

COLLEGE OF PROFESSIONAL STUDIES

*Hooding and  
Graduation Ceremony*



9 SEPTEMBER 2021

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We ask those in attendance to kindly silence their electronic devices and to remain in their seats until the platform party has left the stage and the graduate recessional has finished.

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# PROGRAM

MATTHEWS ARENA  
HALF AFTER THREE O'CLOCK IN THE AFTERNOON

Prelude

Welcome  
David Madigan  
*Provost and Senior Vice President for Academic Affairs*

Opening Remarks  
David Fields  
*Interim Dean, College of Professional Studies*

Faculty Speaker  
Mounira Morris  
*Assistant Teaching Professor and co-lead, Master of Education,  
Higher Education Administration*

Announcement of the Candidates  
Adam Thomas, *Associate Clinical Professor*  
Kim Larson, *Teaching Professor*  
J.D. LaRock, *Professor of the Practice*  
Corliss Thompson, *Teaching Professor*  
Sara Ewell, *Teaching Professor*  
Karen Reiss Medwed, *Associate Teaching Professor*

Presentation of the Dean's Medal for Outstanding Doctoral Work  
David Fields

Remarks of the Award Recipient  
Brent Musson  
*Doctor of Law and Policy*

Closing Remarks  
David Fields

Charge to the Graduates  
David Madigan

Recessional

*The audience is requested to remain seated during the recessional.*

## **FACULTY SPEAKER**

### **MOUNIRA MORRIS**

Dr. Mounira Morris is an assistant teaching professor and the co-lead for the M.Ed. in Higher Education Administration (HEA) program. Dr. Morris has held leadership roles in diversity, equity and inclusion (DEI), student affairs, and academic advancement across multiple higher education institutions, including Clark University, Allegheny College, and Earlham College. In these roles, she developed summer bridge and social support programs for first-generation students and students of color, organized dialogues for faculty, staff, and students on social justice, and served on multiple committees to address diversity, equity, and inclusion throughout all aspects of the student experience. As a result, she brings deep professional experience in DEI, social justice, and student development to her research, teaching, and professional practice. A scholar-practitioner, Dr. Morris recently co-authored the article, “Competencies wanted: An analysis of enrollment management job advertisements” focusing on the core competencies required among entry- and mid-level enrollment management positions. In addition to her lead faculty role in the M.Ed. in HEA curriculum, she has served as a dissertation chair in the Doctor of Education program for five years.

Dr. Morris obtained her B.S. in Business Administration and M.S. in College Student Development and Counseling from Northeastern University. She received her Doctor of Education from the University of Massachusetts-Amherst. As someone who values service to the profession and community, Dr. Morris is an active member of NASPA-Student Affairs Administrators in Higher Education and Sigma Gamma Rho Sorority Inc. Mu Psi Sigma Chapter in Middletown, Delaware.

## DOCTOR OF EDUCATION

### **Heather Platt Abbott**

Dissertation: *Gatekeepers of Student Data: A Comparative Case Study of Requests for Student Data at Decentralized Research Universities*

Advisor: William Ewell

### **Theodora Margarita Abdur-Rahim**

Dissertation: *Lived Experiences of Nonresident Fathers' Engagement With Their Children*

Advisor: Kelly Conn

### **Brian James Ackerman**

Dissertation: *The Financial Path Forward: An Interpretative Phenomenological Analysis of How Leaders Experience Disparities in Per Pupil Expenditures Within School Districts*

Advisor: Lynda Beltz

### **Amanda Emily Aldred**

Dissertation: *Technology Usage in the Elementary Classroom: A Case Study of Teacher Professional Development and Intentions for Learning*

Advisor: Corliss Thompson

### **Felicia L. Alexander**

Dissertation: *"Include Culture!": Teachers' Experience With Culturally Responsive Teaching Practices When Working With African American Students in Special Education Within School Districts*

Advisor: Tova Sanders

### **Martha Bedell Alexander\***

Dissertation: *The Influence of Religious Beliefs on State Legislators' Voting Behavior: Education Lottery*

Advisor: Sandy Nickel

### **Neill Charles Alleva**

Dissertation: *Cyberbullying and Gender: A Qualitative Study of How Middle School Girls Experience Cyberbullying*

Advisor: Sandy Nickel

### **Francisco Alves**

Dissertation: *Discipline in Secondary Education: An Interpretive Phenomenological Analysis of Restorative Discipline in Practice*

Advisor: Carol Young

### **Andria Bumpus Amador**

Dissertation: *Expanding Practice: Understanding Barriers to the Adoption of the National Association of School Psychologists Model for Comprehensive and Integrated School Psychological Services*

Advisor: Nancy Pawlyshyn

### **Susan Marie Antonelli**

Dissertation: *From Guidos to Graduates: The Effect of Ethnic Identification on the Collegiate Experience of Italian Americans*

Advisor: Mounira Morris

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Kamilah Aqa**

Dissertation: *When the Odds Are Against: Exploring School Disciplinary Practices From the Perspective of African American Males Who Exited High School Before Graduation*

Advisor: Lynda Beltz

**Aviva Ariel Aronovitch**

Dissertation: *Female Entrepreneurs and Grit: Uncovering the Common Narratives Across Industries and Life Stages*

Advisor: Tova Sanders

**Alicia Alacia Ashman-Ramsay**

Dissertation: *Developing Positive Teacher-Student Relationships Through Culturally Relevant Pedagogy*

Advisor: Kristal Clemons

**Edna Michelle Attias**

Dissertation: *The Intersection Between Social-Emotional Teacher Beliefs and Constructivist Pedagogical Decision-Making: A Case Study*

Advisor: Kristal Clemons

**Cecelia Rose Auditore**

Dissertation: *Developing One's Critical-Consciousness: Understanding the Experience of Secondary Social Studies Teachers To Build More Culturally Relevant Practices in the Classroom*

Advisor: Sandy Nickel

**William Aldrich Baas**

Dissertation: *Corporate Leaders' Unique Pathways: A Narrative Research Study Exploring the Transition Journeys of Military Veterans As They Navigate Advancement Into Leadership Roles*

Advisor: Margaret Gorman

**Jason Paul Babin**

Dissertation: *An Exploration of the Perceptions and Experiences of Veterans Transitioning to Higher Education*

Advisor: Joseph McNabb

**Nicholas Michael Baker**

Dissertation: *The Building of Meaningful and Productive Teacher-Student Relationships in Virtual Middle School Settings*

Advisor: Cherese Childers-McKee

**Suzanne Elaine Baker\*\***

Dissertation: *Returning Home: Making Meaning of Study Abroad Experience To Facilitate Transformative Learning*

Advisor: Joan Giblin

**Kristene Ann Baldwin**

Dissertation: *Exploring How Online High School Instructors Foster Critical Thinking Within Ninth-Grade Students Through Discussion-Based Learning Forums*

Advisor: Kristal Clemons

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Ryan Jarod Ballard**

Dissertation: *Shades of Blue: An Interpretative Phenomenological Analysis of Non-White Police Instructors Regarding Highly Publicized Uses of Force by Law Enforcement*

Advisor: Harvey Shapiro

**Julie Ann Wrobel Banfer**

Dissertation: *A Study of a Social Justice Curriculum for Students With Special Needs in a Middle School Setting Through Action Research*

Advisor: Gail Matthews-DeNatale

**Daniel Adam Barber**

Dissertation: *How To Make It Matter: Teacher Professional Development*

Advisor: Sara Ewell

**Caitlin Alice Barker**

Dissertation: *Teaching Core Skills: A Case Study of Value Teaching at a Junior Boarding School*

Advisor: Cherese Childers-McKee

**Lois Shakera Barnes**

Dissertation: *No Room in the Inn: Over-Representation of Culturally Diverse Students in Special Education and the Role of Cultural Competence*

Advisor: Kristal Clemons

**Melonie C. Barrington**

Dissertation: *How Do Women Know What They Know: An Interpretive Phenomenological Analysis Research Study on How Women Experience Their Career Development Journey*

Advisor: Rashid Mosely

**Maritsa Barros**

Dissertation: *An Examination of the Lived Experiences of Chief Diversity Officers at Predominately White Institutions in the Northeast Region of the United States of America*

Advisor: Mounira Morris

**Emily Jean Bauer**

Dissertation: *Mental Health Literacy in Student Affairs Master's Programs*

Advisor: Joan Giblin

**Michael James Beane**

Dissertation: *Student Development and Online Students*

Advisor: Michael Dean

**Luke Anthony Becker**

Dissertation: *The Right Stuff - An Interpretive Phenomenological Analysis of NASA Safety & Mission Assurance Leaders Making Sense of Their Professional Identity*

Advisor: Sandy Nickel

**Kathryn Potter Bell\*\***

Dissertation: *Strategic Inquiry for Improving Learning and Teaching in an Interprofessional Education Program*

Advisor: Joseph McNabb

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Jennifer Europa Benitez**

Dissertation: *Understanding Teacher Self-Efficacy and Its Influence on Teacher Effectiveness: An Interpretative Phenomenological Analysis*

Advisor: Carol Young

**Lynnette Annice Bennett\*\***

Dissertation: *Budgeting for Equitable Student Completions: A Mixed Methods Study of Washington State Community & Technical Colleges*

Advisor: Dee Masiello

**Shawn C. Best**

Dissertation: *Constructing Career Pathways: A Narrative Study Exploring Black Male College Presidents' Career Journeys*

Advisor: Tova Sanders

**Vanessa Smith Bester**

Dissertation: *African American Physician Assistant Student Success*

Advisor: Cherese Childers-McKee

**Deepa R. Bhalla**

Dissertation: *A Case Study of Undergraduate International Students' Experiences in a Service Learning Course and the Impact on Their Academic Transition*

Advisor: Elisabeth Bennett

**Juliette M. Bianco**

Dissertation: *Campus Museums as Partners for Change in Higher Education*

Advisor: Thomas Wylie

**Brantley Barksdale Blair Jr.\*\***

Dissertation: *Separate From Everybody Else: Interpreting the Lived Experiences of Post-9/11 Veterans at a Senior Military College*

Advisor: Harvey Shapiro

**Christine Riley Blair**

Dissertation: *Cultural Inclusivity in a Predominantly White District*

Advisor: Cherese Childers-McKee

**Althea Kanessa Blake**

Dissertation: *A Qualitative Exploration of the Impact of a Collaborative Support Network on the Efficacy Beliefs of Campus Coaches*

Advisor: Corliss Thompson

**Érin C. Blette**

Dissertation: *Understanding Teacher Experiences Regarding Referrals of Black and Brown Students to Special Education*

Advisor: Carol Young

**Trevira Boatright**

Dissertation: *The Impact of the College Tour Element Embedded in a High-Quality Afterschool Program*

Advisor: Mounira Morris

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student



**Christopher Butler Bolick\***

Dissertation: *Cultivating Innovative Workplaces in a World Transforming: Cross-Sectional Survey Research Exploring How the 2020 Shift to Remote Work Reshaped Managerial Relationships, Innovative Behaviors, and a Sense of Psychological Safety Within a Work Unit*

Advisor: Margaret Gorman

**Yelena Bondar**

Dissertation: *Making Sense of Single-Parent Student Attainment of Associate Degrees*

Advisor: Joseph McNabb

**Antonio Bernard Boyd\***

Dissertation: *Youth Leadership Experience: Creating Equity and Access for Students of Color*

Advisor: Cherese Childers-McKee

**Paul Luther Brackmann**

Dissertation: *Mindfulness and Leadership: A Beginner's Guide*

Advisor: Chris Unger

**Jolyn R. Brand**

Dissertation: *An Interpretive Phenomenological Analysis of First-Generation Student Experiences in Living-Learning Communities at a Large Public University*

Advisor: Lynda Beltz

**Tucker Jackson Branham**

Dissertation: *Higher Education Disruption: An Intrinsic Case Study Examining the Change Response of Multiple Constituencies to a Mandated Change at a Small, Private, Liberal Arts College*

Advisor: Rashid Mosley

**Moddie Vernard Breland Jr.**

Dissertation: *Making Sense of Librarian-Led Information Literacy Instruction*

Advisor: Diletta Masiello

**Alysa Marie Breyer**

Dissertation: *Understanding the Lived Experiences of Latina AP Mathematics Students: A Narrative Research Study of One Urban School*

Advisor: Kelly Conn

**Kelsey Caroline Briggs**

Dissertation: *Tackling Summer Melt Head On: A Best Practices Guide for Admissions Officials*

Advisor: Alex Fronduto

**Michelle Luff Brisson**

Dissertation: *Bridges and Barriers to Belonging: Experiences of Undergraduate Women of Color*

Advisor: Rashid Mosley

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Mary Christine Broding**

Dissertation: *Understanding the Experiences of Women Student Veterans During Their Transition Process From the Military Into Higher Education: Identity, Belonging, and Voice in Writing Courses and Writing Assignments in Other Disciplines*

Advisor: Melissa Parenti

**Joshua Martin Bromley**

Dissertation: *The Effects of Standards-Based Grading in a Secondary Mathematics Classroom*

Advisor: Michael Dean

**Ulrike M. Brons\*\***

Dissertation: *Foreign Language Program Implementation at the Elementary Level*

Advisor: Kimberly Nolan

**Jonathan Richard Bruno**

Dissertation: *Teachers' Attitudes and Perceptions of Students With Disabilities*

Advisor: Chris Unger

**Sarah Ann Buckley**

Dissertation: *Understanding the Literacy Experiences of Ninth Grade Students at an Urban High School*

Advisor: Joan Giblin

**Bonnie Budd**

Dissertation: *Motivation by Design: An Interpretative Analysis of the Adult Student Experience in an Online Course*

Advisor: Corliss Thompson

**Leah Champ Burdick**

Dissertation: *Latinx English Language Learners in Science, Technology, Engineering and Math High School Pathways: An Interpretative Phenomenological Analysis*

Advisor: Carol Young

**Cheryl-Ann Deanna Butts**

Dissertation: *An Interpretive Phenomenological Examination of the Lived Experiences and Perceptions of Intrinsic Motivation Among the Paraprofessional Staff at East Elementary School and What Motivates Them To Remain in Their Current Role as a Paraprofessional*

Advisor: Rashid Mosley

**Viviana De la Caridad Byrd**

Dissertation: *Leadership Practice and Organizational Culture in the U.S. Military: A Qualitative Study Investigating the Perception of Preferred Leadership Styles and Organizational Culture in the U.S. Military*

Advisor: Mounira Morris

**Joseph S. Cabuay\*\*\***

Dissertation: *Experiences in Global Enterprise Learning and Design: A Narrative Study Exploring the Life Stories of Global Trainers Designing and Facilitating Cross-Cultural Leadership-Management Programs for a Diverse Group of Corporate Learners of Multinational Firms With Business Operations in Asia*

Advisor: Tova Sanders

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Elizabeth Anne Caccavella**

Dissertation: *Mathematics Teacher Perceptions of Conceptually Based Teaching After Participation in Hackathon Style Professional Development*

Advisor: Kristal Clemons

**Roweena Thomas Carlos**

Dissertation: *Developing Best Practices To Ensure That Students Gain Context-Based Skills and Knowledge in Work-Based Learning Opportunities*

Advisor: Chris Unger

**Karen A. Caruso**

Dissertation: *How Diversity Is Viewed in Homogeneous Communities, and What Impact This Has on Decision-Making Related to Curriculum*

Advisor: Patricia Mason

**Joseph Richard Castelot**

Dissertation: *A Student-Centered Approach: Using Systems Theory To Improve Community Engagement and Belonging*

Advisor: Joan Giblin

**Brad Ross Cataldo**

Dissertation: *Understanding Social Development: A Narrative Inquiry Analysis Exploring the Experiences of Students Placed in Substantially Separate Educational Settings*

Advisor: Quannah Parker-McGowan

**Asha Lauren Chana**

Dissertation: *Latinx English Language Learners in a Social Emotional Learning and Culturally Relevant Co-Designed Course*

Advisor: Cherese Childers-McKee

**Chunfu Jeff Cheng**

Dissertation: *A Study of Community College Dropouts: Action Research on How a Peer Mentorship Program Through Phi Theta Kappa (PTK) Honor Society Can Improve Students' Performance*

Advisor: Joseph McNabb

**Man Chun Cheng\*\*\***

Dissertation: *Blended Learning in a Hong Kong Vocational Education Program*

Advisor: Kelly Conn

**Roger Nelson Chipman Jr.**

Dissertation: *Slowing the Swirl: Former Online Undergraduate Transfer Students' Experiences With Community in Their Online Courses and Programs*

Advisor: Elisabeth Bennett

**Ho Chi Eric Chow\*\*\***

Dissertation: *Effectiveness of Introductory Coding Education on the Self-Efficacy Beliefs of Hong Kong Liberal Arts Students: A Case Study*

Advisor: Adriel Hilton

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Kam Wing Chow\*\*\***

Dissertation: *An Interpretative Phenomenological Analysis of the Lived Experience of Successful Startup Leaders and Their Perception on Identity*

Advisor: Adriel Hilton

**Bayee Rebecca Choy**

Dissertation: *Improving Student Access and Utilization of Mental Health Services on a University Campus*

Advisor: Dan Volchok

**Rita Gioia Cinelli**

Dissertation: *Career Conversations of Professional Women: A Narrative Research Study Exploring Communication Strategies, Rituals, and Goals of Professional Women Who Have Navigated Nontraditional Career Pathways*

Advisor: Margaret Gorman

**Marilyn Ann Cleary**

Dissertation: *Understanding the Lived Experiences of Adult Learners*

Advisor: Michael Dean

**Marisa Cleveland**

Dissertation: *Exploring Community Leadership Development Program Alumni Leadership Experiences*

Advisor: Sandy Nickel

**Joy Yvette Coates**

Dissertation: *Navigating Funding Access and Equity in Philanthropic Ecosystem: A Narrative Study Exploring Leaders of Color Experiences Launching New Initiatives Amidst Disparities in Funding Opportunities Through the Complexity Leadership Framework*

Advisor: Margaret Gorman

**Arria N. Coburn**

Dissertation: *Black Students' Sense of Belongingness Through the Implementation of Student-Centered Learning Strategies*

Advisor: Cherese Childers-McKee

**Patrick Francis Colabucci**

Dissertation: *Intensive English Program Leaders' Understanding of the Study Abroad Experience*

Advisor: Elisabeth Bennett

**Christopher Andrew Collins\***

Dissertation: *Lateral Transfer Students: What Drives Their Decision To Leave and Why Do They Experience Transfer Shock*

Advisor: Joseph McNabb

**DeNeen Karol Collins**

Dissertation: *Against the Odds: The Lived Experience of Students of Color at a Private Midwestern Christian Liberal Arts University*

Advisor: Kristal Clemons

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Josette Delia Compton**

Dissertation: *African American Girls: A Critical Approach to Preparation for Digital Arts Careers*

Advisor: Sara Ewell

**Kelley Ann Connors**

Dissertation: *Understanding the Impacts of Unionization on the Working Conditions of Adjunct Faculty: A Case Study*

Advisor: Shannon Alpert

**Julie Ann Cook**

Dissertation: *Sustaining and Advancing Collaborative Leadership in a School*

Advisor: Kimberly Nolan

**Marianne Elisabeth Regina Cook**

Dissertation: *Faculty Advisors' Experiences of Working With Doctoral Students With Mental Health Issues*

Advisor: Diletta Masiello

**Tina Marie Serio Coolidge**

Dissertation: *The Part-Time Ed.D. Student Experience: A Narrative Analysis of Transferring What Is Learned in Coursework to Professional Practice*

Advisor: Karen Reiss Medwed

**Megan Smith Corazza**

Dissertation: *The Senior Year High School Experience and Transition to College: Managing Stress, Expectations, and Coming of Age in the Modern Era*

Advisor: Wendy Crocker

**Matthew Joseph Costa**

Dissertation: *An Interpretative Phenomenological Analysis of High School Students' Experiences With Competency-Based Learning Grading Reform Efforts*

Advisor: Lindsay Portnoy

**Wendy Espinoza Cotta**

Dissertation: *Crisis Leadership: A Narrative Research Study Examining K-12 School Leaders' Sensemaking Amid the 2020 Disruptive Landscape*

Advisor: Margaret Gorman

**Jacob Cragg**

Dissertation: *Digital Formative Assessments in Higher Education: Faculty Recommendations for Overcoming Barriers to Effective Implementation*

Advisor: Joseph McNabb

**Jeremy Michael Cross**

Dissertation: *Universal Design for Learning: Teacher and Administrator Perspectives in Elementary Education*

Advisor: Kristal Clemons

**Jennifer Lynne Crotty**

Dissertation: *Bystander Intervention Intention in Cases of Possible Sexual Assault: The Role of Sorority Membership*

Advisor: Al McCready

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Kimberly E. Crowley**

Dissertation: *Improving the Delivery of Teaching and Learning for Students With Autism Spectrum Disorder*

Advisor: Joseph McNabb

**Nicholas F. Cubita**

Dissertation: *Navigating the Crossroads: An Interpretative Phenomenological Analysis of Gay, Male, First-Year College Students Attending Jesuit Catholic Institutions*

Advisor: Mary Ann Benites Kaplan

**Meaghan Elizabeth Cussen**

Dissertation: *International Emergency Medicine Program Sustainability: An Instrumental Case Study Exploring the Dynamics of IEM Program Institutionalization*

Advisor: Tracy Pascua Dea

**Roberto Jose D'Erizans IV**

Dissertation: *A Correlational Study of Standards-Based Grades, Traditional Grades, and Achievement*

Advisor: Amy Danley

**Gary A. Dahrooge**

Dissertation: *Social Exchange in Corporate Formal Mentoring: A Research Case Study Exploring the Phenomenology of How Mentors Discern Outcomes as Value-Generating*

Advisor: Rashid Mosley

**Carlin Linden Danner**

Dissertation: *How Teachers Make Sense of Students With Disabilities Using Self-Advocacy*

Advisor: Quannah Parker-McGowan

**Micki Erin Davis**

Dissertation: *Pathways to Professional Identity: A Narrative Research Exploring How Women Who Change Careers Make Sense of Their Professional Identity Using Social Identity Complexity Theory*

Advisor: Margaret Gorman

**Cynthia A. Davis-Vanloo**

Dissertation: *Underrepresentation of Teachers of Color in K-12 Classrooms: Perceiving and Navigating Racism*

Advisor: Karen Reiss Medwed

**Angela Michele Dawicki**

Dissertation: *Understanding Graduates' Experiences With a Simulator-Based Ship Handling Course Series*

Advisor: Joan Giblin

**Laura A. De Veau**

Dissertation: *What Happens to Us When We Close? An Interpretive Phenomenological Study of Mount Ida College Students' Lived Experiences After Institutional Closure*

Advisor: Joseph McNabb

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\* Charlotte, NC Student

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\*\*\*\* Silicon Valley, CA Student

**Timothy Dean**

Dissertation: *Diving in Headfirst: An Interpretive Phenomenological Analysis of the Motivating Factors of First-Time Triathletes*

Advisor: Joseph McNabb

**Carla A. DeLucia**

Dissertation: *Factors That Contribute to the Success of First-Year Students Enrolled in an Online Summer Remedial Mathematics Course at a Large Selective Research University*

Advisor: Lynda Beltz

**Gertrude Louise Denton**

Dissertation: *Teacher Capacity To Adopt and Use Student-Centered Instruction in Secondary Math Classrooms*

Advisor: Hattie Hammonds

**Kenneth Scott Derrick**

Dissertation: *Becoming the Boss: Using Schlossberg's Transition Theory To Explore New Supervisors' Transition to Supervisory Roles at a Federal Government Agency*

Advisor: William Ewell

**Roszena Shadel Devione-Bivens\***

Dissertation: *Leaders Restoring Power To Reshape Workplace Inclusion: An IPA Study Examining African American Professional Women's Identity Development As They Aspire To Attain Leadership Roles in a Southeastern Community College System*

Advisor: Margaret Gorman

**Kathleen Ann Dilks**

Dissertation: *Connections and Collaborations Enhance Graduate Student Confidence, Engagement, Success, and Satisfaction*

Advisor: Joan Giblin

**Gina DiMaggio**

Dissertation: *Creating Positive Teacher Morale Through the Teacher Evaluation Process: An IPA Analysis of Teacher Evaluation in a Public New Jersey High School*

Advisor: Corliss Thompson

**Lorraine Marie Dinnel\*\***

Dissertation: *From Boots to Books: Transition Experiences of Student Service Members*

Advisor: Mounira Morris

**Jonathan Michael Dobliz**

Dissertation: *English Language Learners and Their Perception of School Climate and Cultures: Viewpoints of Students, Parents, Teachers, and Principals*

Advisor: Melissa Parenti

**Pauline Marie Dobrowski**

Dissertation: *Senior Student Affairs Officers: A Narrative Study of Their Lived Experiences Navigating Their Roles With Multiple Stakeholder Groups During a College Closing or Merger*

Advisor: Tova Sanders

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\* Charlotte, NC Student

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\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Katherine Mitsuko Doe**

Dissertation: *Designing Learning Experiences for Leadership: An IPA Study Exploring How Alums of National Service Make Sense of Their Learning Experiences After Program Completion*

Advisor: Rashid Mosley

**Samia Rehman Dogar**

Dissertation: *The STEM Approach for Science Teacher Education in Pakistan: An Interpretative Phenomenological Analysis*

Advisor: Carolyn Bair

**Marybeth Lyn Donlan**

Dissertation: *An Interpretative Phenomenological Analysis of Family-School Partnerships in an Urban District*

Advisor: Sara Ewell

**Susan Donnellan**

Dissertation: *The Impact of Pre-Service Preparation Curriculum: Are Novice, Early Childhood Educators Prepared as Classroom Managers?*

Advisor: Kristal Clemons

**Alison Kiss Dougherty**

Dissertation: *From Reactive to Proactive: A Descriptive Case Study of Organizational Change To Institutionalize a Campus Sexual Assault Response Team (SART) at a Large Mid-Atlantic State University*

Advisors: Nancy Pawlyshyn and Elisabeth Bennett

**Jennifer Erin Dougherty**

Dissertation: *Employee Choice-to-Voice: An IPA Study Exploring Employees' Lived Experiences With Their Supervisors*

Advisor: Rashid Mosley

**Matthew Hyatt Downing**

Dissertation: *Bridging the Gap: Effective Professional Development That Assists in Technology Integration*

Advisor: Chris Unger

**Elizabeth Drolet**

Dissertation: *Creating Collaborative Inquiry Based Teams To Provide Equitable Learning Experiences Through Differentiated Instruction*

Advisor: Karen Reiss Medwed

**Jeannine Theresa Dunn**

Dissertation: *Implementing a Personalized Learning Environment and the Effects on Teaching Practices*

Advisor: Kimberly Nolan

**Jillian Kate Dunn**

Dissertation: *Compete or Complete: Understanding and Utilizing Student-Athletes' Motivation To Graduate From College*

Advisor: Kimberly Nolan

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\*\*\* Hong Kong Student

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**Michael Thomas-Zatsick Dunn**

Dissertation: *Growing Something Great Together: Leveraging a Community of Practice to Support Change Agents and New Opportunities for Students*

Advisor: Kimberly Nolan

**Susanne Rebecca Dunn**

Dissertation: *Self-Determination and Its Relationship to Intrinsic Motivation in Novice Middle School Teachers*

Advisor: Andrew Anderson

**Meagan Anne Quin Dussault**

Dissertation: *Creativity As Catalyst for Effective Education: An Interpretive Phenomenological Analysis Exploring K-12 Teachers' Experience With Theatrical Training Prior to Their Teaching Assignment*

Advisor: Patricia Mason

**James Tyler Eaton**

Dissertation: *Social Identity and Shared Governance: The Relationship Between Social Categorization, Group Identity and Faculty Participation in Institutional Decision-Making*

Advisor: Gail Matthews-DeNatale

**Michelle Elise Eckler**

Dissertation: *The Qualities of Effective Teachers in Secondary Schools in an Urban Connecticut Town*

Advisor: Kristal Clemons

**Kathleen M. Egger**

Dissertation: *The Role of Personal Ambition and Human Resource Departmental Engagement in the Advancement of Millennial Women in a Small For-Profit Company*

Advisor: Rashid Mosley

**Soyhan Egitim\*\*\***

Dissertation: *Understanding Japanese University English Teachers' Experiences as Collaborative Leaders: Engaging Learners in Teaching and Classroom Management*

Advisor: Sandy Nickel

**Andrew Michael Yoshihiko Enomoto**

Dissertation: *How Transformational Leadership Can Be Used in Japanese University Classrooms To Increase Authentic Learning, Student Motivation, and Positive Learning Outcomes*

Advisor: Hattie Hammonds

**Ella Epshteyn**

Dissertation: *From Policy to Compliance: U.S. Higher Education Faculty Concerns Over Institutional Digital Content Accessibility Policies*

Advisor: Tracy Pascua Dea

**Alistar Alexandria Erickson-Ludwig\***

Dissertation: *Chinese Student Academic Adjustment at a U.S. Graduate Business School*

Advisor: Cidhinnia Torres Campos

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Anna Louise Etienne**

Dissertation: *Curating Innovation Within Entrepreneurship Centers: An IPA Study Exploring the Entrepreneurial Learning Experiences of Center Directors*

Advisor: Margaret Gorman

**Rebecca Garland Eury\***

Dissertation: *In Pursuit of Deep Learning...: Not Just a Hunt for Grades*

Advisor: Afi Wiggins

**Seon Alexandria McLaughlin Evans\***

Dissertation: *Perceptions of Academic Personnel of Parental Involvement in Urban Charter Schools With High Minority Population*

Advisor: Elisabeth Bennett

**David Jamon Fagan**

Dissertation: *Declining Graduation Rates at For-Profit Colleges: A Qualitative Case Study Approach to Exploring Possible Causes and Solutions*

Advisor: Harvey Shapiro

**Robyn Beth Faintich**

Dissertation: *Understanding How Under-Engaged Jewish Teens Self-Articulate and Self-Express Jewish Identity and Jewish Identification*

Advisor: Sara Ewell

**Shannon Joseph Fairley-Pittman**

Dissertation: *Understanding the Motivations Behind the Success of First Generation College Students*

Advisor: Adriel Hilton

**Lars Christian Farabee\***

Dissertation: *Improving Retention of High-Achieving, Generation-Z Students at a Private, Liberal-Arts Institution*

Advisor: Joseph McNabb

**Karyn Marie Ferdella**

Dissertation: *The Role of a Restorative Justice Advisory Model in Building Strong Student-Teacher Relationships and Ensuring a Positive Entry Into High School*

Advisor: Sara Ewell

**Daniel David Fey\*\***

Dissertation: *Industry-Community College Workforce Partnerships: A Case Study*

Advisor: Afi Wiggins

**Janel Bongiorno Field**

Dissertation: *A Study of the Impact of Career Development on Nurse Engagement and Intent To Remain With the Organization*

Advisor: Joan Giblin

**Zachary Adam Fine**

Dissertation: *Examining Second Year College Student Self-Efficacy Regarding Study Skills: A Qualitative Study*

Advisor: Peg Dougherty

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**William Francis Fish Jr.**

Dissertation: *Advancing New Teacher Induction: An Interpretive Phenomenological Analysis of Beginning Teachers' Early Career Experiences and the Structures Intended To Support Them*

Advisor: Carol Young

**Maureen Fitzgerald**

Dissertation: *The Perception of Student Nurses' Progress Towards Practice Readiness in a Revised Baccalaureate Nursing Program*

Advisor: Michael Dean

**John H. Flood**

Dissertation: *Planning, Implementing and Sustaining Change: One District's Shift Towards Global Competency and the Process of Deeper Learning*

Advisor: Chris Unger

**Marah Fluharty**

Dissertation: *First-Generation Student Sense of Belonging, Stress, and Support*

Advisor: Joseph McNabb

**Catherine Forfia-Dion**

Dissertation: *Brown Girl Magic: The Experiences of Underrepresented Girls in Academically Driven Programs in the Urban High School Setting*

Advisor: Kristal Clemons

**Pamela Marie Forrester**

Dissertation: *Teachers' Perspectives and Understanding of Social Emotional Learning in an Early Elementary Suburban Public School*

Advisor: Kristal Clemons

**Timmie Ree Foster\*\***

Dissertation: *Pro-Sport Organizations and State Agency: Innovative Collaborations (Athlete-Activism)*

Advisor: Rashid Mosley

**Alison Cameron Francis**

Dissertation: *Exploring Parental Attitudes and Behaviors Towards Involvement in STEM Education: Supporting Learning Across Settings*

Advisor: Kim Nolan

**Rayna Lee Freedman**

Dissertation: *Walking the Gangplank of Professional Learning: A Case Study of Veteran Elementary Educators' Digital Professional Learning Needs*

Advisor: William Ewell

**Dawn R. Freeland**

Dissertation: *A Case Study Exploring Technological Mindfulness-Based Interventions in a Specialized School Setting*

Advisor: Patricia Mason

**Agnes Elom Gakpo**

Dissertation: *Impact of Sociocultural Factors on Gen Z's Career Pathways and Workplace Outlook*

Advisor: Chris Unger

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Jasmine Hillery Gamble-Smith**

Dissertation: *A Case Study on the Perceptions of a Past Organizational Change, With a Specific Focus on Communication During Reorganization*

Advisor: Cherese Childers-McKee

**Joshua Glen Gana\*\***

Dissertation: *Competency Development of University Dining Managers*

Advisor: Rashid Mosley

**Marissa Lorraine Garza**

Dissertation: *Understanding Leadership Barriers, Support, and Experiences for Women in Higher Education Administration*

Advisor: Carolyn Bair

**Doreen Anne Gendreau**

Dissertation: *Following Doctors' Orders: Understanding the Phenomenon of Gender-Based Harassment in Acute Care Hospitals as Experienced by Female Nurses*

Advisor: Patricia Mason

**Jacklyn Jitiam Gervais**

Dissertation: *Teachers' Perceptions and Experiences With Critical Literacy*

Advisor: Cherese Childers-McKee

**Allison Marie Gill**

Dissertation: *Senior Women in Student Affairs: Understanding the Narrative of Their Experiences as They Advanced Into Leadership*

Advisor: Mounira Morris

**Sandra Saunders Gillins**

Dissertation: *Unsilenced Voices: A Narrative Study of Parental Engagement Practices for Black Parents of Sons Being Served Under IDEA 2004*

Advisor: Melissa Parenti

**Michael John Giurlando**

Dissertation: *Response to Intervention: A Qualitative Case Study at an Urban Elementary School in New Mexico*

Advisor: Elisabeth Bennett

**Catherine A. Given**

Dissertation: *Reframing Student Learning Outcome Assessment: A Faculty Leadership Initiative Focused on Student Success in Community College Gateway Courses*

Advisor: Mary Ann Benites Kaplan

**Hillary D. Glencross**

Dissertation: *The Use of Student Motivational Factors To Influence Student Engagement in a Remote Secondary Physical Education Class*

Advisor: Karen Reiss Medwed

**Tanya Glenn-Butler**

Dissertation: *The Role of Culturally Relevant Pedagogy Perceived by High Achieving African American Students Enrolled in Special Admissions High Schools*

Advisor: Carol Young

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Stephen Lester Golden**

Dissertation: *Parental Decision-Making Process Regarding the Exposure of Infants to Smartphones for the First Time*

Advisor: Billye Sankofa Waters

**Daniel Joseph Gonzalez**

Dissertation: *Institutional Norms That Maintain Early Educators' Credentializing Requirements in Massachusetts: A Case Study*

Advisor: Andrew Anderson

**Katelyn Marie Goodington**

Dissertation: *Building Community Capacity: A Social Support Ecosystem for Educators*

Advisor: Karen Reiss Medwed

**Xuehong (Sharon) Gou**

Dissertation: *Exploring Leadership Pathways for China-Born Faculty in American Higher Education*

Advisor: Karen Reiss Medwed

**Sarah Forbes Grant**

Dissertation: *The Teacher Experience in Literacy Instruction*

Advisor: Hattie Hammonds

**Maury Jay Grebenau**

Dissertation: *Principal Socialization in Jewish Day Schools*

Advisor: Amy Swain

**Mollie Gold Greenlund**

Dissertation: *Virtual Human Resource Development in the United States Navy: A Qualitative Study of How Navy Service Members Advance Their Professional Knowledge Through Informal Learning Using Navy-Related Social Media Tools*

Advisor: Elisabeth Bennett

**Karen Griffin**

Dissertation: *High-Achieving Women Negotiating Leadership Roles in Academic Medicine*

Advisor: Carolyn Bair

**Brandon Gregg Gross**

Dissertation: *Student Organization Leader Engagement*

Advisor: Joseph McNabb

**Christopher C. Guinta**

Dissertation: *Transformational Leadership: School Climate and Teacher Morale in a Secondary School Setting*

Advisor: Kristal Clemens

**Joanne Loreen Thoroski Hamilton**

Dissertation: *Educationalist Leadership in Medical Schools*

Advisor: Elisabeth Bennett

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Shawn Lee Hammer**

Dissertation: *From a Military Career to a Civilian Career: An Interpretative Phenomenological Analysis of How Veterans Who Served in a Post-9/11 War Describe Their Career Transition*

Advisor: Sandy Nickel

**Cedric Ramond Harris**

Dissertation: *Narratives of Community College Faculty Describing Student Engagement: Building Success Through Multicultural Education*

Advisor: Corliss Thompson

**Shawn Michael Hartman**

Dissertation: *Navigating Presidential Search Amid Competing Demands in an Era of Tumult: An Action Research Report To Enhance the College Presidential Search Process*

Advisor: Chris Unger

**Laura Sprague Haug**

Dissertation: *Effects of Experiential Learning Toward Preparing for College and Career*

Advisor: Quannah Parker-McGowan

**Scott Zachary Hazan**

Dissertation: *Using the Narcissistic Personality Inventory To Predict How College Student Leaders View the Role of Followers*

Advisor: Michael Dean

**Gayle Martel Healy**

Dissertation: *The Lived Experiences of Community College Students in a Statewide Developmental Education Program*

Advisor: Lynda Beltz

**Cheryl Marie Hebert**

Dissertation: *Accelerated Reader and High School Students' Reading Self-Efficacy: A Case Study*

Advisor: Sara Ewell

**Alecia R. Heffner**

Dissertation: *Hidden Figures: Exploring the Experiences of Blacks in STEM Professions*

Advisor: Mounira Morris

**Kevin Barton Held\*\*\***

Dissertation: *Quiet in the Wings: A Narrative Exploration of High School Students' Experience With Technical Theater*

Advisor: Harvey Shapiro

**Rachael L. Helfrick**

Dissertation: *Implementing Culturally Responsive Pedagogy: Urban Teachers' Journey of Understanding an Interpretative Phenomenological Analysis*

Advisor: Kristal Clemons

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Brittany Enid Herbert**

Dissertation: *Action Research Report: The Impact of Social-Emotional Learning Through the Lens of Our Educators*

Advisor: Kim Nolan

**Amanda Jean Hersey**

Dissertation: *Training K-8 Math Coaches and Principals Together: A Descriptive Case Study of a University Math Coaching Program*

Advisor: Carol Young

**Patricia Anne Hess**

Dissertation: *A Study of Least Restrictive Environment Determination*

Advisor: Kimberly Nolan

**Brandi Rae Hicks**

Dissertation: *Resilience Qualities of Community-Based Nonprofits Amid the 2020 Disruptive Landscape: A Dissertation Exploring Stakeholders' Perceptions of Organizational Resilience Qualities That Enable Community-Based Nonprofits To Respond to Challenges as They Seek to Provide Uninterrupted Services to the Communities They Support Through an Online Questionnaire Grounded in Organizational Resilience*

Advisor: Margaret Gorman

**Brooke Lynnette Hoffman**

Dissertation: *Designing Critical Thinking Experiences in Online Courses During a Global Pandemic: A Narrative Research Study Exploring Community College Instructors' Approach to Course Design and Promoting Critical Thinking Skills*

Advisor: Margaret Gorman

**Melvin Alford Holland III**

Dissertation: *Youth Mentoring Through Otherfathering: A Case Study Exploring Adolescent African American Males' Mentor-Mentee Relationship Experiences With African American Men Acting As Otherfathers in an Urban Community-Based Mentoring Setting*

Advisor: Rashid Mosley

**James Eric Holst**

Dissertation: *Identifying Recruiting Professionals' Practices During the Resumé Evaluation Stage of the Hiring Process for Entry-Level Information Technology Positions*

Advisor: Julie Lanzillo

**Patricia Pamela Holt**

Dissertation: *Remedial Math Using Adaptive Learning Technologies: Better for Traditional, Nontraditional or Both Learner Types?*

Advisor: Michael Dean

**Lafayette Leona Hood**

Dissertation: *Hiding Behind Faith: An Interpretive Phenomenological Analysis of the Experiences of Black Student Leaders at a Catholic PWI*

Advisor: Mounira Morris

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Christina A. Hopewell-Albert**

Dissertation: *An Exploration of Student Perceptions of Multicultural Content in American Sign Language Distance Learning Courses: A Case Study*

Advisor: Hattie Hammonds

**Nathan Horton**

Dissertation: *Police Officer Meaning-Making Through the Decision To Transfer: An IPA Study Which Explores the Lived Experiences of Police Officer Turnover*

Advisor: Sandy Nickel

**Marcia Hospedales**

Dissertation: *Applying the Achieving the Dream (ATD) Model: An IPA Study Exploring the Lived Experiences of Leadership Coaches*

Advisors: Joseph McNabb and Kim Nolan

**Eric Sevan Howard**

Dissertation: *Entrepreneurial Collaboration: A Narrative Research Study Exploring Multi-Party Collaboration Practices of Fulbright Entrepreneurs in STEM Fields*

Advisor: Margaret Gorman

**Dana Michelle Huff**

Dissertation: *Teachers' Perspectives and Perceptions on Implementing Proficiency-Based Grading and Authentic Assessment*

Advisor: Cherese Childers-McKee

**Danielle Hughes**

Dissertation: *Entrepreneurial Opportunity Alertness in Small Business: A Narrative Research Study Exploring Established Small Business Founders' Experience With Opportunity Alertness in an Evolving Economic Landscape in the Southeastern United States*

Advisor: Margaret Gorman

**Meaghan Irene Hutchinson**

Dissertation: *Metacognition in Writing Instruction: How Educators Perceive Strategy Support for Students With Language-Based Learning Disabilities*

Advisor: Carol Young

**Giovanna Irizarry**

Dissertation: *Teachers' Perspectives and Play-Based Learning in Kindergarten Classrooms*

Advisor: Cherese Childers-McKee

**Ryan Ivers\***

Dissertation: *The Role of Leadership in Driving Successful Competency-Based Education Innovation in Community Colleges*

Advisor: Chris Unger

**Aisha Jackson**

Dissertation: *Exploring the Lived Experiences and Perceptions of Healthcare Counselors About Diverse Enrollment in Healthcare Programs Provided Through the Affordable Care Act*

Advisor: Nancy Pawlyshyn

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student



**Edwina Pertish Jackson\***

Dissertation: *Coordinating Healthcare in Rural Communities*

Advisor: Rashid Mosley

**Matthew James Jacobs**

Dissertation: *A Case Study on the Effect of Small Learning Community School Setting on Student Achievement in an Urban Comprehensive High School*

Advisor: Chris Unger

**Francisco Javier Jaimes**

Dissertation: *An Examination of Latino Male Undergraduate Students' Experiences Integrating Academically & Socially at Ivy League Institutions*

Advisor: Lynda Beltz

**David G. Jenkins**

Dissertation: *An Intrinsic Case Study of How Leaders at a Startup Biotechnology Organization Established a Positive Culture and High Organizational Performance*

Advisor: Elisabeth Bennett

**Philip Michael Jerome**

Dissertation: *The Importance of Contextualizing In-Service Learning Experiences for Novice Teachers in a Socioeconomically Diverse School District*

Advisor: Sara Ewell

**Daniel Arthur Jewett**

Dissertation: *A Case Study of the Perception and Use of Student Feedback in a Massachusetts K-12 Public School District*

Advisor: Kelly Conn

**Daniel Johnson**

Dissertation: *The Implementation of Florida's First Harm Reduction Institute: A Descriptive Case Study Analysis*

Advisor: Al McCready

**Nicole Johnson**

Dissertation: *The Black Female Student Experience at PWIs in New England Colleges*

Advisor: Joseph McNabb

**Bridget Marie Jones\***

Dissertation: *Experiences of Middle School Teachers Shape Family Engagement: An Interpretative Phenomenological Analysis*

Advisor: Keisha Taylor

**Jason Allan Jones**

Dissertation: *Finding Success in the Third Semester of College: An Interpretative Phenomenological Analysis*

Advisor: Corliss Thompson

**Katie L. Jones**

Dissertation: *When Novices Stay: An IPA Study of Teachers' Decisions To Return for Another Year*

Advisor: Patricia Mason

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Suzette T. Julien**

Dissertation: *A Narrative Study Exploring How Women of Color Leaders' Meaning-Making Shape Their Professional and Personal Experiences in K-12 International Schools*

Advisor: Cherese Childers-McKee

**Megan Jean Kasala-Hallinan**

Dissertation: *Schoolwide Positive Behavior Intervention and Supports in a K-5 Alternative Education Program*

Advisor: Quannah Parker-McGowan

**Michelle Lee Kearns**

Dissertation: *How Female Students Attending College Within a Predominantly Patriarchal Society Succeed: An Interpretative Phenomenological Analysis*

Advisor: Kimberly Nolan

**Sonia F. Kelly**

Dissertation: *High School Dropout: The Black & Hispanic Student Perspective on the Influence of Community Forces*

Advisor: Sara Ewell

**Norah Kerr-McCurry**

Dissertation: *The Union Makes Us Strong?: Technology Implementation in a Collective Bargaining Culture*

Advisor: Lynda Beltz

**Ilena D. Key**

Dissertation: *Understanding the Lived Experience of Faculty That Integrate Instructional Technologies Into Their Teaching: An Interpretative Phenomenological Analysis*

Advisor: Brian Bicknell

**Deborah J. Klesenski-Rispoli**

Dissertation: *Examining Conflict in the Faculty-Administrator Relationship Through a Cultural Theory Lens*

Advisor: Sandy Nickel

**Panagiota Patty Klibansky**

Dissertation: *Inner Narratives of Itinerant Art Teachers: Feelings of Connectedness and Professional Learning*

Advisor: Karen Reiss Medwed

**Amy R. Kline**

Dissertation: *Faculty Motivation in Academic Program Assessment: An Instrument Case Study on the Impact of an Inquiry-Based Process*

Advisor: Diletta Masiello

**Locksley Anthony Knibbs**

Dissertation: *Characteristics, Attributes, and Qualifications Public Institutions of Higher Education Seek in Presidential Candidates*

Advisor: Carolyn Bair

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Shirley Janelle Knowles**

Dissertation: *To Protect and Serve? Insights of Compliance and Ethics Officers Into Determining Their Role in Enforcing an Ethical Workplace*

Advisor: Lynda Beltz

**Winnie Akoth Koko**

Dissertation: *Understanding Special Needs Educators' Experiences in Using Interactive Technology To Teach Reading Comprehension to Students With Autism: An Interpretative Phenomenological Analysis*

Advisor: Kimberly Nolan

**Jenna Catherine Konyak**

Dissertation: *Creating a Customer-Informed Approach: Developing a Customer-Service Orientation in an Office of Housing and Residence Life at a Private, Liberal Arts College*

Advisor: Chris Unger

**Amy S. Korn**

Dissertation: *Supporting High School Math and Science Teachers With Universal Design for Learning Implementation*

Advisor: Afi Wiggins

**Jenn Kosses**

Dissertation: *A Case Study Analysis of Resources and Support That Encourage Enrollment of Low-Income, First-Generation, African American College Students*

Advisor: Mounira Morris

**Erin Marie Kostigen**

Dissertation: *Human Sexuality Instruction for Individuals With Autism Spectrum Disorders: A Case Study*

Advisor: William Ewell

**Randolph Stephen Kravette**

Dissertation: *Music—abilities: Narratives of Employee Engagement Through Music Listening*

Advisor: Kristal Clemons

**Dilip Vasudeo Kulkarni**

Dissertation: *Community Engagement: Missing Link in Peace and Conflict Studies*

Advisor: Gail Matthews-DeNatale

**Cristiana Alves Kunyczka**

Dissertation: *Female Indian Graduate Students in STEM: Their Perceptions of Adjustment to the United States*

Advisor: Joan Giblin

**Jennifer Rae Kusse**

Dissertation: *Subgroups, Conflict, and Leadership in Higher Education Information Technology: An Interpretative Phenomenological Analysis Exploration*

Advisor: Wendy Crocker

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Ruth Maureen Kuswardhani\*\*\***

Dissertation: *Leadership Practices Amidst the Global Pandemic: A Case Study Exploring Distributed Leadership in an International School in South East Asia*  
Advisor: Rashid Mosley

**Nicole Christine Kymissis**

Dissertation: *Moving Beyond Teaching to the Test: Policy Implementation and the Influence on Teaching Biology*  
Advisor: Patricia Mason

**Sarah Joy Kyriazis**

Dissertation: *A PLC for Digital-Age Leadership: Building District Capacity for Meaningful and Effective Technology Integration in K-12 Schools*  
Advisor: Chris Unger

**Lesley Elizabeth Lajoie**

Dissertation: *A Case Study Analysis of Phonological Awareness Strategies Aimed at Helping Students With Learning Disabilities in Foreign Language*  
Advisor: Patricia Mason

**Alicia D. LaPolla**

Dissertation: *First-Generation College Students at a Women's College and Their Sense of Belonging*  
Advisor: Paula Boyum

**Elizabeth Pamela Lapon**

Dissertation: *Impact of an Experiential Learning Middle School on the Transition to High School*  
Advisor: Amy Swain

**Beth M. Laux**

Dissertation: *From Process to Practice: Using Narrative Inquiry To Understand How Faculty Integrate Intercultural Learning Into Undergraduate Education Abroad Courses*  
Advisor: Amy Swain

**Carolyn Claire Lavalley**

Dissertation: *Advancing Pedagogy: Using Collaborative Dialogue To Improve Students' Literacy Instruction*  
Advisor: Sara Ewell

**Katherine Whitfield Lavinder**

Dissertation: *Staff Experiences With the Organizational Departure of Chief Student Affairs Officers: An Interpretative Phenomenological Analysis*  
Advisor: Sandy Nickel

**Marianne Frances Lawless**

Dissertation: *Cultivating the 21st Century Workforce: A Narrative Research Study Exploring Reflective Practice in Workplace Development Programs Within a Government Contracted American Maritime Manufacturing Trade Organization*  
Advisor: Margaret Gorman

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Hang Nguyen Tue Le\*\***

Dissertation: *Faculty Perception of Shared Governance at Vietnamese Private Universities*

Advisor: Elisabeth Bennett

**Cheryl Ann Leandro**

Dissertation: *A Case Study Examining the Activities and Experiences of Co-Teachers at Apple Valley Elementary*

Advisor: Andrew Anderson

**William Chandler LeBoeuf**

Dissertation: *Student Government Leadership Experience in the Rearview Mirror: An Investigation of the Influence of Leadership Positions Post-Graduation for Students on a Commuter Campus, an Interpretive Phenomenological Analysis*

Advisor: Sara Ewell

**Edward John Lee**

Dissertation: *A Case Study on Job Satisfaction and Retention of Air Force Interns*

Advisor: Dan Volchok

**Saekyun Harry Lee**

Dissertation: *The Relationship Between Aural Lexical Knowledge and Foreign Language Listening Proficiency*

Advisor: Chris Unger

**Thiago V. Leite**

Dissertation: *Early Identification of Literacy Deficit and Teachers' Perception of a Literacy Intervention*

Advisor: Joan Giblin

**Katherine Emily Lepley**

Dissertation: *Reading Motivation and First Grade Practitioners*

Advisor: Kimberly Nolan

**Debra J. Leven**

Dissertation: *Invisible Social Identity in the Workplace: Narrative Research Exploring How Experiences of Autistic Adults Influence Their Decision To Disclose*

Advisor: Margaret Gorman

**Crissy Dew Lewis**

Dissertation: *In Search of Honest Opponents: A Narrative Study Exploring Employees' Decisions To Speak Up*

Advisor: Margaret Gorman

**Reginald Everhart Lewis**

Dissertation: *Appreciative Advising and How It Affects the Self-Efficacy and Persistence of African American Males at a Texas Community College: An Interpretive Phenomenological Analysis*

Advisor: William Ewell

**Jay Nicholas Leyden**

Dissertation: *Summer Camp as a Risk-Modifier for Students in High-Achieving Schools*

Advisor: Patricia Mason

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*This program is for ceremonial purposes only and is not to be considered an official confirmation of degree information. It reflects only those details available at the publication deadline.*

\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Emily Angela Lian**

Dissertation: *Garnering Respect Starts From Within: Supporting Leaders in Early Childhood Education*

Advisor: Chris Unger

**Kuo-Chun Lin**

Dissertation: *Supporting International Business Students With Learning Spoken English: A Case Study of a University of Technology in Southern China*

Advisor: Kelly Conn

**Tia Brett Lites**

Dissertation: *The Influences of Black School Leadership Supporting Positive Outcomes for Black Students in Urban Schools*

Advisor: Corliss Thompson

**Elena Silvia Litescu**

Dissertation: *The Experiences of Academic Leaders in an Era of Transformation: An Interpretative Phenomenological Analysis of Leadership Effectiveness*

Advisor: Nancy Pawlyshyn

**Joel Shaun Amad Livingston**

Dissertation: *Teacher Struggles, Buy-In, & Grade Level Inconsistencies: Teachers' & Administrators' Perceptions on Restorative Justice Implementation*

Advisor: Corliss Thompson

**Kristin Karam Lizotte**

Dissertation: *The Implementation of a Scripted Literacy Program by Elementary School Teachers: An Interpretive Phenomenological Analysis Examining Curricular Decision-Making While Teaching Reading*

Advisor: Andrew Anderson

**Edward Patrick Lombardi Jr.**

Dissertation: *"It's More Than a School; It's an Ideal": How One High School Changed Higher Education Outcomes for Its Low Socioeconomic Status Latinx Students*

Advisor: Chris Unger

**Alison Mary Crosby Lucas**

Dissertation: *What Works & For Who? An Analysis of the Impact of an Online Application To Increase Parent Involvement at the High School Level*

Advisor: Joan Giblin

**Rachel Goldfarb Lyke**

Dissertation: *Examining How Full-Time and Part-Time Faculty Make Sense of Their Professional Experiences With, and Relationship to, Each Other as Faculty Members at the Same Community College*

Advisor: Ricardo Valdez

**Katherine N. Lynch**

Dissertation: *Financial Aid Award Notification Design: Understanding Student Social and Cultural Capital To Improve Transparency of College Costs*

Advisor: Adriel Hilton

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Gary Ramon Lyon**

Dissertation: *Making a Difference Inside-Out: A Descriptive Case Study of Nonprofit Organization Members' Social Identity As It Seeks to Foster an Inclusive Workplace*

Advisor: Rashid Mosley

**William Karl Lyon**

Dissertation: *Mission Accomplished? How Faith-Based Schools' Missions Inform and Influence Their Operations*

Advisor: Chris Unger

**Ka Po Mak**

Dissertation: *Experience of Nurse Educators With High-Fidelity Simulation in Nursing Education: A Narrative Inquiry*

Advisor: Kelly Conn

**Crystal Maldonado**

Dissertation: *Developing a Sense of Belonging: Examining Experiences of First-Generation College Students in Fraternities or Sororities*

Advisor: Joseph McNabb

**Maureen Manning**

Dissertation: *Student Perspectives on High School Short-Term Study Abroad: The Impact of Intercultural Competence*

Advisor: Sara Ewell

**Matthew James Mare**

Dissertation: *Exploring the Efficacy of Mindfulness on Regulating the Emotional State of Middle School Students During the High-Stakes Testing Era*

Advisor: Kimberly Nolan

**Craig Joseph Maslowsky**

Dissertation: *A Narrative Inquiry Into the Lived Experience of Online Bachelor's Degree Student Dropouts*

Advisor: William Ewell

**Robert Paul Mason**

Dissertation: *Educational Second Chance: A Study of Successful Male College Students Who Had Formerly Not Completed High School*

Advisor: Joseph McNabb

**Deborah Mauristhene**

Dissertation: *The Experiences of Millennials as University Administrative Staff*

Advisor: Melissa Parenti

**Joseph M. McDonald**

Dissertation: *Persistence Experience of Nontraditional Students*

Advisor: Paula Boyum

**Amy Beth McDowell**

Dissertation: *When Developmentally Appropriate Practices Meet Standards-Based Education*

Advisor: Sara Ewell

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Patrick T. McKinney**

Dissertation: *Innovation in an Educational Ecosystem: A Narrative Research Study Exploring Entrepreneurial Educators' Experiences Changing Established Approaches as They Adapt to Evolving Needs Within Their School Districts*  
Advisor: Margaret Gorman

**Cornelia Alicia Meeks**

Dissertation: *Cracking the Stained-Glass Ceiling: Leadership Experiences of Black Clergywomen in the Black Church*  
Advisor: Carolyn Bair

**Saghir Munir Mehar\*\*\***

Dissertation: *Bridging the Growing Disjunction Between Legal Education and Practice in Pakistan*  
Advisor: Cornelius Hourihan

**Caryn Meirs**

Dissertation: *Understanding How the Spatial Reasoning Perceptions of Secondary Earth Science Teachers Informs Instruction*  
Advisor: Karen Reiss Medwed

**Parisa Meisami**

Dissertation: *The Impact of Online Learning on the Success of Nontraditional Undergraduate Students in Low-Level Mathematics Courses*  
Advisor: Wendy Crocker

**Abby Marie Meszaros**

Dissertation: *The Pursuit of Excellence: A Narrative Study Exploring the Life Stories of Student Affairs Positive Leaders*  
Advisor: Dan Volchok

**Kendra Joy Millay**

Dissertation: *First-Generation Law Students' Perceptions of Their Undergraduate Academic Advising Experiences: An Interpretive Phenomenological Analysis*  
Advisor: Mounira Morris

**Sharyne A. Miller**

Dissertation: *A Case Study of a Higher Education IT Department Adopting Public Cloud Computing*  
Advisor: Shannon Alpert

**Michael Robert Moore**

Dissertation: *Inclusive Access Course Materials: The Impact on Student Outcomes*  
Advisor: Carolyn Bair

**Rochelle Moore**

Dissertation: *Faculty-Led Student Advising Model: A Case Study on How Faculty Make Sense of Their Role in the Academic Advising Process*  
Advisor: Sandy Nickel

**Tokea Andebrhan Morales**

Dissertation: *The Quest for Innovation: Learning Systems and Innovativeness Within a Global Staffing Organization*  
Advisor: Margaret Gorman

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student



**Marie Morse**

Dissertation: *A Turnaround Network*

Advisor: Chris Unger

**Matthew Casey Morse**

Dissertation: *Making a Difference Through Collaboration: A Case Study Exploring Cross-Functional Collaboration Within an Urban High School in the Northeastern United States*

Advisor: Margaret Gorman

**Amanda Mudlock**

Dissertation: *Fostering a Learning Culture With a Remote Team*

Advisor: Rashid Mosley

**John Patrick Muldoon**

Dissertation: *Educational Resiliency in the Era of COVID-19*

Advisor: Margaret Gorman

**Korie Munley**

Dissertation: *Effectiveness of an Online Career Development Course Versus Its Face-to-Face Counterpart on Career Decision Self-Efficacy*

Advisor: Michael Dean

**Rebecca Marie Murphy**

Dissertation: *Examining the Impact of International Credential Evaluation on Socioeconomic Development for New Americans*

Advisor: William Ewell

**Camila Lertora Nardoizzi**

Dissertation: *Examining First-Generation College Students' Pathways to International Education at an Ivy League University*

Advisor: Joseph McNabb

**David Francis Neisen**

Dissertation: *Retail Manager Decision-Making During Crisis*

Advisor: Harvey Shapiro

**Adina Nadine Nichols**

Dissertation: *Adapting to the Agile Workplace: A Descriptive Case Study on the Role of Corporate MOOCs in Organizational Learning Processes*

Advisor: Tova Sanders

**Fawzi S. Nicolas**

Dissertation: *High School Students' Experience With Anxiety Towards Arabic Quizzes and Exams*

Advisor: Lynda Beltz

**Katelyn Anne Nicolay**

Dissertation: *How Does Simulation Learning Contribute to the Development of Critical Thinking Skills in Athletic Training Students?*

Advisor: Kimberly Nolan

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Katherine M. Petitpas Nolin**

Dissertation: *An Instrumental Case Study in Instructional Design: Integrating Digital Media Objects in Alignment With Curriculum Content in the Online Higher Education Course*

Advisor: Afi Wiggins

**Maril V. Nunez**

Dissertation: *Social Entrepreneurial Leadership: A Case Study Exploring the Leadership Actions of a Social Entrepreneurial Venture During Its Startup Phase*

Advisor: Margaret Gorman

**Rhoda Elisa Nunez-Donnelly**

Dissertation: *Teacher's Transformative Learning Experiences in a Cultural Proficiency Professional Development Program*

Advisor: Melissa Parenti

**Kenneth A. O'Konis**

Dissertation: *Exploring Latina Students' Success in Science at an All-Female University*

Advisor: Joseph McNabb

**Victoria E.H. O'Malley**

Dissertation: *Promises to Keep: How Institutional Brand Aligns With the Adult Learner Experience*

Advisor: Sean Gallagher

**Joyce O'Reilly**

Dissertation: *The Effects of Online Substance Use Disorder Education on Nurses' Knowledge, Confidence, and Attitude Toward Patients With Substance Use Disorder*

Advisor: Patricia Mason

**Kent Wade Oliver**

Dissertation: *Student-Centeredness and the Academic Department Chair: An Interpretive Phenomenological Analysis*

Advisor: Kimberly Nolan

**Emily Gall Orillon\*\***

Dissertation: *Post-Crisis Educational Journeys: Student Perception of School Life in the Context of Education in Emergencies*

Advisor: Quannah Parker-McGowan

**Evelyn Ortega**

Dissertation: *An Examination of Black Male Student Retention and Persistence Experiences at a Minority-Serving Institution*

Advisor: Mary Ann Benites Kaplan

**Adaora Ndidiamaka Otiji-Spizler**

Dissertation: *Cross-Generational Collaboration in the Workplace: A Study of Millennial Generation Collaboration Preferences in a Government Agency*

Advisor: Rashid Mosley

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Danielle Frances Ouillette**

Dissertation: *Understanding Elementary Teachers' Perceptions of Students of Color and Low Socioeconomic Status Students*

Advisor: Quannah Parker-McGowan

**Amanda Burns Packard**

Dissertation: *Managing Emotions: Teachers Use of Emotional Intelligence*

Advisor: Peg Dougherty

**Julie J. Padilla**

Dissertation: *At-Risk Youth and Service-Learning: Understanding Student Experiences*

Advisor: Kimberly Nolan

**Danielle Pagliuca**

Dissertation: *The Impact of the Unplanned Transition to Remote Work and How To Support Managers in This Transition*

Advisor: Chris Unger

**Michael George Patterson**

Dissertation: *Transition and Belonging for Lateral Transfer Students Commuting to Campus: An Interpretive Phenomenological Analysis*

Advisor: Thomas Wylie

**Karen Gwen Pearson**

Dissertation: *Teaching Visual Art With the Brain in Mind*

Advisor: Mounira Morris

**Terence L. Peavy**

Dissertation: *An Interpretive Phenomenological Analysis of Expert Leadership of Nontraditional Presidents With Prior Nonacademic Administrative Roles at American Bachelor's Colleges*

Advisor: Sandy Nickel

**Marcia Jeanine Pecot**

Dissertation: *The Individual Lived Experiences of High School Students and Their Association With Garden-Based Learning Activities at an Urban Private School*

Advisor: Quannah Parker-McGowan

**Jamilyn Hinton Penn\*\***

Dissertation: *Narratives of Community College Academic Deans: Challenges With Culturally Responsive Leadership on Behalf of Black and Latino Students*

Advisor: Corliss Thompson

**Robert Seagrave Perry IV**

Dissertation: *A Case Study About a Student-Centered Grassroots Organization: The Providence Student Union and Participatory Politics*

Advisor: Corliss Thompson

**Stephen Victor Peters**

Dissertation: *Is Anybody Listening? Black Fathers' Historical Learning Experiences and Their Impact on the Development of Children's Learning Life*

Advisor: William Ewell

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Suzanne Peters**

Dissertation: *Understanding How Student-Led Conferences Support Culturally and Linguistically Diverse Families: An Interpretive Phenomenological Analysis*

Advisor: Carol Young

**Tara Danielle Peterson\***

Dissertation: *Embracing Gender Affirmative Models in Patient-Centered Care: A Narrative Research Study Exploring Culturally Competent Health Care Practices of Athletic Trainers Who Have Delivered Care to Transgender and Gender Nonconforming Patients*

Advisor: Tova Sanders

**Stephanie J. Petricone**

Dissertation: *Enhancing Teacher Foresight: A Qualitative Exploration Into Educator Capacity to Proactively Solve Students' Academic Challenges in the Response to Intervention (RTI) Framework*

Advisor: Sara Ewell

**Armineh Petrossian**

Dissertation: *Multilingualism and Global Education on the Development of Cross-Cultural Intelligence for Students at International Schools*

Advisor: Cherese Childers-McKee

**Lula Evelyn Petty-Edwards**

Dissertation: *Overcoming Experiences Supporting Educational Achievement Among African American Students in the Rural Segregated South of the 1950s and 1960s*

Advisor: William Ewell

**Lisa Ellen Piccolo**

Dissertation: *Exploring the Evolving Role of the Higher Education President: A Case Study*

Advisor: Shannon Alpert

**Jeff Pierce**

Dissertation: *Emerging Leadership Practices: A Narrative Research Study of Organizational Development Professionals' Reflective Practices in the Digital Era*

Advisor: Margaret Gorman

**Michael Andrew Pinnock**

Dissertation: *Any Port in a Storm: How African American Men Use Relationships to Navigate Corporate America*

Advisor: Adriel Hilton

**Maricla Pirozzi**

Dissertation: *The College Experience for Students With ADHD*

Advisor: Joseph McNabb

**Lindsey Elizabeth Plewa**

Dissertation: *Understanding and Responding to Career Counseling Needs of Chinese International Graduate Students*

Advisor: Joan Giblin

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Taylor Hutchinson Plumblee**

Dissertation: *Lessons Learned: An IPA Study of Administrators', Instructional Coaches', and Teachers' Experiences With 1:1 Implementation at a Southeastern United States Urban High School*

Advisor: Hattie Hammonds

**Matthew N. Polk**

Dissertation: *Building a Foundation for Social Innovation: A Descriptive Case Study Examining How Entrepreneurial Educators Creatively Navigate Innovative Music Education Programs for K-12 U.S. Students*

Advisor: Corliss Thompson

**Michael Lee Potter\*\***

Dissertation: *The Concurrence of Colleges and Universities Conferring Baccalaureate Degrees: A Case Study of Washington State*

Advisor: William Ewell

**Lauren Catherine Pouchak**

Dissertation: *Development of Cultural Agility in High Achieving Emerging Adults: The Evaluation of a Short-Term Study Abroad Experience*

Advisor: Lindsay Portnoy

**Soi Chong Powell**

Dissertation: *Maker Education Initiators and Innovators*

Advisor: Kelly Conn

**Devin Ray Pratt**

Dissertation: *Understanding the Impact of Collaboration on Group Learning on an International School Teaching Team*

Advisor: Rashid Mosley

**Lesley Travers Pratt**

Dissertation: *Mindfulness Meditation Persistence Motivation: A Case Study at a Workplace Program*

Advisor: Wendy Crocker

**Francois Andre Prizinski\***

Dissertation: *The Impact of Coaching in Physical Therapy Residency on the Mentor and Resident for the Development of Clinical Reflection and Reasoning Skills*

Advisor: Rashid Mosley

**Priscilla Eileen Prodromo**

Dissertation: *The Shift to Restorative Circles in One Urban Middle School: An Exploration of Implementation and Student Perception*

Advisor: Cherese Childers-McKee

**Joseph Phillip Pumphrey**

Dissertation: *The Impact on Special Education Personnel When Provided With Training and a Model of Instruction to Teach Self-Determination Skills to Students With Autism Spectrum Disorder (ASD)*

Advisor: William Ewell

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Lily Elena Rabinoff-Goldman**

Dissertation: *Instructional Leadership, Professional Learning Communities, and Adolescent Empathy Development*

Advisor: Chris Unger

**Ali Reza Rajabzadeh\*\***

Dissertation: *Human Resource System in the 2020 Disruptive Landscape: A Narrative Research Exploring Human Resource Practitioners Designs Decisions Around Priorities Policies and Practices Amidst Social & Economic Crisis and the COVID-19 Global Pandemic*

Advisor: Margaret Gorman

**Kristin Beth Re**

Dissertation: *A Narrative Study Examining the Voices of Former Pregnant and Parenting Students Who Have Graduated From an Alternative High School*

Advisor: Karen Reiss Medwed

**Angel Bravo Reyna\*\***

Dissertation: *California Community College's "Vision for Success": Intended Outcomes and Challenges According to the Perceptions of Chancellors and College Presidents*

Advisor: Chris Unger

**Thomas Christopher Reynolds**

Dissertation: *How Adjunct Faculty Understand and Apply Learner-Centered Pedagogy*

Advisor: Joseph McNabb

**Yaser Rezk**

Dissertation: *Promoting Students' Learning Through Constructive Feedback Strategies*

Advisor: Lynda Beltz

**Susan Germaine Riegler**

Dissertation: *Understanding the Experience of Time at Work: An IPA Study in a Higher Education Setting*

Advisor: Jermaine Williams

**Celestia Kaie Riggs**

Dissertation: *The Relationship Between School Counselors' Self-Advocacy Skills and the Implementation Level of Comprehensive School Counseling Programs*

Advisor: Al McCready

**Lindsey Dick Riter**

Dissertation: *Entrepreneurial Educators: A Narrative Study Examining Professional Transition Experiences of Educators Who Have Experimented With the Launching of an Educational Activity*

Advisor: Margaret Gorman

**Sarah Victoria Ritz Swain**

Dissertation: *Principles of Effective Practice: A Case Study of Creativity in Art Education*

Advisor: Gail Matthews-DeNatale

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Nancy Elizabeth Blinn Robbie**

Dissertation: *A Narrative Inquiry Study on How Online Adult Learners Experience Teaching Presence*

Advisor: Wendy Crocker

**Shannon Marie Robinson**

Dissertation: *Leadership Journeys of Women in Nordic Higher Education: A Narrative Research Study Exploring Leadership Development Experiences Through Narrative Inquiry*

Advisor: Afi Wiggins

**Tameka Lynnette Rodney**

Dissertation: *Intentionality in Facilitating Shifts Towards Equity: An Intrinsic Case Study of Instructional Leaders Supporting Implementation of Culturally Responsive Teaching*

Advisor: Corliss Thompson

**Diana Rodriguez**

Dissertation: *The Variation of New Teacher Experiences with STAAR*

Advisor: Mounira Morris

**Lisa Marie Roe**

Dissertation: *Graduate Service-Learning Experiences and Career Preparation: An Exploration of Student Perceptions*

Advisor: Lynda Beltz

**Terrence Lavor Rogers**

Dissertation: *Restoring the Village: The Impact of Community Support on African American Males' Academic Success*

Advisor: Harvey Shapiro

**Hannah Elizabeth Rohner**

Dissertation: *Making the Grade: One School's Experience Implementing Proficiency-Based Grading*

Advisor: Carol Young

**Elizabeth Gragg Rokowski**

Dissertation: *Understanding the Complexities of the IEP Goal Writing Process: A Case Study of Special Education Teachers*

Advisor: Cherese Childers-McKee

**Esther Yuniarsih Siagian Rosbrook**

Dissertation: *Understanding the Lived Intercultural Experiences of International Black African Students at a Predominantly White Liberal Arts University in Upstate New York*

Advisor: Amy Danley

**Kathleen Michelle Ross**

Dissertation: *Online Students' Experiences With Virtual Reality: An Interpretative Phenomenological Analysis*

Advisor: Carolyn Bair

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Sophia Angela Russell**

Dissertation: *Preparing Graduate Learners: A Narrative Study Investigating the Social Learning Environment of Online Education From the Perspective of South Florida Graduate Students Majoring in Education Who Have Immigrated to the United States From the Caribbean and Are Enrolled in an Online Graduate Program*  
Advisor: Tova Sanders

**Field Chakudzidwa Ruwe**

Dissertation: *Demystifying African American Entrepreneurial Gap: A Phenomenological Approach*  
Advisor: Adriel Hilton

**John Joseph Salmon**

Dissertation: *A Case Study: Administrators and the Implementation of Team-Teaching in Grades 3-8*  
Advisor: Peg Dougherty

**Yana A. Samuel**

Dissertation: *Pathways of Female Resilience! A Qualitative Study Exploring the Experiences of Women Computer Science Students at Three Top Ranked Universities*  
Advisor: Karen Reiss Medwed

**Michelle Andrea Samuels-Jones\***

Dissertation: *An Exploration of Career Decidedness in Third-Year First-Generation Undergraduate Students at a Small Private Midwest College*  
Advisor: Dan Volchok

**Sharon Ann Santucci\*\***

Dissertation: *An Interpretative Phenomenological Analysis of Young Women's Journeys Towards a STEM Major: Environment, Interactions, Relevancy*  
Advisor: Corliss Thompson

**James Michael Sarazen**

Dissertation: *Building Organizational Capacity Framework Applied to Academic Spin-Off Creation*  
Advisor: Gail Matthews-DeNatale

**Samantha L. Sarli**

Dissertation: *Open Choice Program: Helping or Hurting in the Long Run?*  
Advisor: Quannah Parker-McGowan

**Alicia Sartori**

Dissertation: *Understanding How Domestic Students Value International Students in the Context of an Internationalized Campus*  
Advisor: Dan Volchok

**Lila Anna Hiers Sauls**

Dissertation: *Bias Against Women in Leadership Specific to the Nonprofit Sector in the Midlands of South Carolina*  
Advisor: Karen Reiss Medwed

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student



**Natascha Faye Saunders**

Dissertation: *Krumboltz, Career Decision-Making, and METCO: A Portraiture Study Among Alumni*

Advisor: Shannon Alpert

**Kenneth Adam Sawka**

Dissertation: *Balancing Strategic Organizational Change and the Sustainability of Iconic Leader Vision*

Advisor: Harvey Shapiro

**David Delmar Schaal**

Dissertation: *Meaning and Mindfulness: An IPA Exploration Into the Meaning-Making Experience of Student Learners After Practicing Mindfulness Exercises*

Advisor: Rashid Mosley

**Christine Rosanne Schepeler**

Dissertation: *Supporting Preservice Teachers of Color*

Advisor: Cherese Childers-McKee

**Stephanie Jean Scordia**

Dissertation: *All Together Now: A Qualitative Analysis of Faculty Perceptions of Administrators' Leadership Behavior*

Advisor: Lynda Beltz

**Daniela Sebova\***

Dissertation: *Understanding the "What" and the "How" of Developing Future Leaders in Global Organizations: An Instrumental Case Study of a First-Level Leader Development Program in a Large Global Organization*

Advisor: Al McCready

**Marie Gabrielle Segares**

Dissertation: *Artisan Microentrepreneurial Opportunity Alertness: A Narrative Research Study Exploring the Creative Process During a Disruptive Crisis*

Advisor: Margaret Gorman

**Matthew Peter Shannon**

Dissertation: *Understanding How Millennial Teachers Make Sense of Educational Leadership Exhibited by Administration*

Advisor: Quannah Parker-McGowan

**Stephanie Lynn Tyrrell Shayne**

Dissertation: *An Exploration of Adjunct Faculty Experiences*

Advisor: Brian Bicknell

**Heather Mary Sherman**

Dissertation: *Cultivating Social and Emotional Skills in Adolescence in Relation to First-Year College Student Success*

Advisor: Carolyn Bair

**Rebecca Lynn Simon**

Dissertation: *Using a Faculty Community of Practice to Support College Students With Mental Health Needs*

Advisor: Adriel Hilton

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Meghan Catherine Singh**

Dissertation: *Collaborative Practices Between School Psychologists and ELL Teams to Support Students With a Suspected Disability: A Case Study Before and Beyond COVID-19*

Advisor: Margaret Gorman

**Kelly Ayn Singleton**

Dissertation: *Adolescence Through the Pages: Young Adult Novels as a Lens for Social and Emotional Growth in High School Students*

Advisor: Lindsay Portnoy

**Jennifer Ann Slattery**

Dissertation: *Incivility and Local Governance: An Investigation of Municipal Leaders' Experience of Workplace Incivility*

Advisor: Patricia Mason

**Jennifer Ann Smith**

Dissertation: *Culturally Responsive School Leadership in Military-Connected Schools: A Single Instrumental Case Study*

Advisor: Andrew Anderson

**Joseph Smith**

Dissertation: *The Racial Encounters of Black Male Principals Who Lead Predominately White K-12 Public Schools in the Commonwealth of Massachusetts*

Advisor: Billye Sankofa Waters

**Darlene Annette Snider\*\***

Dissertation: *The Solo Journey: The Lived Experiences of First-Generation Community College Students From Immigrant Backgrounds*

Advisor: William Ewell

**Marling Sone**

Dissertation: *Support Structures: Perspectives of Single Mother Graduates Who Received Public Assistance While Pursuing Their Degree*

Advisor: Sandy Nickel

**Tanya Sorenson\*\***

Dissertation: *Contextualizing College-Level English Composition Courses: A Study of Students' Perceptions*

Advisor: Mounira Morris

**Tiffany Spann Casey**

Dissertation: *The Effectiveness of Alternative Routes to Teacher Certification*

Advisor: Kristal Clemons

**William Edward Ssebuwufu**

Dissertation: *The American Experience: An Interpretative Phenomenological Analysis of How African International Students Make Meaning of Their Experiences in the U.S. Universities*

Advisor: Cherese Childers-McKee

**Dawn Marie St. Germain**

Dissertation: *Elementary Educator Job Satisfaction in the Age of Accountability*

Advisor: Monica Savoy

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Lucy M. Stamp**

Dissertation: *Neurodivergent Learners' Career Identity Development: A Narrative Study Investigating the Lived Experiences of a Cohort of Neurodivergent Learners*

Advisor: Tova Sanders

**Jennifer Lea Stanton**

Dissertation: *An Interpretive Phenomenological Analysis of Community College Faculty Experience Teaching Students With Disabilities*

Advisor: Corliss Thompson

**Mark Allen Staples**

Dissertation: *Understanding the Stories of University IT Leaders and Their Pursuit to Maximize Institutional Technology Investments in a Time of Rapid, at Times Disruptive, Technological Advancement Pre- and Post-Pandemic*

Advisor: Harvey Shapiro

**Kevin James Stensberg**

Dissertation: *Cultural Dexterity: An Action Research Study of Western Expatriate Student Affairs Professionals on the Arabian Peninsula*

Advisor: Melissa Parenti

**Morgan Ann Stevens**

Dissertation: *Teacher Experiences With Technology Initiatives and Understandings*

Advisor: Karen Reiss Medwed

**Amy M. Stratman**

Dissertation: *Teacher Activist Identity: An Interpretative Phenomenological Analysis*

Advisor: Sara Ewell

**Jennielle Médica Strother**

Dissertation: *Leading Change at Private, 4-Year, Faith-Based, Hispanic-Serving Institutions: An Interpretative Phenomenological Analysis of How Higher Education Leaders Make Sense of Shifting Campus Culture and Institutional Identity*

Advisor: Nancy Pawlyshyn

**Celeca Angelique Sukra**

Dissertation: *Black Students Making Sense of the Flipped Learning Method in an Urban High School: An Interpretative Phenomenological Analysis*

Advisor: Billye Sankofa Waters

**Jennifer Lynn Granger Sullivan**

Dissertation: *The Impact of Orientation Programs on New Student Engagement and Transition*

Advisor: Paula Boyum

**Jean Marie Supel**

Dissertation: *Factors Promoting Early Interest and Preparation in Math and Science Among Underresourced Students: Differences Between Those Who Are Interested in and Prepared in Third Grade and Those Who Are Not*

Advisor: Patricia Mason

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Khanh Lam Ly Hoang Tao**

Dissertation: *Metacognition and First-Year College Success: Understanding the Experiences of the Underrepresented in STEM*

Advisor: Tracy Pascua Dea

**Kareem Amean Tatum**

Dissertation: *Lessons From an Urban Underperforming Turnaround School*

Advisor: Wendy Crocker

**Jeffrey A. Taylor**

Dissertation: *Innovative Practices in Leading Technological Change: A Narrative Research Study Exploring How School Leaders Understand Change Ambivalence on Sustaining Innovation*

Advisor: Corliss Thompson

**Brooke Shinnamon Tempesta**

Dissertation: *An Exploration of the Motivation of Health Professionals Who Completed a Master of Bioethics at Mid-Career*

Advisor: Joseph McNabb

**John Thomas Tennett Jr.**

Dissertation: *Teachers as Leaders: Empowering Teachers to Lead Instructional Change*

Advisor: Patricia Mason

**Fantasia Andrea Thorne-Ortiz**

Dissertation: *Working Together: A Narrative Inquiry Study Exploring Ongoing Collaborations Between College Librarians and Faculty*

Advisor: Rashid Mosley

**Nathan Hedges Thorsteinson**

Dissertation: *Creativity: A Case Study of 4th and 5th Grade Teachers' Perceptions*

Advisor: Peg Dougherty

**Lisa Jacquilina Tison-Thomas**

Dissertation: *Succession Planning: Facilitating Leadership Succession in Response to the Retirement of Presidential Leadership*

Advisor: Shannon Alpert

**Felicia Somon Tittle**

Dissertation: *Is a Fit To Be Found*

Advisor: Karen Reiss Medwed

**Claudia Tobar**

Dissertation: *Towards the Advancement of Teaching and Learning: An Innovative Approach to Faculty Development*

Advisor: Tova Sanders

**Christopher James Toher**

Dissertation: *A Quantitative Study Examining Self-Regulated Learning in Undergraduate Organic-Chemistry I Students at a Private, New England-Based University*

Advisor: Margaret Gorman

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Rachel L. Toncelli**

Dissertation: *Engaging Self, Story, and Community To Disrupt Cultural Deficit Thinking: A Post-Structural Narrative Inquiry of Teacher Experiences in TESOL Preparation*

Advisor: Amy Swain

**Annie Nguyen Tran**

Dissertation: *Teachers' Perspectives on the Impact of the Middle-to-High School Transition for Students With Disabilities*

Advisor: Lindsay Portnoy

**Alice Tsui\*\*\***

Dissertation: *The Sensemaking of Professional Freelancers in the Gig Economy: A Case Study of Production Professionals at a Hong Kong Performing Arts Enterprise*

Advisor: Tova Sanders

**Lai Fun Maggie Tsung\*\*\***

Dissertation: *Transformational Leadership and Trust Building in a Hong Kong Primary School: A Case Study*

Advisor: Lynda Beltz

**Yat Ngok Rocky Tung\*\*\***

Dissertation: *The Use of Technology-Enabled Human Capital Management Tools in the Practices of Hiring, Developing, Managing, and Retaining Talent: Experiences of Top Management of Large Multinational Corporations in Hong Kong*

Advisor: Kelly Conn

**Jennifer Elaine Turner**

Dissertation: *A Culture Harmed: Restorative Justice Practices to Address Damaged Relationships and Racial Tensions Amongst Staff in a Suburban Elementary School*

Advisor: Karen Reiss Medwed

**Michael A. Urmeneta**

Dissertation: *Seeing the Unseen: An Action Research Study of First-Generation College Student Persistence at a Mid-Size Private Institution in the Northeast*

Advisor: Joseph McNabb

**Amy Boyne Valente**

Dissertation: *Back on the Career Path: A Qualitative Study of Employment Transitions for Women Who Take a Career Break and Their Re-Entry Experiences*

Advisor: Tova Sanders

**Leila De Castro Valoura**

Dissertation: *Cross-Cultural Learning: Surfing the Highs and Lows of U.S. Expatriates' Work Experience in Brazil*

Advisor: Shannon Alpert

**Elisa Marie Van Kirk**

Dissertation: *A Narrative Inquiry Study of the Leadership Pathways of NCAA Division III Female Collegiate Athletic Administrators*

Advisor: Nancy Pawlyshyn

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Montana Miguelina Vasquez-Grinnell**

Dissertation: *Persistence of Vision: Factors Influencing the Retention of Women of Color in STEM Programs*

Advisor: Quannah Parker-McGowan

**Christopher John Vasta Sr.**

Dissertation: *A Specialized Adolescent Program: The Impact on Future Decision-Making and the Development of Strong Ethical Leaders: A Case Study*

Advisor: Peg Dougherty

**Erika V. Vega**

Dissertation: *An Exploration of the Role of Student Leadership in the Persistence, Retention, and Graduation of Latina Community College Students*

Advisor: Thomas Wylie

**Kayla Michelle Velasquez\*\***

Dissertation: *Developing More Effective Models of Teacher Professional Learning*

Advisor: Kimberly Nolan

**Matthew Eric Vialva**

Dissertation: *Bold Aspiring Leaders Reshaping What It Is To Lead: Interpretative Phenomenological Analysis of Midcareer Leadership Reflections in the New Decade*

Advisor: Margaret Gorman

**Nicole Videla**

Dissertation: *Exploring Collegiate Career Development Experiences of Educational Opportunity Fund (EOF) Alumni*

Advisor: Dan Volchok

**Vanessa Veronica Villavicencio**

Dissertation: *Reflective Practice: Exploring Counseling Interns' Reflection in Nonprofit Community Mental Health Setting*

Advisor: Chris Unger

**Elizabeth Lopes Viveiros**

Dissertation: *Closing the Achievement Gap: A Case Study of Organizational Change and the Successful Implementation of a Multi-Tiered System of Supports Framework*

Advisor: Sara Ewell

**Andreas Von Der Heydt\*\***

Dissertation: *An In-House Coaching Model and Implementation Plan to Onboard and Integrate New Employees More Successfully With Managers as Coaches*

Advisor: Kim Nolan

**Peter Jackson Wadja**

Dissertation: *Perspectives of Teachers and Key Educational Stakeholders on Basic Education Policy Formulation Processes in Ghana: A Qualitative Evidence From One District*

Advisor: Jennifer Qian

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Laura Margaret Walker-Andrews\***

Dissertation: *In Pursuit of Access: Community College Student Engagement in Career Counseling Services*

Advisor: Joan Giblin

**Jeremy Robert Walter\*\***

Dissertation: *The Impact International Student Diversity Has on the Academic and Social Experiences of Chinese International Graduate Students: A Phenomenological Study*

Advisor: Lynda Beltz

**Song Wang\*\*\***

Dissertation: *Recollected Experiences of Chinese Students Who Study in the U.K. in a Pathway*

Advisor: Lynda Beltz

**Taryn C. Weinstein**

Dissertation: *Audacious Hope: A Qualitative Analysis of Medical Student Resiliency*

Advisor: William Ewell

**Eric Robert Weiss**

Dissertation: *Physics First and Student STEM Career Interest: A Mixed Methods Study*

Advisor: Lindsay Portnoy

**Annamarie Theresa Wellington**

Dissertation: *Retaining Teachers in High Attrition Urban Schools: An Interpretative Phenomenological Analysis*

Advisor: Kimberly Nolan

**Samuel Wells**

Dissertation: *Vision Matters: Exploring the Architecture and Role of Perceptual Frames on the Tuition Reset Decision Process at a Private, Nonprofit U.S. College*

Advisor: Joan Giblin

**Dena O'Hara Whipple**

Dissertation: *Women in Command: The Community College Chief Academic Officer*

Advisor: Lynda Beltz

**Robert Edward Whittaker**

Dissertation: *Leadership for the Public Good: A Study of an Education-Oriented Tri-Sector Collaboration*

Advisor: Elisabeth Bennett

**Ellen Amakua Whitworth\***

Dissertation: *Social, Cultural, Economic, and Academic Factors Impacting the Attrition of Graduate Students in a Historically Black University*

Advisor: Carolyn Bair

**Melissa Anne Widmann\*\***

Dissertation: *Shifts in Educator Attitudes That Lead to Adaptive Expertise and Change Agency in Education*

Advisor: Joan Giblin

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Amanda Elizabeth Wild**

Dissertation: *Inclusive Outcomes: How One School Created a More Inclusive Program for Students With Emotional and Behavioral Disorders*

Advisor: William Ewell

**Nicole Marie Willard**

Dissertation: *Join the Club: An Action Research Study About a Virtual Professional Development Book Club*

Advisor: Cherese Childers-McKee

**Michael Robert Williams**

Dissertation: *#Amimanenough: Black Male Masculine Identity Development in the Digital Landscape of Twitter*

Advisor: Adriel Hilton

**Misty Ellen Wilson\***

Dissertation: *How Enrollment Managers Make Sense of Their Decision to Accept Duolingo English Test*

Advisor: Joseph McNabb

**Torre Odell Wilson**

Dissertation: *Career Calling Among Active-Duty, Enlisted Military Generation Z Members: A Narrative Analysis*

Advisor: Shannon Alpert

**Anna-Theresa C. Wise**

Dissertation: *Stress of Intercultural Communication and International Student Participation in Student Organizations*

Advisor: Adriel Hilton

**Lai King Wong\*\*\***

Dissertation: *Core Leadership Competencies for Library Leaders of Hong Kong Self-Financing Higher Education Institutions in the Digital Age: An Interpretative Phenomenological Analysis*

Advisor: Harvey Shapiro

**Caroline Elizabeth Wood**

Dissertation: *Lived Experiences of Academic Advisors During a Guided Pathways Implementation*

Advisor: Shannon Alpert

**Melissa Maureen Wrenchey\*\***

Dissertation: *STEM Focused Youth Leadership and Entrepreneurship*

Advisor: Cherese Childers-McKee

**Emmitt Wyche III**

Dissertation: *Boyz in the Hoods: (Re) Defining the Narratives of Black Male Doctoral Degree Completers*

Advisor: Mounira Morris

**Christina Lee Wynn**

Dissertation: *How Community College Managers Assess Readiness of Technical Employees Transitioning Into Middle Management: An Exploratory Case Study*

Advisor: Nancy Pawlyshyn

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\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student



**Dorinda G. Wynter-Mitchell El**

Dissertation: *Exploring the Link Between Employer-Employee Relationships and Employee Productivity*

Advisor: Afi Wiggins

**Heidemarie V. Ypma\*\***

Dissertation: *Eliminating Gender Inequity: Why Women Choose Computer Science*

Advisor: Brian Bicknell

**Jong Sook Yun\*\*\***

Dissertation: *Strategic Learners With Korean Pop Culture*

Advisor: Dan Volchok

**Kristof Zaba**

Dissertation: *What Is It Like To Be a Pathway Student?: Voices of Undergraduate International Students at a Large Public University in New England*

Advisor: Tova Sanders

**Cressa Lynn Zajac**

Dissertation: *Outstanding First-Year Teacher Perceptions*

Advisor: Keisha Stephenson Taylor

**Barbara Renee Zerillo**

Dissertation: *LGBTQ College Student Experiences Choosing to Disclose or Not Disclose Sexual Orientation or Gender Identity to College Faculty, Staff, and Peers*

Advisor: Rashid Mosley

**Can Zhao**

Dissertation: *Empowering Learner Leaders: A Case of Student-Led Experiential Learning in an Anatomy Class*

Advisor: Chris Unger

**Lynn Marie Zlotkowski**

Dissertation: *An Examination of the College Transition Experiences of First-Generation College Students Who Participate in Division III Athletics*

Advisor: Dan Volchok

## DOCTOR OF LAW AND POLICY

**Scott David Allendeaux**

Dissertation: *How U.S. State Data Protection Statutes Compare in Scope to Safeguard Information and Protect Privacy Using ISO/IEC 27001:2013 and ISO/IEC 27701:2019 Security and Privacy Management System Requirements as an Adequacy Baseline*

Advisor: Theodore Johnson

**Rick J. Arrowood**

Dissertation: *The Suit Must Fit: How Exploring the Transformational Experiences of Graduate Professional Studies Faculty Transitioning to Online Instruction Can Inform Higher Education Policy on Online Teaching*

Advisor: Nancy Pawlyshyn

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Pg A Mansurah Izzul Bolkiah**

Dissertation: *The Little Red Dot's Advocacy for Small Island Developing States (SIDS): The Impact of Singapore on International Environmental Policymaking (1992-2019)*

Advisor: Golnoosh Hakimdavar

**Carlos Nazario Carrillo**

Dissertation: *A Systems Theory Approach to Drug Product Pricing Trends in the United States 2015 to 2019*

Advisor: Alireza Raisi

**Jasmin Mannie Contreras\*\***

Dissertation: *Surgeons' Perception Regarding Relationship With Industry: A Qualitative Study of Nonprofit Hospitals*

Advisor: Megan Kennedy

**David Michael Creed**

Dissertation: *A Theory of Relativity: Comparing DCMA Contract Management Offices Using Common Key Performance Indicators*

Advisor: Kevin Brannon

**Mark Crosby**

Dissertation: *Cybervetting in Small College Hiring: A Qualitative Case Study of Small Northeastern Liberal Arts College Hiring Practices and Policies*

Advisor: Golnoosh Hakimdavar

**Dante Seneca Daniel**

Dissertation: *An Examination of Ex-Offenders' Awareness, Experiences and Barriers Acquiring Employment Post-Enactment of the Fair Criminal Record Screening Act of 2014*

Advisor: Kevin Brannon

**Elizabeth Stephanie Doris**

Dissertation: *Changing Roles of American Cities: The Case of Electricity and Transportation Infrastructure*

Advisor: Megan Kennedy

**Hillary Maginnis Dostal**

Dissertation: *Examination of Barriers That Retailers Face To Enter Legal Cannabis Markets in California*

Advisor: Carrie Kuehn

**Corey James Eichner\*\***

Dissertation: *Local Equitable Funding Reform in Education: A Washington State Case Study*

Advisor: Megan Kennedy

**Gregory David Estevez**

Dissertation: *A Mixed Methods Study Identifying the Effect of U.S. Immigration Policy on Economic Conditions as Impacted by International Student Enrollments at Select Four-Year Private Nonprofit Colleges and Universities in Boston, Massachusetts*

Advisor: Dee Masiello

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Rufus Jackson Faulk**

Dissertation: *The Lived Experiences of Parents in the Roxbury Neighborhood in Seeking Secondary School Opportunities for Their Children*

Advisor: Linda Tribuzio

**Barbara L. Frazier**

Dissertation: *Child Witnesses: An Exploration of Decision Making in Rhode Island Courts for Child Witnesses Testifying in Criminal Cases*

Advisor: Kimberly Larson

**Nyoaka LaTrease Gee**

Dissertation: *He Persisted! Exploring the Lived Experience of Eight Black Men Whose Journey to High School Graduation Occurred in the Jackson, Mississippi Metropolitan Area Between 1970-2015*

Advisor: J.D. LaRock

**Joseph Gordon**

Dissertation: *The Lived Experience of the Deaf and Hard of Hearing Community in Cape Cod, Massachusetts With Emergency Preparedness and Response Planning: A Narrative Inquiry Study*

Advisor: Bobby Hazelton

**Michele Grim**

Dissertation: *A Policy Analysis of the Illinois Firearms Restraining Order Act: A Multiple Streams Approach to Extreme Risk Protection Orders*

Advisor: Megan Kennedy

**Stacey Ann Hansen**

Dissertation: *The Impact of Animal Cruelty and Future Interpersonal Violence: A Quantitative Study of Disposed Animal Cruelty Cases and Criminal Histories in Texas*

Advisors: Lacey Levitt and Kimberly Larson

**Jesse J. Hayston**

Dissertation: *Measuring Meaningful Community Inclusion: A Multiple Case Study of Developmental Disability Service Providers in Massachusetts*

Advisor: Dianne Davis

**Elizabeth Hollis Hinds-Ferrick**

Dissertation: *Immigrants from CARICOM Countries: A Narrative Inquiry Exploring the Lived Experience of Massachusetts Legal Permanent Residents Accessing State Support Services*

Advisor: Linda Tribuzio

**Elizabeth Moccara Horne\*\***

Dissertation: *Spend Preparedness of Energy Sub-Grantee Recipients of ARRA Stimulus Funding: Cost-Effectiveness of Sub-Grantee ARRA Stimulus Funding Expenditures*

Advisor: Theodore Johnson

**Tracey E. Hutton**

Dissertation: *Disproportionate Effects of Massachusetts Mandates on Municipal Budgets: A Quantitative Study*

Advisor: Golnoosh Hakimdavar

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Charles Chinedu Ihejirika**

Dissertation: *Critical Evaluation of Nigeria's Pension Reform Act of 2004: Focus on the Contributory Pension Scheme (CPS)*

Advisor: Golnoosh Hakimdavar

**Angelica Frances Jordan**

Dissertation: *Black America Bruised in Black & Blue: Diversification of Law Enforcement and Officer-Involved Shooting Reduction*

Advisor: Golnoosh Hakimdavar

**Christina S. Karunaratne**

Dissertation: *The Implementation of Maternity Leave Policies in Life Science Companies in Massachusetts: An Exploratory Case Study*

Advisor: Stacy-Ann Christian

**Danielle Monett King**

Dissertation: *Racial Disparities in Gun-Related Domestic Violence in Boston: A Comparative Study Analysis of Protection Orders From 2018-2020*

Advisor: Theodore Johnson

**Elizabeth A. Kordi**

Dissertation: *The Quest for Driver's License Policy Change for Massachusetts Undocumented Immigrants: A Case Study of the Factors That Influenced Policy Change in Connecticut, Maryland, and Illinois and Their Potential Influence on Massachusetts*

Advisor: Bobby Hazelton

**Jacqueline Marie Lapacek**

Dissertation: *Health Insurance Options for Dialysis Patients: A Qualitative, Interview-Based Study of How Dialysis Patients View Their Options, From the Patients' Perspectives*

Advisor: Bobby Hazelton

**Vijay Laxmi**

Dissertation: *The Impact of EU GDPR on Saudi Arabia's Economy: A Case Study of Tourism and Logistics Sectors*

Advisors: Golnoosh Hakimdavar and Darin Detwiler

**Marcia Ellen Herzberg Lee\*\***

Dissertation: *Inspection, Laws, Risk Factors & Foodborne Illness: A Quantitative Study on the Relationship Between Frequency of Inspection, Changes in Food Laws, Risk Factors & Foodborne Illness*

Advisor: Darin Detwiler

**Benjamin James McClellan**

Dissertation: *Disparity in Black Officer Promotion: A Survey of Implicit Racial Attitudes Among U.S. Army Officers*

Advisor: Albert Cruz

**Brent David Musson**

Dissertation: *LA Multifamily Housing: Obstacles to the Adoption of Off-Site Construction as a Method of Increasing Production*

Advisor: Ivan Rupnik

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Christine Frances Noonan\*\***

Dissertation: *Being Green and In-Between: An Exploration of Federal Contractor Whistleblowing in the National Security State*

Advisor: Megan Kennedy

**Diana Marie Layous Palmer**

Dissertation: *Fired Up or Shut Down: The Chilling Effect at Armed Protests*

Advisor: J.D. LaRock

**Cherron M. Payne**

Dissertation: *Judging Justice: A Case Study of the Safety and Operational Impact of Reduced Funding to the Connecticut Judiciary and Its Effect on the Administration of Justice*

Advisor: Bobby Hazelton

**Monica Monique Redmond-Sovie**

Dissertation: *The Impact of Regional and International Law on Domestic Abortion Law: A Case Study of Sierra Leone*

Advisors: Samuel Johnson and Ernest Ogbozor

**Joseph Lee Richmond**

Dissertation: *The Relationship Between Policy and Disaster Economic Recovery: A Case Study of the 2011 Joplin, Missouri Tornado*

Advisor: Stacy-Ann Christian

**Elizabeth Anne Riedford**

Dissertation: *Who Do You Think I Am?: A Qualitative Study on How Professional and Cultural Experience of Adjudicators Affects Perception of Asylum Seekers*

Advisor: Fiona Creed

**Florentino Santana**

Dissertation: *Community Oriented Policing (COP), Community Economic Development (CED), and Law Enforcement Legitimacy: A Qualitative Study of St. Johns County, Florida CED and COP Synchronization*

Advisor: Bobby Hazelton

**Donald Patrick Scott**

Dissertation: *A Qualitative Study Exploring Police Militarization Effect on the Police-Community Relationship*

Advisor: Kevin Brannon

**Evan Ryan Seamone**

Dissertation: *Stigma-in-Arms: An Empirical Study of Veteran's Disability Claims for the Psychological Impact of Discrimination*

Advisor: Carlos Cuevas

**Laura Marie Singletary\*\***

Dissertation: *What Is the Cost of Free Speech to Washington State Community Colleges, and Who Pays That Price?*

Advisor: Jonathan Kramer

---

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Jonathan L. Sitek**

Dissertation: *Sentencing Disparity: Use of Transcript Analysis as a Method to Determine Salient Factors in Federal Child Pornography Sentencing Proceedings*

Advisor: Golnoosh Hakimdavar

**James M. Smith**

Dissertation: *A Mixed-Methods Case Study of PBIS and Behavior Management in Classrooms: Does PBIS Implementation Affect Test Scores?*

Advisors: Catherine Worsnop and Alan Broomhead

**Scott Patrick Smith**

Dissertation: *A Grounded Theory Evaluation of the 29 CFR 1904 OSHA Injury and Recordkeeping Policy: An Evaluation of 1904 to Capture, Measure, and Present Occupational Related Injuries as a Measure of Effective Occupational Risk*

Advisor: Bobby Hazelton

**Beatrice Lopez Soler**

Dissertation: *Disaster Risk Reduction and Resilience Through Social Capital: A Case Study of the Lived Experiences From Hurricanes Harvey, Irma, and Maria*

Advisor: Golnoosh Hakimdavar

**Bruce J. Stewart**

Dissertation: *The Relationship Between the New Inclusion Quotient (IQ) Index and the Twin Challenges of Problematic Behaviors and Underrepresentation in the Federal Government*

Advisor: Golnoosh Hakimdavar

**Melissa A. Suprin**

Dissertation: *Was Food Safety Modernized? The Impact of the Food Safety Modernization Act*

Advisor: Darin Detwiler

**Bridget Louise Sweet**

Dissertation: *Identifying Perceived Barriers in Food Donation of Owner/Operators Based on Their Personal Experiences: Words Matter*

Advisor: Darin Detwiler

**Paul B. Thompson**

Dissertation: *Pandemic Preparedness Policy Paradigm Protocol Prescription: A Case Study of the Lived Experiences of Senior Health Security Policy Officials*

Advisor: J.D. LaRock

**Becca Santee Trietch**

Dissertation: *Utility Performance With Energy Efficiency Programs: A Quantitative Study Evaluating Performance Incentive Mechanism Designs*

Advisor: Golnoosh Hakimdavar

**Bruce Walker**

Dissertation: *A Qualitative Study of the District of Columbia's Administration of Publicly Funded Affordable Housing Programs as Perceived by Recipients (2015-2020)*

Advisor: Golnoosh Hakimdavar

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Igo Chinweikpe Wordu**

Dissertation: *A Qualitative Study of Community Engagement as a Response Model to Sexual and Gender-Based Violence in Camps for Internally Displaced Persons in Northeast Nigeria*

Advisor: Golnoosh Hakimdavar

**Antony Wormack\*\***

Dissertation: *Examining the Impact of Public Act 12-40 on University Level Remedial Education in Connecticut*

Advisor: Kevin Brannon

## DOCTOR OF PHYSICAL THERAPY

**Adeyemi James Adedeji**

Dissertation: *People in Wheelchairs Die: Aging With Disability*

Advisor: Jeananne Elkins

**Pooja Arora**

Dissertation: *Working in a Time of Uncertainty: Physical Therapists and COVID-19*

Advisor: Jeananne Elkins

**Divan Augustyn**

Dissertation: *Effectiveness of Intratissue Percutaneous Electrolysis Treatment in Patients Who Have Tendinopathy: A Systematic Review*

Advisor: Jeananne Elkins

**Jessica Andrea Bello Capote**

Dissertation: *Effectiveness of Telehealth Physical Therapy: An Integrated Literature Review*

Advisor: Jeananne Elkins

**Lucille Lawlis Bennett**

Dissertation: *The Addition of Resisted Breath Exercise for a Postpartum Patient With Reoccurring Low Back Pain: A Case Report*

Advisor: Jeananne Elkins

**Amandine Nicole Biagini\*\*\*\***

Dissertation: *Benefits of Instrument-Assisted Soft Tissue Mobilization (IASTM) in the Treatment of Achilles Tendinopathy: A Literature Review*

Advisor: Jeananne Elkins

**Suzanne S. Bohn**

Dissertation: *Applying the Brakes: Patient Perspectives of How LSVT-BIG Helps Slow Motor Decline in Parkinson's Disease*

Advisor: Jeananne Elkins

**Christine May Busa**

Dissertation: *The Effects of Pain Neuroscience Education on Chronic Spinal Pain*

Advisor: Jeananne Elkins

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Sri Valli Chekuri\*\*\*\***

Dissertation: *Case Report on Failed Interventions for Chronic Pain of Post-Operative Knee Following a Total Knee Replacement*

Advisor: Jeananne Elkins

**Kevin G. Cummings**

Dissertation: *Validity of Lateral Femoral Epicondyle Height for Measuring Knee Loss of Extension: A Pilot Study*

Advisor: Jeananne Elkins

**Galia Daube Fishman**

Dissertation: *Pediatric Physical Therapy Telehealth: Lessons From the Field*

Advisor: Jeananne Elkins

**Leena Balwant Dhawan**

Dissertation: *Maladaptive Neural Plasticity and Its Implications in Physical Therapy Practice in Stroke: A Professional Continuing Education Module*

Advisor: Jeananne Elkins

**Jennifer (Jenna) Ann Driscoll**

Dissertation: *The Current Status of Extracorporeal Membrane Oxygenation (ECMO) Education in U.S. Physical Therapy Programs*

Advisor: Jeananne Elkins

**Lygia Alux Ferreira**

Dissertation: *Efficacy of Functional Electrical Stimulation in Reducing or Preventing Shoulder Subluxation After Stroke: An Integrated Literature Review*

Advisor: Jeananne Elkins

**Mariusz Pawel Furmanek**

Dissertation: *Effects of Sensory Feedback and Collider Size on Reach-to-Grasp Coordination in Haptic-Free Virtual Reality*

Advisors: Gene Tunik and Adam Thomas

**Rachel Ronnie George**

Dissertation: *Is Walking 10,000 Steps per Day a Productive Fitness Goal: A Scoping Literature Review*

Advisor: Jeananne Elkins

**Monica Laine De Guzman Gonzales**

Dissertation: *Is Trigger Point Dry Needling an Effective Treatment for Chronic Shoulder Impingement Syndrome? A Case Report*

Advisor: Jeananne Elkins

**Beth Ann Hayes**

Dissertation: *Plantar Fasciitis With a Differential Diagnosis: A Case Report of Baxter's Nerve Entrapment*

Advisor: Jeananne Elkins

**Brian Anthony Herrera**

Dissertation: *Impact of the Payment-Centered Model on Patients Undergoing Lower Limb Arthroplasty*

Advisor: Jeananne Elkins

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student



**Kinga Hum**

Dissertation: *Treadmill Training for a Child With Spastic Hemiplegia: A Case Report*

Advisor: Jeananne Elkins

**Janet Lindner Hurt**

Dissertation: *Is There a Clinical Method to Quantify Hypotonia? A Physical Therapy Perspective*

Advisor: Jeananne Elkins

**Teresa Iodice-Dadin**

Dissertation: *Treatment of a Bilateral Anterior Disc Displacement Without Reduction of the Temporomandibular Joint: A Case Report*

Advisor: Jeananne Elkins

**Kelly Shaffer Jenkins**

Dissertation: *Increasing Core Strength in Youth Baseball Pitchers to Decrease the Incidence of Tommy John Surgeries*

Advisor: Jeananne Elkins

**Ahra Jo**

Dissertation: *The Immediate Effects of Percussive Massage Treatment on Hamstring Flexibility: A Case Report*

Advisor: Jeananne Elkins

**Madhavi N. Karande**

Dissertation: *PT Management After Subacromial Decompression*

Advisor: Jeananne Elkins

**Mansi Ankeet Khedekar**

Dissertation: *Utilizing a Team Approach in the Diagnosis & Management of Lumbar Synovial Cyst: Case Report*

Advisor: Jeananne Elkins

**Timothy Gerard Kirn Jr.**

Dissertation: *Overhand Throwing Mechanics Adapted by Scapular Stabilization Exercises and Visual Feedback in the Adolescent Baseball Player: A Case Study*

Advisor: Jeananne Elkins

**Diane Santos Lantagne**

Dissertation: *Weighted Ball Training in Female Softball Pitchers*

Advisor: Jeananne Elkins

**Gwendolyn Larsen**

Dissertation: *Racial Disparities in Physical Therapy Outcomes for Adults With Traumatic Brain Injury*

Advisor: Jeananne Elkins

**Hsin-yi Tanya Liu**

Dissertation: *Does Cycling Exercise Improve Motor Function and Physical Fitness in Adults With Down's Syndrome?*

Advisor: Jeananne Elkins

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Michelle Lynn Madron**

Dissertation: *Use of the Selective Functional Movement Assessment to Evaluate and Monitor Progress in an Adolescent Soccer Player With Persistent Groin Pain Following Bilateral Pubic Rami Stress Fractures: A Case Report*

Advisor: Jeananne Elkins

**Preeti Malvankar**

Dissertation: *Loading and Progression of Therapeutic Exercises With Tendon Neuroplastic Training in a Young Athlete With Patellar Tendinopathy: A Case Report*

Advisor: Jeananne Elkins

**Priya Navadia**

Dissertation: *The Impact of Ergonomics Education on Low Back Pain in Working Adults*

Advisor: Jeananne Elkins

**Amanda Anne Neri**

Dissertation: *Patient Perceptions of Gender as an Influence in Physical Therapy Management: A Qualitative Study*

Advisor: Jeananne Elkins

**Lisa Marie Nezwazky\*\***

Dissertation: *Diaphragmatic Breathing and Anxiety in School Teachers and Staff*

Advisor: Jeananne Elkins

**Luba Nikravan**

Dissertation: *Physical Therapy Treatment for a Quad Amputee Sepsis Survivor: A Case Report*

Advisor: Jeananne Elkins

**Marina Reis Marinho Nogueira**

Dissertation: *Use of Sensory Augmentation in Patients With Vestibular Disorders*

Advisor: Jeananne Elkins

**Dhara N. Patel**

Dissertation: *Effectiveness of Visual and Proprioceptive Feedback as an Adjunct in Gait Training Post-Stroke*

Advisor: Jeananne Elkins

**Andreas Procopiou**

Dissertation: *The Effect of Mindfulness on Chronic Musculoskeletal Pain*

Advisor: Jeananne Elkins

**Yaman Ahmad Qattee**

Dissertation: *The Use of Sensory Nerve Block Electrical Stimulation With Conservative Care in Adult Idiopathic Scoliosis: Case Report*

Advisor: Jeananne Elkins

**Kimberly Ann Reilly**

Dissertation: *A Secondary Analysis of Gait Speed and Hospital Discharge Location*

Advisor: Jeananne Elkins

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\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Raiza Shaji Samkutty**

Dissertation: *Fall Prevention in Older Adults: Continuing Education Module*

Advisor: Jeananne Elkins

**Brian Stewart Schiff\***

Dissertation: *Blood Flow Restriction Training in a Baseball Pitcher: A Case Study*

Advisors: Jeananne Elkins and Adam Thomas

**Noam Yaakov Segal**

Dissertation: *Integrating Mindfulness Practice Into Physical Therapy Intervention: A Case Report*

Advisor: Jeananne Elkins

**Meredith M. Stephens**

Dissertation: *Promoting Continued Participation in a Community-Based Group Exercise and Fall Prevention Program: An Integrative Literature Review*

Advisor: Jeananne Elkins

**Diane M. Stubeda-Kingman**

Dissertation: *Case Report: Improvements in Balance and Decreased Fall Risk in Patients With Diabetic Peripheral Neuropathy*

Advisor: Jeananne Elkins

**Kim Kelby Sia Tan**

Dissertation: *Associated Functional Gains After Selective Percutaneous Myofascial Lengthening and Physical Therapy Intervention in a Child With Spastic Cerebral Palsy: A Single Case Study Report*

Advisor: Jeananne Elkins

**Rendalyn Angkuan Tan**

Dissertation: *The Effects of Task-Specific Training and Motor Learning Approaches in the Physical Therapy Management of a Child With Witteveen-Kolk Syndrome: A Case Report*

Advisor: Jeananne Elkins

**Amanda Lynn Tetreault**

Dissertation: *Lumbar Multifidus Strengthening Exercises as a Treatment and Prevention for Nonspecific Low Back Pain*

Advisor: Jeananne Elkins

**Catherine Ann Trainor\*\***

Dissertation: *Balance and Gait Training in a Patient With Meningioma Induced Hydrocephalus: A Case Report*

Advisor: Jeananne Elkins

**Jennifer Lee Trizuto**

Dissertation: *Physical Therapists' Awareness of Menstrual Cycle Phases in the Rehabilitation and Training of Female Athlete Patients*

Advisor: Jeananne Elkins

**Natalie E. Turcotte\*\***

Dissertation: *Differential Diagnosis in Fecal Incontinence: A Case Report*

Advisor: Jeananne Elkins

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*This program is for ceremonial purposes only and is not to be considered an official confirmation of degree information. It reflects only those details available at the publication deadline.*

\* Charlotte, NC Student

\*\* Seattle, WA Student

\*\*\* Hong Kong Student

\*\*\*\* Silicon Valley, CA Student

**Sravani Veluru**

Dissertation: *Pulmonary Function Changes Due to Trunk Impairment in Stroke Patient: A Case Study*

Advisor: Jeananne Elkins

**Louise Anne Wall**

Dissertation: *High-Fidelity Patient Simulation: ICU Early Mobility and Teamwork*

Advisor: Jeananne Elkins

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*This program is for ceremonial purposes only and is not to be considered an official confirmation of degree information. It reflects only those details available at the publication deadline.*

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\*\* Seattle, WA Student

\*\*\* Hong Kong Student

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## DEAN'S MEDAL FOR OUTSTANDING DOCTORAL WORK

The Dean's Medal for Outstanding Doctoral Work is the highest honor awarded by the College of Professional Studies to a doctoral graduate. It was established to acknowledge exemplary academic achievement and to recognize demonstrated creativity.

The process for determining a recipient involves evaluating nominated candidates based on the following criteria: the degree of comprehension, innovation, and creativity; the scope and importance of the work to a field of study; and the caliber of writing. Faculty advisors from all three doctoral programs are invited to nominate students whose final doctoral work they deem exceptional. A review committee composed of faculty from the college chooses three finalists, and the Dean of the College makes the final decision.

2020 Dean's Medal Recipient  
September 2021 Speaker

### **Brent Musson, LP.D**

Dr. Brent Musson, graduate of the Doctor of Law and Policy program, is the recipient of the college's highest academic honor, the 2020 Dean's Medal for Outstanding Doctoral Work for his thesis, "LA Multifamily Housing: Obstacles to the Adoption of Off-Site Construction as a Method of Increasing Production."

The founder of innovative developer MUSSON Factory, Dr. Musson is a certified Project Management Professional (PMP)<sup>®</sup>, a Lean Six Sigma Green Belt, licensed real estate broker, and general contractor. He holds degrees in real estate development, urban planning, and supply chain management from the University of Southern California, and he has been a consultant to the international real estate development industry for two decades, providing global supply-chain management, asset management, project management, and program management to projects on three continents. Dr. Musson also served three terms in policymaking roles as Councilman in Altadena, California—as a member of its Land Use Committee, and on the West Altadena Project Area Committee. As a keynote speaker or featured guest, he has shared his expertise in real estate finance, project management, international best practices, global logistics, and continuous improvement strategies with audiences across the globe.

Dr. Musson's research, which has produced two pending patents, explores the industrialization of multifamily housing development. According to Dr. Musson's thesis advisor and professor, Ivan Rupnik, Ph.D., Associate Professor at Northeastern's College of Arts Media and Design and Lecturer, Northeastern's College of Professional Studies, Dr. Musson "was able to build upon a national survey I conducted of obstacles to off-site construction (OSC), crafting his own interviews for major stakeholders involved in housing delivery in Los Angeles. Working closely with Professor Gary Painter, an economist from USC, he was also able to adapt an economics theory to help him assess his findings. His dissertation was therefore truly interdisciplinary and, more importantly, will help address real societal issues facing U.S. cities."

Dr. Musson writes in his thesis abstract that his study examines "the obstacles to the adoption of OSC in Los Angeles through the theoretical framework of oligopoly theory, a current macro-economic framework that offers an explanation as to why key housing production actors might be motivated to limit the supply of housing during a housing shortage." He goes on to explain that "this study is the first to examine OSC through the lens of the housing crisis as an economic market failure and contributes to the body of knowledge regarding the obstacles to the adoption of OSC. It examines the motives of the decisionmakers that set housing production levels by either exploiting OSC to boost production or by acting as a bottleneck impediment to OSC housing production in the LA Metro area."

Dr. Rupnik called Dr. Musson someone who "epitomizes the greatest potential of Northeastern University, the College of Professional Studies and the Doctorate of Law and Policy, bringing real-world experience and problems and leaving the program with a new set of skills that he will, in turn, directly apply to the betterment of those who need it most: the most impoverished members of society."

2021 Dean's Medal Recipient  
November 2021 Speaker

**Michael Urmeneta, Ed.D.**

Dr. Michael Urmeneta, graduate of the Doctor of Education program, is the 2021 recipient of the Dean's Medal for Outstanding Doctoral Work for his Dissertation in Practice, "Seeing the Unseen: An Action Research Study of First-Generation College Student Persistence at a Mid-Size Private Institution in the Northeast."

Dr. Urmeneta's passion is to serve students by helping educational institutions "move the needle" with an agile and collaborative approach to research and analysis. For over 25 years, he has worked with academic institutions, leading institutional effectiveness, analytics, and student success initiatives. Active on a national level, his work has been recognized by the Association for Institutional Research, the Middle States Commission on Higher Education, the National Association of College and University Business Officers, and EDUCAUSE. His broad academic training paired with his varied work across the student life cycle has consistently allowed him to forge meaningful relationships across diverse constituencies, ultimately impacting institutional policies, procedures, and priorities. In his most recent role as director of analytics and business intelligence for the New York Institute of Technology, Dr. Urmeneta provided strategic insight to the Institute's schools and colleges, the office of the president and the board of trustees. Previously, he served at New York University in key administrative roles including admissions, financial aid, enrollment and retention, alumni relations, and development.

In his Dissertation in Practice, Dr. Urmeneta examined whether establishing a series of targeted interventions could increase a sense of belonging and persistence for first-generation college students at a mid-sized, private institution in the Northeast. He first examined the graduation rate at his research site, particularly of first-generation students, then implemented and studied initiatives to effect change, developing an interdepartmental task force including students and faculty that has continued to meet following the conclusion of Dr. Urmeneta's research and participation. His research showed that targeted interventions—in this case, an event series, a resource website, and a communications campaign—could indeed impact a sense of belonging, positive engagement, and increased involvement among first-generation students—and that robust programming can occur even in resource-constrained environments and despite the challenges of a global pandemic.

"Secondary questions that flowed from [the] initial inquiry focused on the experiences and challenges of first-generation college students as a whole," Dr. Urmeneta wrote in his dissertation. "The questions aimed to identify the specific needs of first-generation students and intervention characteristics that would be most effective. These questions include, (a) What was essential to first-generation students? (b) How did they define success? (c) What struggles did they face? (d) Did they feel connected to the institution? and (e) Were they engaged with the college environment? These questions were posed to participants, collaborators, and stakeholders to understand first-generation students and increase the institution's ability to serve them."

According to the chair of his dissertation committee, Dr. Joseph McNabb, Professor of the Practice at Northeastern's Graduate School of Education, Dr. Urmeneta "has done exceptional work throughout his doctoral studies. His creativity and insight in investigating and improving the lives of first-generation students at his research site are exemplary. His Dissertation in Practice possesses a logical, organized flow of well-documented ideas. It is a model of scholarship, research, collaborative leadership, and advocacy."

## A UNIVERSITY ENGAGED WITH THE WORLD

### THE HISTORY OF NORTHEASTERN UNIVERSITY

Northeastern University has used its leadership in experiential learning to create a vibrant new model of academic excellence. But like most great institutions of higher learning, Northeastern had modest origins.

At the end of the nineteenth century, immigrants and first-generation Americans constituted more than half of Boston's population. Chief among the city's institutions committed to helping these people improve their lives was the Boston YMCA. The YMCA became a place where young men gathered to hear lectures on literature, history, music, and other subjects considered essential to intellectual growth.

In response to the enthusiastic demand for these lectures, the directors of the YMCA organized the "Evening Institute for Young Men" in May 1896. Frank Palmer Speare, a well-known teacher and high-school principal with considerable experience in the public schools, was hired as the institute's director. Two years later, under Speare's direction, the YMCA advertised the creation of the "Department of Law of the Boston YMCA," and on October 3, 1898, Robert Gray Dodge taught the first class. The program, an immediate success, marked the birth of Northeastern University. Speare would later remark, "We started with an eraser and two sticks of chalk."

When demand for other courses grew, Speare moved to add more programs, and in 1909 the day colleges began instruction. That same year, the Evening Polytechnic School announced "cooperative engineering courses," in which students would have an opportunity to apply classroom knowledge in the workplace—the beginning of Northeastern's signature cooperative education program.

#### **Decades of expansion**

The school continued to grow and required more space. In 1922, the College of Business was founded. The university purchased the former home of the Boston Red Sox in 1929, and in 1934 the Boston architectural firm Shepley, Bulfinch, Richardson, and Abbott was awarded the contract to design Richards Hall. Using what was to become the campus signature—white brick—Shepley, Bulfinch presented plans for a neoclassical building. Opened in 1938, Richards Hall was the first building to appear on the front quadrangle.

As the campus grew, so did Northeastern's programs. In 1935, the College of Liberal Arts was added, signaling that Northeastern was on its way to becoming a major university.

When Speare stepped down as president in 1940, he was replaced by Carl Stephens Ell, dean of the College of Engineering. It was under Ell's leadership that Northeastern first admitted women to full-time day programs.

In the postwar world, Northeastern, like its sister institutions, saw a phenomenal increase in the number of people attending college. The university expanded its programs to accommodate this growing population of increasingly diverse students. In rapid succession, additional programs and colleges were established: College of Education, 1953; University College, 1960; College of Pharmacy, 1962; College of Nursing, 1964; Boston Bouvé College, 1964; College of Criminal Justice, 1967; and College of Computer Science, 1982.

This expansion of programs brought with it a need for more buildings. When Ell retired as president in 1959, he was succeeded by Asa S. Knowles, who accelerated the university's growth. Suburban properties in Weston, Nahant, and Burlington were acquired. The Boston campus blossomed with new buildings, including various undergraduate dormitories designed to accommodate the increasing number of residential students at what had been primarily a commuter campus.

#### **Transforming the campus**

When Knowles retired in 1975, he was succeeded by Kenneth G. Ryder, who had begun his career at Northeastern as a member of the history department and had risen through the ranks to become executive vice president before his election as president. Under his leadership, the university expanded and enriched its programs, particularly in the arts and humanities, and continued to improve its facilities. Plans for the Snell Library were finalized during Ryder's tenure, and the campus was beautified. During these years, Northeastern also deepened its commitment to Boston and its neighborhoods.

In 1989, Ryder stepped down as the fourth president of the university. He was succeeded by John A. Curry, Northeastern's executive vice president and its first alumnus to become president. With President Curry in charge, the university embarked on a series of ambitious undertakings, including a new science and engineering research center, a state-of-the-art classroom building, a recreation complex, and several new graduate and undergraduate programs.

To support these new ventures, Curry led Northeastern in a successful fundraising campaign. His years of leadership also featured significant restructuring as the university prepared to enter its second century. In June 1996, after four decades of service, Curry retired from Northeastern. To succeed him, the trustees elected Richard M. Freeland as the university's sixth president.

### **Elevating experience**

A distinguished historian and administrator, President Freeland brought to the university a renewed sense of energy and mission. His programs were designed to support his vision of Northeastern as a national research university that would be student-centered, practice-oriented, and urban. Under Freeland's leadership, the university made progress toward realizing this vision. Northeastern developed the West Campus with architecturally acclaimed residence halls and research and teaching facilities for the health sciences and computer science; added new spaces to enrich student life on campus; and strengthened the university's experiential learning programs, including cooperative education, research, service learning, and study abroad.

When Freeland stepped down in 2006, he was succeeded by Joseph E. Aoun, an internationally known linguistics scholar. Northeastern's seventh president came from the University of Southern California, where he served as dean of the College of Letters, Arts, and Sciences. President Aoun has developed an academic plan outlining the university's vision in several areas: experiential learning, global outreach, use-inspired research, urban engagement, and intellectual life. He has greatly expanded global co-op opportunities. He has also aligned the university's research with three worldwide imperatives— health, security, and sustainability—with a focus on interdisciplinary solutions.

### **A rising global profile**

Under Aoun's leadership, Northeastern started a system of regional campuses designed to be platforms for lifelong learning linked to area economies. The first two campuses opened in Charlotte, North Carolina, and Seattle. Two more campuses followed in 2015, in Silicon Valley and in Toronto. In 2016, he led the development of a new academic plan, Northeastern 2025. The plan is a blueprint for transforming the university into a global university system—featuring networks of learners and innovators—designed to empower people to succeed in this era of unprecedented technological change. Since 2016, the university has taken the first steps toward implementation by expanding the role of the regional campuses to serve as platforms for learning, research, and industry partnerships. Furthering that goal, the university in 2019 opened new locations in San Francisco and Vancouver. Northeastern also acquired a college in London, New College of the Humanities, to offer new learning and research opportunities at both institutions.

In January 2020, technology entrepreneur David Roux and his wife, Barbara, made an investment in the university to open the Roux Institute in Portland, Maine. It focuses on graduate studies and research in fields such as AI, digital engineering, and advanced life sciences, amplified by industry partnerships. The institute is designed to be a model of how higher education can jumpstart economic development in regions of the country largely bypassed by the innovation economy.

### **Resilience and momentum**

Less than two months later, COVID-19 brought the world to a sudden, stunning halt. Campuses around the world emptied and moved online for the rest of the spring. But even as students and faculty grew accustomed to classes on Zoom, Northeastern's leaders planned for a safe fall reopening. To restart in-person learning safely, the university built a state-of-the-art COVID-19 surveillance testing facility, including a government-certified lab capable of processing more than 5,000 tests per day. It installed cutting-edge online teaching technology in classrooms that seamlessly integrated in-class and remote learners. It reimagined campus life from student clubs to residence halls to dining. And it kept the research enterprise running at its highest capacity. As a result, the university opened on schedule in September and remained open throughout the school year with no COVID-19 outbreaks. All the while, Northeastern maintained its momentum in learning, research, and innovation.

Thanks to the dedication and hard work of our university community, Frank Palmer Speare's "eraser and two sticks of chalk" have evolved into one of America's most innovative universities.



# NORTHEASTERN UNIVERSITY

## COLLEGE OF PROFESSIONAL STUDIES

The College of Professional Studies at Northeastern offers a learning environment for students where academic programs are grounded in theory and applied in practice.

With a faculty comprised of respected scholars and industry leaders whose real-world experiences are put into practice in the classroom, the College of Professional Studies provides a rich academic curriculum that reflects the needs of students. As the College continues to evolve, it will prepare students for success in the global arena and provide opportunities for lifelong learning and advancement in their professional careers.

The College of Professional Studies was created in 1960 as University College. It continued a long history of Northeastern University's desire to provide access to education for part-time students and those older than traditional undergraduates. Along with the Center for Continuing Education, University College's academic focus was on non-credit courses and bachelor's degree studies. University College educated students by conducting classes at more than 15 remote sites throughout the Greater Boston area, including high schools, as well as campuses in Dedham and Burlington, Massachusetts. In 1970, University College became one of the largest undergraduate part-time colleges in the United States. Enrollment continued to grow and finally reached a peak of 14,000 in 1980.

In 2004, the University empowered the new leadership of the College with a new charter. University College was renamed the School of Professional and Continuing Studies and was allowed to grant degrees as an independent college.

These changes helped the School (renamed the College of Professional Studies in 2008) flourish in serving the educational needs of students seeking professional degrees: working adults, part-time students, returning students, veterans returning to higher education, and international students.

The first online and graduate degree programs were launched in 2004, growing into the College's current academic offering of 90 undergraduate, master's, graduate certificate, and doctoral programs, many available online or in hybrid learning formats. Northeastern's emphasis on experiential learning is expressed throughout the curricula of degree programs.

The Lowell Institute School became part of the College in 2006, moving from Massachusetts Institute of Technology. In 2015 the Lowell Institute School was re-focused to become the first school of its kind in the country—delivering science, technology, and engineering bachelor's degree completion programs for students with some college credit or an associate's degree, and who aspire to a bachelor's degree.

When A. Lawrence Lowell created the Lowell Institute School for Industrial Foremen in 1903, the idea was daring, but practical. It was bringing essential knowledge and opportunity to the people doing the hands-on work of the new century. Now, more than a century later, the Lowell Institute School is rooted in that same daring and practical spirit, preparing students for the workforce in an economy driven by science, technology, and engineering.

Also in 2015, the master's and doctoral programs in Education became the Graduate School of Education. The College of Professional Studies has continued to evolve rapidly, bringing new degree offerings to students including master's degrees in Homeland Security, Enterprise Intelligence, and Analytics.

Before teaching at the College of Professional Studies, many faculty members have had careers in fields ranging from finance to education to biomedical science to management to the U.S. military. Faculty members have testified before Congress, made ports, medical systems, and food systems safer, shaped urban policy, participated in international diplomacy, and guided nonprofit organizations.

Federal research funding from the National Science Foundation is creating a pathway for community college students to bachelor's and master's degrees in Biotechnology from Northeastern to support this expanding industry. And a faculty team in the Graduate School of Education, also with funding from the National Science Foundation, is studying secondary school academic and experiential learning in science, technology, engineering, and math (STEM) with the goal of increasing the number of women and underrepresented populations in STEM careers.

In early 2020, the university, joined by technology entrepreneur David Roux and his wife, Barbara, launched the Roux Institute at Northeastern University, a graduate education and research hub in Portland, Maine. The Institute will educate generations of talent for the digital and life sciences sectors, and drive sustained economic growth in Portland, and northern New England, through graduate degree offerings from the College of Professional Studies, among other program offerings. That same year, the Harold Alford Foundation made a \$100 million gift to the Roux Institute for scholarships, graduate education programming, and research capabilities for Maine residents.

The College of Professional Studies is part of Northeastern University's many ways for learners to access the education and skills-building that they need throughout their professional lives, including degrees, certificates, badges, workshops, and other ways to learn online, in Boston, or at other Northeastern campuses: Charlotte, North Carolina, Seattle, the San Francisco Bay Area, Toronto, Vancouver, British Columbia, and London.

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## PROGRAM NOTES

### HISTORICAL NOTES ON ACADEMIC DRESS

Academic dress appears to have originated at the universities of Oxford and Cambridge more than 600 years ago, and, to this day, the most colorful gowns in the world are those worn at Oxford functions. European institutions show great diversity in their academic costume, since each adopted or initiated its own dress.

In contrast, American colleges and universities follow a single system of academic apparel. In 1894, a group of leading American educators met to draft guidelines on apparel. Known as the Intercollegiate Code, these guidelines were adopted the following year and amended slightly in 1932.

The distinctions set up by the Intercollegiate Code are simple. Gowns for the bachelor's degree are to be fashioned from "worsted stuff" with a yoke, pleated front, and intricate shirring across the shoulders and back. Worn closed, the bachelor's gown is distinguished primarily by its long, pointed sleeves. The master's gown has the same yoke effect and long, crescent-shaped sleeves; it may be worn open or closed.

The doctor's gown, which may also be worn open or closed, has velvet panels draped around the neck. Three horizontal velvet bars are stitched on full bell-shaped sleeves. This velvet trimming may be black or in the color that indicates the field of study to which the degree refers.

Northeastern University's distinctive doctoral gown is crimson with black velvet panels and sleeve bars. The crimson cap, or mortarboard, bears a gold metallic tassel. In accordance with academic custom, recipients of the doctor's degree, members of the university's governing boards, and government officials in the procession are entitled to wear the official regalia. The bachelor's and master's hoods have a similar shape, while the doctor's hood has a rounded base. The length of the hood indicates the level of academic achievement, with the doctor's hood being longest; the width of the border distinguishes the degree, with the doctor's being widest. The color of the border indicates the field of study; the lining color indicates the institution conferring the degree.

At Northeastern, where only the master's and doctor's hoods are worn, a black chevron on a crimson background is used for the lining.

When colors were first assigned to signify a particular field of study, historical associations were retained as much as possible. For example, white, for arts, refers back to the white fur edging of the Oxford hood; red, for theology, to the traditional color of the church; and green, for medicine, to the color of herbs.

The tassel on the mortarboard may be black or in a color that indicates the graduate's major field of study.

