with A. Pankake). Seminar for New Orleans area public schools as a part of Metro-Vision's project "Creating Small Learning Communities in Schools" in New Orleans, LA.
- 2000 *Teacher Leadership: A Product of Supportive and Shared Leadership with Professional Learning Communities (Pankake, A., Moller, G., Huffman, J.B., Hipp, K.A., Oliver, D. & Cowan, D.) Panelist for discussion of research finding in a Symposium on Leadership at the 2000 American Educational Research Association Conference, April 24-28, in New Orleans, LA.

Editorial Positions:

Co-editor

Journal of Women School Executives, 2015-2018

Editorial Review

Journal of School Leadership, 2009-present

Diversity, Social Justice & the Educational Leader, 2016-present

Journal of Educational Administration, Guest Reviewer, Special Issue on Gender Issues, 2009

School Leadership Review, 2015-Present

Professional Honors and Fellowships:

- 2009 Selected as an Alumni Ambassador (Distinguished Alumni) by the Department of Educational Leadership, Texas A&M University-Commerce.
- 2001 Selected as one of 40 Doctoral Students from the United States and Canada to attend the 22nd annual David L. Clark National Graduate Student Seminar in Educational Administration and Policy Studies held in Seattle, Washington.
- 2001 Finalist. Distinguished Dissertation Award. College of Education. Texas A&M University-Commerce.
- 2001 Selected as one of 18 to attend a post-doctoral seminar, sponsored by the Spencer Foundation, in Sociology of Education at UCLA focusing on the needs of minority students in public education.
- 2001 Distinguished Doctoral Student. Department of Educational Administration. Texas A&M University-Commerce.
- 1998- Served as Lead Teacher and Research Assistant for Southwest Educational Development Laboratory's research project, "Developing Professional Learning Communities" under the direction of Dr. Shirley Hord and co-developer, Dr. Anita Pankake.
- 2000
- 1998- Awarded Scottish Rite Educational Fellowship of Texas for doctoral students
- 2001 pursuing a degree in Educational Administration.

PROFESSIONAL AFFILIATIONS

American Educational Research Association

Division A: Administration, Organization & Leadership

Division L: Educational Policy & Politics
SIG-Critical Educators for Social Justice
SIG-Leadership for Social Justice
SIG-Learning & Teaching in Educational Leadership
SIG-Politics of Education
SIG-Research on Women and Education
SIG- Research on the Superintendency
SIG-Qualitative Research
National Council of Professors of Educational Administration
Texas Council of Professors of Educational Administration
Texas Council of Women School Executives

SERVICE

Field Service at National Level:

- Member at Large—Learning & Teaching in Educational Leadership SIG, 2017-present.
- Program Chair—Learning & Teaching in Educational Leadership SIG, 2013-2016.
- National Taskforce to Evaluate Educational Leadership Preparation Effectiveness, 2005-2012.
- Co-editor, AERA Division A Newsletter, 2008-2010.

Conference Discussant:

- University Council for Educational Administration Annual Convention, 2008; 2009; 2013
- American Educational Research Association Annual Conference, 2001; 2008; 2009; 2014; 2015; 2016

Conference Proposal Reviewer:

- American Educational Research Association, Division A, 2001-2019
- American Educational Research Association, Learning & Teaching in Educational Administration SIG, 2006-2019
- American Educational Research Association, Women's SIG, 2001-2019
- American Educational Research Association, Leadership for Social Justice SIG, 2007-2019
- University Council for Educational Administration (UCEA) Annual Conference, 2005-2019

Field Service at State Level:

- Texas Council of Professors of Educational Administration, Secretary 2016-2017.
- Texas Council of Professors of Educational Administration, Member-at-Large, 2018-2019.
- Texas Council of Women School Executives, Executive Board Member, Region 11 Representative, 2015-2018.

- Continuing School Leadership (CSL) Planning Committee, 2011-2014.
- Central Texas Visioning Network Consortium (ESC 12), Secretary, 2011-2013.
- Center for Leadership and Student Success (CLASS) Advisory Board, 2005-2007

Special Offerings/Projects/Training:

TSU:

- Plan and coordinate Annual Mid-Winter Reception held in Austin for colleagues and alums and Annual Doctoral Student Dinner, 2006-2012.

TAMU-C:

- Plan and coordinate Meadows Principal Improvement Program Conference Series, 2001-2005.
- Plan and coordinate Annual Mid-Winter Reception held in Austin for colleagues and alums, 2001-2005.

University Service:

(University/College/Department Committees)

TSU:

University:

- Graduate Council Representative for the Dept of Educational Leadership & Policy Studies, 2006-2017.
- Effective Schools Project, Leadership & Planning, 2016-present
- College Curriculum Committee Representative for Doctoral Program, 2006-2009; 2018-2020
- Teaching Effectiveness Committee, (2017-present)
- Building Committee for Expenditure of PUF, 2005-2007.

Department:

- Doctoral Program Course/Curriculum Redesign (2018-Present)
 - Member, EDAD 6312: Research Design & Critical Analysis (Jan-Aug 2019)
 - Member, EDAD 6316: Investigating Problems of Practice in Educational Leadership (Aug-Dec 2019)
 - Chair, EDAD 6323: Organizational Theory & Change in Education (Aug-Dec 2019)
 - Chair, EDAD 6317: Educational Equity & Identity (Jan 2019-Present)
 - Member, Progress Checkpoint/Council of Chairs (2019-Present)
- Member, Principal Preparation Program Redesign (2018-19)
- Member, Faculty Release Time for Dissertation Service (2018)
- Member, Master's Program Redesign (2017-18)
- Member, No Progress Grade (2017-18)

- Doctoral Program Coordinator (2015-16)
- Member, Superintendent Program Redesign. (2011-12)
- Chair, Doctoral Program Admissions Review Committee, 2006-2007; 2009-2011; 2012-13; 2013-14
- Member, Doctoral Program Admissions Review Committee, 2005-2006; 2008-2011; 2019-20
- Member, Faculty Recruitment Committee, 2005-2006.

TAMU-C:

- Member, Texas Principal Lighthouse Initiative Program Review Committee, 2003-2005.
- Member, Department Committee on Review of Doctoral Program, 2002-2005.
- Member, Department Scholarship Committee, Fall 2002-Spring 2003.
- Member, Department Committee on Review of Master's Program, 2003-2004.

CIVIC AFFILIATIONS

Texas A&M University-Commerce Alumni Association, Lifetime Alum
 Beaty Funeral Home Scholarship Foundation, President, 2015-Present
 Winnsboro Education Foundation, Contributor/Member, 2016-Present
 Friends of Texas Public Schools, Contributor
 Texas Funeral Directors Association Legislative Action Committee, 2014-Present
 Burleson Opportunity Fund, Contributor, 2012-2018.
 Burleson Character Council, Member, 2012-2018.
 STEAM Middle School PTO Board, President, 2015-2016.
 Academy at Nola Dunn PTO Board, Programs Chair, 2012-2014.