What we believe: The most important element in fostering meaningful learning is an effective educator. We define that person as a unique amalgam of at least three elements: strong dynamic understanding of content, significant pedagogical skills, and dispositions that foster growth and learning in others.

Our mission is: “To teach, to learn, to help others teach and learn” and we mean it. We expect our colleagues to be absolutely committed to individualized teaching and learning. We are “a school of opportunity,” we emphasize giving each individual student opportunities to move from where he or she is to where he or she needs and wants to be. It takes more than a university to prepare an educator.

Our plan is to build a “seamless model” for recruiting, educating, retaining, and renewing Kentucky’s educators and create a site for developing the next generation of educator preparation programs founded upon collaboration among all education stakeholders. We expect all of our colleagues to be active scholars. This means staying current in professional fields via participation in state, regional and national professional organizations and being actively involved in the creation of new knowledge that strengthens teaching and enhances our professions.

Our operational philosophy is based on cooperation, trust, and interdependence among faculty, staff, administrators, and students. We are building a vibrant learning community whose members respect, depend upon, and cooperate with one another. This system allows us to make decisions effectively and inclusively, promote the mission and goals of the University, and create a positive environment in which to work, learn, and play.
Greetings to Retreat Participants
Greetings Symposium Participants:

Welcome to the Fall 2008 Doctoral Symposium and Dissertation Workshop for Students of Color. I extend a warm greeting and a hearty welcome to you. I pledge to accommodate you during your visit to Eastern Kentucky University and ensure that your time on campus will be a memorable and rewarding experience.

This semester marks the fourth Doctoral Symposium and Dissertation Workshop for Students of Color. It is my sincere hope that the doctoral candidates attending this symposium will benefit from the planned activities and workshops. The symposium is designed for participants to have the opportunity to work with a number of scholars in the field of education. Dr. Raymond L. Calabrese will lead a workshop on developing skills to tackle the research and writing of the dissertation. Dr. Calabrese is the author of the book: The Elements of an Effective Dissertation and Thesis: A Step-By-Step Guide to Getting it Right The First Time, and the recipient of numerous educational awards. Dr. Kevin Jones will facilitate a workshop on how to conduct a research internet investigation. Dr. Jones is a Reference and Instruction Librarian at Eastern Kentucky University where he has performed over 500 library instruction sessions to over 10,000 students.

Dr. Jim Rinehart, Chair of the Educational Leadership and Policy Studies Department will facilitate a roundtable discussion with EKU faculty and doctoral students on research topics and design. Dr. Jack Herlihy, Director of The Center for Educational Research in Appalachia (CERA) will share community –base research projects that are being conducted in rural Kentucky Appalachian school districts through the new conceptual model called Place-Conscious Capacity-Building. In addition, Dr. Aaron Thompson, Professor of Sociology in the Department of Educational Leadership and Policy Studies will present his research on African Americans in rural Appalachia.

The Doctoral Symposium and Dissertation Workshop for Students of Color intends to motivate participants and deliver a mix of academic training and relationship building with new contacts and networks among students and faculty that are dedicated to promoting student success. The College of Education at Eastern Kentucky University is truly committed to helping students of color succeed in attaining the doctorate degree.

Again, welcome to Eastern Kentucky University and to the 2008 Fall Doctoral Symposium and Dissertation Workshop for Students of Color.

Sherwood Thompson, Ed.D.
Assistant Dean
Welcome From Dr. James Rinehart,  
Chair of the Educational Leadership and Policy Studies  
Department and Doctoral Studies Program Director

It is a pleasure to welcome you to the Doctoral Symposium and Dissertation Workshop for Students of Color. I know you will benefit from the speakers and activities Dr. Sherwood and his staff planned for this workshop. The goal is to have each of you leave the symposium with ideas about a dissertation topic, a methodology to use in addressing the topic, or encouragement to complete a dissertation.

The scope of this symposium is broadening as we welcome visitors from Ohio, Virginia, and West Virginia and are planning to expand the symposium into a yearly event for doctoral students in Kentucky and surrounding regions. For the first time, we will have doctoral students from EKU, Northern Kentucky University, Western Kentucky University, the University of Kentucky, and University of Louisville.

Again, welcome to Eastern Kentucky University and the Doctoral Symposium and Dissertation Workshop for Students of Color. I know you will find the speakers and round table discussion beneficial.
Welcome From Dean William Phillips,
College of the Education

It is a great pleasure to welcome you to the College of Education’s Doctoral Symposium. This year we have expanded the invitation to include doctoral candidates from West Virginia, Virginia, Ohio, the University of Kentucky, the University of Louisville, Western Kentucky University, and Northern Kentucky University. We look forward to your success and pledge to help you in any way possible. I want to take this opportunity to thank Dr. Sherwood Thompson and Dana Brooks for their work to make this wonderful event happen.
Program
Opening Remarks
Dr. Sherwood Thompson
Assistant Dean
College of Education

Welcome Remarks
Dr. Kim Naugle
Associate Dean
College of Education
Dr. Jerry Pogatshnik
Dean and Associate Vice President For Research, Graduate Education

Poetry Reading
Dr. Samuel Hinton
Professor
Curriculum & Instruction

Musical Selection
TBA

Dinner

Introduction of Speaker
Ms. Rose Skepple
Interim Assistant Director
Office of Teacher Education Services

Keynote Speaker
Dr. Lee Jones, President and Executive Editor of InSpire Magazine and Executive Director of the InSpire ILEAD Institute

Closing Remarks
Dr. Bill Phillips
Dean
College of Education
Doctoral Symposium and Dissertation Workshop  
For Students of Color  

Saturday Program  
November 15, 2008  
Perkins Building

- 8:30 a.m. Overview of Saturday Workshop  
  Dr. Sherwood Thompson  
  Assistant Dean

- 8:30 a.m. Research Strategies  
  Dr. Kevin Jones  
  EKU Reference/Instruction Librarian

- 9:30 a.m. Introduction of Presenter  
  Dr. Norman Powell  
  Director of Teacher Education Services  
  Associate Professor

- Dissertation Workshop Presenter  
  Dr. Raymond L. Calabrese  
  Professor of Educational Administration  
  School of Educational Policy & Leadership

- 12:00 a.m. Luncheon Roundtable Research Discussion  
  Appalachia Doctoral Candidates  
  Moderator: Dr. Jack Herlihy  
  Center for Educational Research in Appalachia

- 2:00 p.m. Blacks in Appalachia  
  Dr. Aaron Thompson  
  Professor of Sociology  
  Educational Leadership and Policy Studies

- 3:00 p.m. Closing Remarks  
  Dr. Bill Phillips  
  Dean of College of Education
College of Education
Mission statement: To teach, to learn, to help others teach and learn.

The Professional Education Programs at EKU are dedicated to preparing the highest quality educators and related professionals for Kentucky and beyond. Our graduates demonstrate the integration of content knowledge, effective pedagogical skills, dispositions, and technology, with a commitment to diversity that fosters life-long growth and learning for all students. Being true to our heritage as a school of opportunity, EKU provides a climate that supports, challenges, and enriches students aspiring to careers in a diverse society.

Eastern Kentucky University is a student-centered, comprehensive public university dedicated to high-quality instruction, scholarship, and service. Eastern Kentucky University’s Professional Education Programs support this institutional mission and the college mission by continuing to focus on the vision that the programs prepare effective educators as effective people contributing to the growth of our diverse society. The mission and vision are based on an extensive body of research into the characteristics of effective helping professionals which is cited below. At Eastern, students are provided opportunity to acquire both depth and breadth in knowledge of subject matter; to study and practice the skills of teaching; to reflect upon personal abilities, interests, and dispositions as they relate to helping diverse populations learn and grow; and to develop skills in the use of technology in learning. The effective educator is perceived as one who is able to integrate content and skills with personal dispositions in order to help all students learn and develop. The primary goal of the professional education programs is to help pre- and in-service educators become more effective people contributing to the growth of our diverse society. The five major elements of the EKU Professional Education Conceptual Framework, Knowledge, Pedagogical Skills, Dispositions, Technology, and Diversity, are based upon and are aligned with Kentucky’s Teaching Standards and support the Institutional Goals found in the Strategic Plan of the University, (The teaching standards and institutional goals addressed under each element are indicated) and the institution’s Quality Enhancement Plan theme that states that EKU will develop informed, critical and creative thinkers who communicate effectively. Students progressing through a professional education program at Eastern Kentucky University encounter numerous opportunities for inquiry, analysis, and reflection as they strive to become more effective persons and educators. The student’s performance and the overall effectiveness of each program are assessed during regular reviews of student progress across each element of the conceptual framework.
The **Knowledge element** enables students to construct understanding of the complexity and richness of the learning/teaching process. This element allows students to develop their abilities to explore and use relevant information to gain knowledge, to evaluate information and ideas, to expand and generate ideas, and to clearly express and develop a point of view. This element includes:

1. general knowledge needed to develop as an educated person and citizen in a diverse society,
2. specific knowledge related to a professional specialty,
3. foundational knowledge in professional subjects basic to professional preparation,
4. behavioral knowledge needed for understanding of self and others, and
5. technological knowledge needed to enhance professional practice.

(Kentucky Teaching Standards I, VIII, IX, X: Institutional Goals 2, 3, 4)

The **Pedagogical Skills element** enables the professional educator to facilitate learning. Program experiences for both pre-service and in-service educators address best practices in content-independent and content-specific pedagogical methods. This is accomplished through a variety of in-class, virtual, and field-based experiences involving acquisition of knowledge, application, and reflection upon effectiveness. Recognizing the vital connection between knowledge, experience and reflection, faculty incorporates these in every course in every program. EKU’s Model Laboratory School and Madison County Schools as well as diverse educational communities scattered throughout the state provide essential settings for guided field-based experiences for undergraduate and graduate students. These experiences allow students to apply theory to real-life situations and receive immediate feedback - an essential component of a program utilizing authentic, continuous assessment. This element allows students to develop their abilities to evaluate their professional performance and to expand, alter, and generate new approaches that enhance that performance.

(Kentucky Teaching Standards I, II, III, IV, V, VII, IX, X; Institutional Goals 2, 3, 4)

The **Dispositions element** includes the attitudes, beliefs, professional commitments, and/or perceptions that educators possess which form the basis for behavior and include:

1. self-perceptions that allow for identifying with diverse student populations,
2. perceptions of students as able learners and worthy individuals,
3. perceptions of the purposes of education in a larger context, and
4. people oriented frames of reference.

Research indicates that educators’ dispositions strongly influence student learning and development. A major goal of professional education programs at Eastern Kentucky University is to assist students in identifying the dispositions associated with effective educators, to help them self-assess their dispositions in order to determine their suitability for an education career, and to facilitate their development of even more positive perceptions. Effective educators can handle a multiplicity of rapidly developing situations in ways that maximize learning and facilitate the psychological growth of all students. Being such an effective educator is an outcome of developing and maintaining certain perceptions about oneself, students, and the tasks of teaching. This element allows students to evaluate their behaviors and to use relevant information to gain personal knowledge and to expand their ideas about appropriate behaviors in their professional practice.

(Kentucky Teaching Standards I, II, III, V, VI, X; Institutional Goals 1, 3)

The **Technology element** focuses on preparing candidates who are able to use educational technology to help all students learn. A major goal of the education program is to integrate technology throughout teaching and learning, so that pre-service and in-service educators will be prepared to effectively use the technology that
awaits them. Research recommends the approach adopted by the EKU professional education programs which coordinates technology integration with the methods courses, extends into the field experiences and permeates the candidates’ programs. This results in candidates who develop their technological skills to communicate more effectively, to analyze and interpret data, manage and prioritize tasks, and to engage in problem solving, which are critical skills identified by the ETS International Literacy Panel. Candidates will be able to utilize technology to increase and enhance learning, motivation, personal productivity, and creativity for all students and to develop their abilities to explore, evaluate, expand, and use relevant information to enhance their professional goals and objectives.

(Kentucky Teaching Standards I, III, IV, V, IX; Institutional Goals 2, 3, 4)

The Diversity element reflects the unit’s commitment to preparing candidates to support learning for all students regardless of their race, gender, ethnic heritage, or cultural background. The professional education programs at EKU accept the obligation to prepare both pre-service and in-service education professionals to be competent as they face the challenges of today’s diverse school and societal settings. The programs recognize the 12 sources of cultural identity (race, ethnicity/nationality, social class, sex/gender, health, age, geographic region, sexuality, religion, social status, language, and ability/disability) that influence teaching and learning. The unit embraces the belief stated by James Banks that “An effective teacher education policy for the 21st century must include as a major focus the education of all teachers… in ways that will help them receive the knowledge, skills, and attitudes needed to work effectively with students from diverse racial, ethnic, and social class groups.” Students will be able to explore and use relevant information about diversity, evaluate that information, and develop their abilities to expand their ideas and clearly articulate a commitment to diversity in their professional practices.

(Kentucky Teaching Standards I, II, III, IV, VI; Institutional Goals 1, 3, 5)

References


The Diversity element

Brief Biography of Featured Program Presenters
DR. WILLIAM L. PHILLIPS was Dean of the College of Education and Human Services at Lock Haven University of Pennsylvania, a state-supported institution with an enrollment of 5,500 from 1999-2006.

While at Lock Haven, Dr. Phillips initiated a systematic program review process for undergraduate and graduate programs; developed graduate programs in Teaching and Learning and Alternative Education; implemented general education overlays in writing, critical thinking, external experience and information literacy; created two on-line degree programs; and secured more than $10 million in external funding for a math and science education center, to improve student retention and to provide professional development, among other accomplishments.

From 1994 to 1999, Dr. Phillips was chair of the Department of Special Education and director of International Teacher Education at Brigham Young University-Hawaii. While there, he created K-16 partnerships with several Pacific countries and launched the Department of Special Education. He also previously taught at Eastern Illinois University.

July 1 2006 Dr. Phillips became Dean of the College of Education at Eastern Kentucky University.

Dr. Phillips earned a bachelor’s degree in special education from the University of Southern Mississippi in 1976, a master’s in special education from the University of Mississippi in 1978 and a doctoral degree in special education from Southern Mississippi in 1987.

JERRY POGATSHNIK is the Dean of the Graduate School and Associate Vice President for Research at Eastern Kentucky University. He received his Ph. D. in physics from the University of Connecticut. In his current role, he serves as administrative head for the Graduate School, the Division of Sponsored Programs, the Division of Natural Areas, the McNair Scholars’ Program, and the Office of Regional Stewardship.

DR. RINEHART came to Eastern Kentucky University in January of 2008. Previously, he was at the University of Kentucky and prior to that at Auburn University in Alabama. His career started as a high school mathematics teacher followed by becoming a high school principal. He earned a Bachelor’s Degree from Bluffton University in Ohio, a Master’s Degree from Indiana University, and a Ph. D. from The Ohio State University. His research topics include studying school leadership, issues of power, organizational justice, and personnel. He served as the editor of Educational Administrative Quarterly, the premier journal for administration, was on several editorial boards, and currently is on the editorial board for the NASSP Bulletin.
AARON THOMPSON, PHD

Dr. Thompson is a Professor of Sociology in the Department of Educational Leadership and Policy Studies at Eastern Kentucky University. Thompson has a Ph.D. in Sociology in areas of Organizational Behavior/Race and Gender relations. Thompson has researched, taught and/or consulted in areas of assessment, diversity, leadership, ethics, research methodology and social statistics, multicultural families, race and ethnic relations, student success, first-year students, retention, and organizational design. He is nationally recognized in the areas of educational attainment and academic success, African American fatherhood, divorce in the Black family, and Black and White differences in marital expectations. His latest co-authored books are “Thriving in College and Beyond: Research-Based Strategies for Academic Success and Personal Development,” “Focus on Success” and “Black Men and Divorce”. He has 27 publications and numerous research and peer reviewed presentations. Thompson has traveled over the U.S. and has given more than 300 workshops, seminars and invited lectures in areas of race and gender diversity, living an unbiased life, overcoming obstacles to gain success, creating a school environment for academic success, cultural competence, workplace interaction, organizational goal setting, building relationships, the first-year seminar, and a variety of other topics. He has been or is a consultant to educational institutions, corporations, non-profit organizations, police departments, and other governmental agencies. In addition, Thompson’s research has been cited in popular publications such as Cosmopolitan, Baltimore Sun, Orlando Sentinel, Tampa Tribune and others. Thompson’s current research includes building culturally relevant models for student success, transition to college from high school, and persistence to graduation.

SHERWOOD THOMPSON - Dr. Thompson is the Assistant Dean of the College of Education at Eastern Kentucky University, and he serves as the coordinator for the Doctoral Symposium and Dissertation Workshop for Students of Color. Dr. Thompson has attained distinction through his work with ethnic minority learners on college campuses throughout the United States. He has directed campus-wide diversity programs for more than twenty-one years as a higher education Administrator and educator at three major Carnegie Foundation Divisions-I Public Research Universities and one regional STEM university. His pioneer work incorporates innovative approaches using critical success factors for establishing institutional diversity and multicultural programs on predominately-white campuses is a model gaining popularity among equity administrators. His academic and leadership experience has provided him with a rich understanding of the issues confronting education and community partnership programs.

He holds a Bachelor of Arts in Interdisciplinary Studies from the University of South Carolina, Spartanburg, Master and Doctor of Education from the University of Massachusetts in Amherst. He was awarded two faculty fellowships from the University of Oklahoma Health Sciences Center. He is the recipient the Mid-Level Professional Training Certificate from the National Association of Student Personnel Administrators. Recently, Governor Steven L. Beshear appointed Dr. Thompson to a three-year term as a Commissioner to the Martin Luther King Jr. State Commission. He is currently serving a two-year term as President of the National Academy for Educational Research. Dr. Thompson is an Associate Professor in the Educational Leadership and Policy Studies Department. He previously held a faculty appointment at the University of Kansas in the School of Education in the Department of Counseling and Psychology and Educational Leadership.
**DR. RAYMOND CALABRESE** is professor of Educational Administration in the School of Educational Policy and Leadership at The Ohio State University. One of his key roles at OSU is leading the creation of the new Ed.D. Program in Educational Administration, which will offer leaders in school systems and related arenas of practice the chance for rigorous preparation as scholar practitioners.

Dr. Calabrese has a rich background across K-12 and higher education and is known as an academic scholar who creates sustainable partnerships with school practitioners and district leaders to improve educational outcomes. He focuses his research on applying the principles of appreciative inquiry to various school contexts. He is the author or co-author of six books dedicated to improving the practice of educational leaders and has published over 100 refereed educational journal articles. His most recent book, The Elements of an Effective Dissertation and Thesis: A step by step guide for getting it right the first time. Lanham, MD: Rowman & Littlefield Education—2006 is used nationally and internationally to help students complete their dissertations. His forthcoming book The dissertation dictionary: The doctoral student’s guide to writing the dissertation will be published in 2009. It provides faculty and students with definitions, explanations, and examples of major components of a dissertation; it will contribute to their understanding of the intricacies of writing a well-constructed and substantive dissertation.

Dr. Calabrese has received honors for his teaching, research, and publications.

**DR. SAMUEL HINTON, ED.D:** Dr. Hinton joined the faculty at Eastern Kentucky University in 1990 and is currently Professor of Educational Studies in the Department of Curriculum and Instruction. Dr. Hinton is tenured and has attained full professor status with Eastern Kentucky University. He received his doctorate in Education from the University of Virginia with a specialization in Comparative and International Education. He has full graduate faculty status and has taught graduate and undergraduate courses in four different university departments. Dr. Hinton has book and article publications to his credit and has participated in two Fulbright-Hays seminars. He is forever striving to assist junior faculty members in scholarly activities, encouraging them in their research and publication efforts. His own background in this coupled with his mild manner and easy going temperament make him a natural mentor.

**DR. KEVIN JONES** spent most of his formative years in eastern Tennessee. He holds a Bachelors degree in Management, and a Masters degree in Library Science degree from the University of Tennessee. He holds a Doctorate from the University of Kentucky’s Department of Educational Policy Studies and Evaluation. His dissertation was entitled: Undergraduate Retention in the Commonwealth of Kentucky: An Analysis of Academic, Social, Financial, and Psychological Elements. For the last ten years, he has been a Reference and Instruction Librarian at Eastern Kentucky University where he has given numerous talks promoting information literacy, including one at the 2006 National Convention of the National Association of Industrial Technology in Cleveland, Ohio where he presented with Vigyan Chandra and Theodore Lloyd: “Bidding Goodbye to Google-Eyed Students: Strategies for Researching Information Online.” In his spare time, Dr. Jones is a guitarist and a songwriter. He also teaches chess to children.

**DR. KIM NAUGLE** is Associate Dean of the College of Education as well as an Associate Professor in the Counseling and Educational Psychology Department of Eastern Kentucky University in Richmond, Kentucky. He has a Ph.D. from Indiana University with a double major in Counseling Psychology and in Educational Psychology (Measurement). He is licensed by the Kentucky Board of Licensed Professional Counselors as a Licensed Professional Clinical Counselor and by the Kentucky Board of Examiners of Psychology as a Licensed Counseling Psychologist with endorsement as a Health Service Provider in Psychology. In addition, he is certified by the National Board of Certified Counselors as a Nationally Certified Counselor. Dr. Naugle has numerous publications in professional journals and has been a presenter at the state, regional and national level. He is a member of numerous national professional honor societies and professional associations and has earned numerous awards such as the 2004 Counselor Educator of the Year award given by the Kentucky Counseling Association.
**DR. NORMAN POWELL** is the Director of Teacher Education Services for the College of Education at Eastern Kentucky University. This position is responsible for admissions, certification and student teaching for the College of Education. From 1998 until June 2008, Dr. Powell served as the Director of The Kentucky Educational Collaborative for State Agency Children (KECSAC), Dr. Powell is also an associate professor in the Department of Educational Leadership and Policy Studies for the College of Education at Eastern.

Dr. Powell has spent much of his life serving in a variety of professional capacities. These have included the following: special educator, leader, trainer, child care worker and administrator. He has continued to work locally, nationally, and internationally on behalf of at-risk children, youth and families.

He worked previously as the Program Dean for Life Span Care and Administration, a master’s degree program at the Graduate School of Education and Human Services at Nova Southeastern University in Fort Lauderdale, Florida. Prior to this university position, he served as Director of the Group Home Division for the Associates for Renewal in Education, Washington, DC; special education instructor for the graduate teacher training program at The American University Rose School Special Education Program, Washington, DC; Director of Family Services, Associated Catholic Charities, Archdiocese of Baltimore, MD; and Director of Child Care, the Christ Child Institute for Children, Rockville, MD.

Dr. Powell was the co-editor of Choices in Caring: Contemporary Approaches to Child and Youth Care Work, a book about the field of residential group care, and community-based programs for children and youth. He collaborated in the creation of the Nova Southeastern University publication, The Child and Youth Care Administrator, and also served as co-editor along with later editor.

Dr. Powell served nine years as a member of the Board of Directors of the Child Welfare League of America and is active in the field of child and youth care as a speaker, trainer, and promoter of the field of children and youth.

In September of 1989, he spent two weeks in South Africa as the guest of the South African Association of Child Care Workers. He represented the United States at the IX International Colloquium of the European Economic Union in Barcelona, Spain. Dr. Powell has traveled and worked in many areas of the world including Denmark, Australia, Canada, Latin America and the Caribbean Islands.

Dr. Powell received the prestigious Golden Eagle Award by the Council on International Non-theatrical Events for producing a video training series “Walking Through the Storm: Working with Aggressive Children and Youth”. He is fluent in Spanish and is certified in special education: EBD K-12. Dr. Powell also is a certified senior trainer in Life Space Crisis Intervention. He completed training at St. Louis University and was selected to serve three years in Honduras, Central America as a volunteer in the U.S. Peace Corps. While in Honduras, Dr. Powell worked with private and public agencies to develop educational and social service programs for Honduran children and youth.

Dr. Powell earned his bachelor’s degree in Latin American Studies and Spanish from the School of International Service, and his master’s and doctoral degrees in Special Education in emotional behavioral disorders (EBD) with minors in administration and family systems, from The American University, Washington, DC. Dr. Powell’s office is located in Richmond, Kentucky at the College of Education at Eastern Kentucky University.

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**DR. JOHN (JACK) HERLIHY**

Dr. Herlihy received his BA and MA degrees from Morehead State University. In 1979 he received his doctorate in school leadership from Indiana University. His educational background includes over a decade of teaching experience in elementary, secondary and college levels. His administrative experience includes both principal and vice principal positions, and 11 years as the superintendent of the Scott County School district in Georgetown KY. He is on the executive board for the National Council of Professors of Educational Administration. (NCPEA) Jack is currently an associate professor at Eastern Kentucky University and has held this position since 1998. During his time at EKU Jack has helped to create the Center for Educational Research in Appalachia (CERA). He is currently the director for CERA and is working with over 50 counties in Appalachia to improve the communication between communities, schools, and universities.

With the goal of providing a better foundation for education and educators alike, CERA hosts several learning tools that include annual symposiums and summer conferences.
Brief Biography of Doctoral Candidates
DEPUTY COMMISSIONER ELAINE FARRIS

A graduate of Eastern Kentucky University, where she earned her BS, MA and Rank 1, Elaine Farris began her career in education in 1982 as an elementary physical education teacher in the Clark County, KY school district. She later took a high school teaching position and later became Assistant Principal of George Rogers Clark High School. While serving as Assistant Principal, she was selected as one of Kentucky’s Distinguished Educators, and spent two years assisting troubled schools before returning to Clark County’s Shearer Elementary as Principal.

Elaine left Clark County in 2001 to take a central office position in the Fayette County Schools as Elementary Director, where she supervised twelve elementary schools and their principals. Working in a highly visible capacity with leaders in the district and community, she was recognized as a service-oriented leader as well as a role model for African-American students and teachers.

In 2003, Elaine was selected for the first class of interns to participate in KDE’s Minority Superintendent Internship Program, and was placed in the Shelby County Schools. Upon the completion of her internship year and the retirement of the previous superintendent, Elaine assumed the superintendency of the Shelby County schools and became Kentucky’s first African-American school district superintendent. August 2007, Elaine was named to her current position as Deputy Commissioner, Bureau of Learning and Results Services in the Kentucky Department of Education.

Elaine is a member of numerous civic and professional organizations. She is married to Pastor Alvin W. Farris of Elizabeth Baptist Church. They have one son and three grandchildren.

SALLY SUGG, was named by Education Commissioner Jon E. Draud as associate commissioner of the Office of Leadership and School Improvement (OLSI) for the Kentucky Department of Education (KDE) in August of 2008.

“Her experience in working with diverse student populations, leadership skills and knowledge of strategies to help low-performing schools make her an excellent choice for this position,” said Draud. “She brings a new energy to our efforts to help schools reach proficiency.” Sally Sugg currently oversees the work of OLSI, including three divisions – Leadership and Instructional Support; Scholastic Assistance; and Educator Quality and Diversity. OLSI houses the Highly Skilled Educator program, school-based decision making resources and educator recruitment programs. Prior to her employment at KDE, Sugg was the Assistant Superintendent for Student Achievement in Shelby County. Among her responsibilities were district planning, professional development, the federal Title II and Title V programs, school-based decision making and assessment and accountability. From 2004 to 2007, Sugg served as a Highly Skilled Educator for KDE, assisting low-performing schools and districts in Kentucky. She also served nine years as a school principal in McCracken and Henderson Counties and thirteen years as a teacher in Henderson County and Sikeston, Missouri. Sugg earned a bachelor’s degree from Murray State University, a master’s degree and Rank I from Western Kentucky University and a superintendent endorsement from Eastern Kentucky University. She is currently enrolled in the Doctoral Program Cadre at EKU. She holds endorsements for elementary and Secondary principalship (K-12) and supervisor of instruction (elementary & secondary), is a Kentucky Association of School Councils Endorsed SBDM Trainer and holds Kentucky teaching certificates in English/language arts and history.
**MS. GLADYS T. JOHNSON** currently serves as the Director of Cooperative Education at Eastern Kentucky University who has been involved in cooperative education both as an employer and educator for 29 years. Her involvement with Cooperative Education began as an employer coordinating Kentucky State Government’s Cooperative Education Program from 1979 to 1991 and moved into higher education at Eastern Kentucky University in 1991.

She has earned A.A.S., B.P.A and M.P.A degrees in Public Administration from Kentucky State University and has completed the course work toward a Ph.D. in Education Policies Studies and Evaluation at the University of Kentucky.

Gladys has served in leadership positions in several professional co-op organizations including the Midwest Cooperative Education and Internship Association, Southeast Regional Cooperative Education, Cooperative Education Network, The Accreditation Council for Cooperative Education and Kentucky Association for Cooperative Education and Career Employment. In addition, she has served on several university committees including chaired the University Diversity Committee.

Gladys is also the proud mother of three grown children, two of which are EKU Alums and she has one grandson.

**LA TOYA B. SMITH** is completing her Ph.D. in Counseling Psychology at the University of Kentucky. She earned a Specialists in Education degree in Counseling Psychology in 2008 and a Masters of Science degree in Clinical Psychology two years prior from Eastern Kentucky University. Her research interests include multicultural issues, specifically academic success and psychological well-being in students of color, and parenting practices in African American and Latino populations. She is currently participating in three research teams: Project PROMISE (Proactive Research On the Mediating Indices of School Excellence), the STEPPERS (Scholars Thriving to Explore and Promote Psychological and Educational Resiliency and Success) and Cultural Discontinuity (L-METE: Linking Multicultural Education and Teaching Efficacy). Her theoretical orientation is primarily cognitive behavioral therapy with a blend of solution-focused therapy.

**ANN LYTTLE-BURNS** has been employed in the Fayette County Public Schools system since 1991 and has served in her present position of Principal of Home/Hospital & Special Programs since 1998. During her time with the district she has been a teacher and coach serving and chairing committees for Equity, School Climate and Budget as well as serving on the Site Based Decision Making Council and in the Kentucky Leadership Academy. She has been supervising and coordinating programs in homebound settings, teen mother center, job corps, spouse abuse setting, various hospitals and mental health facilities, as well as providing educational opportunities for incarcerated youth. In addition, this KECSAC administrator serves as a liaison with the Department of Juvenile Justice. She received her undergraduate degree from the University of the Cumberlands and her graduate degree and certifications from Eastern Kentucky University. Her professional and personal philosophy of education is helping others overcome barriers to learning. Among other recognitions, Ms. Lyttle-Burns has been nationally recognized by the Federal Job Corp, Who’s Who, and the Hall of Fame award from Upward Bound.
SHEILA DAVIDSON PRESSLEY is an Assistant Professor in the Department of Environmental Health Science at Eastern Kentucky University (EKU) in Richmond, Kentucky. Her courses include Diseases and Hazards of Leisure, Solid and Hazardous Waste, African/African American Health Issues, and Bioterrorism. In 2006-07, she was selected as a member of the first GEAR Scholars’ Community at EKU. The GEAR (Graduate Education and Research) Scholars’ Community is a select group of tenure track faculty members who are working to publish scholarly articles or apply for national grants. Her most recent article on environmental justice entitled, “Environmental Justice—An Appalachian Perspective” was published in the Summer 2008 American Public Health Association (APHA) Assembly Newsletter and also presented at the 2008 Southern Criminal Justice Association conference in New Orleans. She has experience with environmental health and safety, public health concerns related to risk assessment, public involvement, and environmental policy analysis. She has also worked on behalf of environmental justice communities in the private, nonprofit and government sectors. Prior to teaching at EKU, she worked for a company in Chicago where she directed a series of occupational health and safety training programs in the Midwest and on the East Coast. In addition to her tenure track position as a professor, Ms. Pressley is also pursuing her doctorate degree in Public Health from the University of Kentucky’s College of Public Health in Lexington, Kentucky.

SIDNEY JONES, JR.
Originally a native of Baldwin, Louisiana, Sidney Jones, Jr. earned a Bachelor’s of Arts in English/Creative Writing from Louisiana State University in December 1996. Sidney later earned a Master’s of Education degree from LSU in the summer of 1998. Upon the receiving this degree, Sidney relocated to Columbus, Ohio and was hired by the Columbus City School District. He was initially assigned to teach English at the North Education Center High School; in addition to his teaching duties, Sidney served as the English Department Chairperson and an English Language Arts curriculum writer for the school district. In 2005, Sidney was accepted into Ohio University’s Urban Doctoral Cohort in Educational Administration. After successfully completing two years of coursework and the comprehensive examination, Sidney is the beginning stages of his dissertation (tentatively titled “Suburban Legends: An exploration of the experiences African Americans Teachers in Suburbia”). Currently, Sidney is in his eleventh year of teaching with Columbus City Schools as ninth and tenth grade English/Humanities teacher at the Columbus Alternative High School, one the state’s foremost college preparatory institutions.

DEBRA L. KIRKSEY is a native of Gainesville Florida and resides in Radcliff, Kentucky. She has been married nearly thirty years to her high school sweetheart, John, and has three children. Ms. Kirksey has been employed for eleven years in Fort Knox, Kentucky as a Soldier and Family Manager. Her education includes an Associates of Arts Degree in General Education from Santa Fe Community College in Gainesville, Florida; a Bachelor of Arts in Business Administration from University of Mary Hardin Baylor in Belton, Texas; a Masters of Human Relations from Oklahoma University ( Overseas - Germany); a Certified School Teacher K-12 Music, Business and Home and Family Life from St Martin’s University in Lacey, Washington. Her goal is to receive a Doctoral of Education in Counseling Psychology (on dissertation – chapter 2) from Argosy University in Sarasota, Florida. Ms. Kirksey is a Christian and mentor and loves sharing the gift of music. She is most happy when surrounded by family and friends.
**MS. HORTENSIA MORGAN** is a native of Panama and lives in Vine Grove, Kentucky. She distinguishes herself as being an action person with skillful leadership characteristics. She has impressive leadership experience in both the civic and military community. Ms. Morgan has held offices with the Vine Grove Community Leadership Project, the Heart of Kentucky Association of Realtors, Board of Directors of Hardin County-Radcliff Chamber of Commerce, and she currently serves as the President of the Hardin County Brach of the National Association of the Advancement of Color People.

Education is a passion of Ms. Morgan. She has been a teacher at the University of Louisville in the Adult Education Masters Curriculum Program in the Department of Training and Development. She has been a senior instructor for human relations, adult literacy, and drug and alcohol prevention programs.

Ms Morgan has an impressive 22 years of service in the military, and during that time, she obtained the rank of Captain in the United States Army. She's a doctoral candidate at the University of Louisville in the Department of Education Administration.

**IDDAH OTIENO** is an Associate Professor of English at Bluegrass Community and Technical College, Lexington, Kentucky. She received her B.Ed. (English Emphasis) at Maseno University, Kenya, in 1994 before relocating to the United States of America where she earned her M.A. (English) at Eastern Kentucky University in 2001. Iddah is a doctoral candidate at the University of Kentucky’s Educational Policy Studies and Evaluation specializing in Higher Education. Her research interest revolves around comparative international education, with special emphasis in African Higher Education in the postcolonial era. Iddah is a dedicated educator with international experience which she shares with her colleagues and students. She has taught English in Africa and the United States for the past sixteen years. Iddah also directs the Kenya Faculty Exchange Program at Bluegrass Community and Technical College, the first linkage with Africa within the Kentucky Community and Technical College System (KCTCS). She has managed successful exchange visits between Maseno University and Bluegrass Community and Technical College since 2003. She lives in Richmond, Kentucky, with her husband, Dr. Tom Otieno, Associate Dean, College of Arts and Sciences, and her three children, Ephraim Ochieng’ Otieno (10), Christopher Odhiambo Otieno (7), and Rebecca Mikal Otieno (4).

**SANDRA HOPE MANUEL DAVIS** was born and raised in Lincoln County, Kentucky, and has always lived and worked in Central and Eastern Kentucky. She was raised in a large farm family, the first to finish high school and attend college (Berea). She earned a Master’s in Social Work at UK. She is a life-long learner; and continued her education through post-master’s and doctoral work, as well as continuing education and professional trainings. Ms. Davis is currently enrolled in EKU’s Ed. D. program. Most of her professional work focused on mental health and private child care. She has supervised programs in foster care/residential child care, Montessori preschool and homeless programs for young parents and other youth. Her areas of expertise are Life Space Crisis Intervention and other “Reclaiming” interventions: Developmental Therapy/Developmental Teaching, Videohometraining, and a number of cognitive behavior therapies/interventions. Ms. Davis currently teaches Human Services at the University of the Cumberlands. She will be participating in EKU’s “Social Intelligence” Training for Trainers. She hopes to study at-risk youth in Appalachia--specifically related to school refusal and dropping out.
TERRI ANDERSON REYNOLDS

Education, Training & Credentials:
M. A., Human Services, Student Personnel in Higher Education, Eastern Kentucky University, Richmond, Kentucky. Degree conferred May 2003
B. A., Human Services, Counseling, Lindsey Wilson College, Columbia, Kentucky. Degree conferred August 1993
AA., Somerset Community College, Somerset, Kentucky. Degree conferred August 1991

Background and work experience:
Fifteen plus years counseling experience - Community mental health agency, residential treatment facility and an alternative school, Community College, and University Setting. Experienced in personal, career, academic and group counseling.
Three years experience as victim’s advocate through regional Community Mental Health Center. Significant experience counseling multicultural populations including; diverse Socioeconomic, ethnic, religious and regional populations.
Eight years and six months experience coordinating and administrating grant funded program at Somerset Community College.

MRS. JOYCE BELL MURPHY

is an experienced special educator who holds a master of teaching degree in Learning and Behavioral Disorders from Salem College in Winston-Salem, North Carolina. She also holds a Bachelor of Science degree in business management with a minor in psychology from Florida A&M University. Mrs. Murphy received a certificate for Reading Recovery Teacher Leader from the University of Kentucky in 2003.
She recently worked as project coordinator for seven goals of a federal grant through the Kentucky Department of Education/Division of Exceptional Children Services (DECS) and the U.S. Department of Education Office of Special Education Programs (OSEP). The major focus of the grant was to ensure academic achievement and post school success for students with disabilities across Kentucky. She also had the opportunity to become the co-director of Kentucky State University’s first on-line masters of art in special education program. Her responsibilities were to recruit, cultivate and retain highly qualified and committed special educators. In addition, she taught her first Introduction to Exceptional Children online and in the traditional classroom setting as an adjunct professor at KSU. She is currently working as a Special Education Facilitator and district representative for Fayette County Public Schools. She is passionate about sharing her knowledge with future teachers to become highly qualified educators in Special Education. Consequently, she is seeking admittance into a doctorate program in order to realize her goal of becoming a university professor in Special Education/Learning and Behavior Disorders. Mrs. Murphy is married and has three children.

TAMMY S. HOOPER

affectionately called “Hoop” by her students, is a nineteen year veteran physics teacher. Tammy is National Board Certified teacher in Adolescence and Young Adulthood Science and two time nominee for Kentucky Science Teacher of the Year. She has had the privilege to present her ideas on physics teaching at Kentucky Science Teacher Conferences and the National Council for Mathematics Teachers. She belongs to American Association of Physics Teachers (AAPT) and KEA. In 2006, she created her own website www.physicsgoddess.com. to help other physics teachers as well as her own students. Tammy is a proud EKU alumni (Class of 88) and Kappa Delta Tau sister.
**BETH HARGIS** is a 1988 graduate of EKU with a Bachelor of Business Administration in Accounting. In 2001, she began a Master of Arts in Teaching program at EKU and concurrently began teaching Business and Marketing at Pulaski County High School. She received her Master of Arts in Education in Instructional Leadership in 2005 and accepted the position of Principal of the Pulaski County Area Technology Center in 2006. Currently, she is in the doctoral program at EKU with student motivation as the core of her research.

**LEZELL J. LOWE** is a native of Harlan, KY. He currently is a Territory Manager with RS Medical, the world’s largest home-based Electrotherapy provider. He is a 1997 Graduate of the University of Kentucky, with a Bachelor Arts in History, and a 2000 Graduate of Kentucky State University with a Masters of Public Administration. Lezell serves on numerous community and outreach committees and board, most notably he is on the Board of Directors for Phi Beta Sigma Fraternity, Inc. and also is an advisor to the Sigma Beta Club Foundation, an International Mentoring program for young disenfranchised men.

Lezell’s interest include Fraternal and Civic Organizations and their overall impact in the communities, which they serve, and will be seeking a Doctorate of Education.

**RICHARA M. RICHARDSON** is from Cincinnati, Ohio and is currently enrolled in the doctoral program of Urban Educational Leadership at the University of Cincinnati. She also holds a Bachelors Degree in English Literature (2002) and African American Studies (2003) and a Masters Degree in Educational Administration (2004) from the University of Cincinnati. She currently works as a Tutor Coordinator for the YMCA servicing students from Cincinnati Public Schools. She has also worked as a high school teacher. Her focus area for research is African-American male retention rate in high schools and programs to assist them in becoming successful.

**LISA IVEY WALLER** is principal of Silver Creek Elementary School in Berea, Kentucky and a doctoral student at Eastern Kentucky University. Waller is focusing her current studies on Response to Interventions in Mathematics and on Affecting Legislation that Supports Student Academic Progress. She has twenty-seven years experience in education, having taught in Tennessee, Kentucky and Texas. She has taught grades K-8 in elementary and special education positions, and has served eight years as a building level administrator. Her coursework for the superintendents’ license was completed at EKU. Waller also completed a Rank I in Educational Leadership at Murray State University in 2000, an M.Ed. in Special Education at Peabody College of Education of Vanderbilt University in 1984, and a B.S. in Elementary Education at Lipscomb University in 1981. Lisa Waller is currently the Vice President of Kentucky Association of Elementary School Principals, Elementary Principal Representative on the State Mathematics Achievement Committee, has served two terms on Kentucky association of Administrators Board of Directors, and is candidate for Zone 5 Director for National Association of Elementary School Principals. She and her husband, James Waller live in Lexington, Kentucky with their five children, ages 13 to 21.
TASHA HARRIS is currently enrolled in the doctoral program of Urban Educational Leadership at the University of Cincinnati. She holds a Masters of Teaching in Secondary Education from the University of Louisville and Bachelor of Arts in English and Integrated Strategic Communications from the University of Kentucky. She is a former reading and language arts teacher at the middle school level. Her research interests include teacher retention, the underclass and schooling, black identity, community organizations and issues in urban educational leadership.

SHAMBRA MULDER is a native of Columbia, South Carolina. She has a Bachelors of Arts (BA) in Psychology, Masters of Science (MS. Ed.) in Educational Psychology, and an Educational Specialist Degree (Ed. S) in School Psychology from the University of Kentucky. She is currently completing her doctorate degree (Ph. D) in Educational Psychology at the University of Kentucky. Mrs. Mulder has school certifications in School Psychology and Director of Special Education. She has nine years of experience in the public schools as a School Psychologist. Her research interests include: Teacher Self-Efficacy, Multicultural Education, Cultural Discontinuity, and the Overrepresentation of Minorities in Special Education. Her career goals include becoming a college professor and a life coach. Shambra currently live in Versailles, KY with her husband, Chad, daughter Mackenzie, and son Malik.

DAWNETTA HAYES earned a BS in education and a BA in History from the University of Cincinnati. She returned to the University after teaching in an urban redesigned school to complete her MEd in Educational Leadership, obtain her principal’s licensure, and is now pursuing her doctorate in Urban Educational Leadership. Presently, Dawnetta is a middle school Montessori teacher for Cincinnati Public Schools; one of two African Americans in the district who have their secondary Montessori certification. She has been administrative teacher in charge, team leader, served on the Instructional Leadership Team, and was appointed to serve on the district textbook adoption selection committee. In 2004, she presented at National Middle School Association Conference on the topic: Project Non-Fiction Literature. In 2006, Dawnetta was the recipient of the Rising Star Award by the YWCA of Greater Cincinnati and this past April 2008 she was one of twelve African Americans awarded the Leaders for the Future Award in Cincinnati for initiatives to improve the education of urban youth. Her research interests include studying the cultural communities of African American female adolescents, and initiatives implemented by school leaders to address Black students perceptions of higher education.

MS. ROSE SKEPPLE

Rose Skepple, Interim Assistant Director of Teacher Education Services. She is married to St. Claire with two children (St. Claire and Eunique). She has 18 years of experience in education; as an educator, coach and administrator. She is a native of Reading, PA. She is also an EKU Alumnus. Rose holds several degrees and certificate: an Instructional Leadership Certification, Guidance Counselor Rank 1, Student Personnel in Higher Education, M.A., and Biology, B.S. Her greatest achievement is receiving a full track scholarship to Eastern Kentucky University.
**ROCHELLE HUTCHINS** currently coordinates the Minority Doctoral Program as a Graduate Assistant at West Virginia University. The Minority Doctoral Program consists of the Colloquium for Aspiring Minority Doctoral Candidates, which is held each fall, the Academic Partnership for Teaching Fellows, and several other programs aimed at increasing diversity in the professorate around the country. Ms. Hutchins received her Bachelor of Arts and Master of Public Administration degrees from the University of Dayton in Dayton, Ohio. She is also a PhD Candidate in Political Science and will finish her degree in May of 2009. She resides in Morgantown, WV.

**HYE-JEONG CHOI** is a fifth year PHD student in University of Georgia. She has a BA and MA in Education from Seoul National University in Seoul, Korea. Her recent work includes the diagnostic modeling and finite mixture IRT in educational assessment. She is also working on a project for an intervention for math teachers. She has published or presented several studies as follows:


**MICHAEL D. DAILEY** is serving as the Director of Educator Quality and Diversity, whose goal is to recruit and retain highly qualified diverse teacher workforce. The division implements a variety of programs and services, including but not limited to, the coordination and monitoring of all Title II Part A planning and resources, minority educator recruitment, minority leadership and counseling programs, early identification programs, and alternative routes to certification.

Michael’s educational experience spans over 21 years. He has served the Kentucky Department of Education in several capacities: program coordinator of the Instructional Technology Leadership Program, MarcoPolo State Administrator, Coordinator of the Minority Student Achievement Project, Achievement Gap Coordinator and the leader of the first Teacher Quality Cross Agency team. While serving as the Cross Agency Team leader, the department’s first Teacher Quality plan was drafted to include the establishment of the Future Educator Association program, grant incentives to promote alternative routes to certification, the development of the Kentucky Educator Placement Service (web based service), and a teacher recruitment marketing plan.

Mr. Dailey is a doctoral student in the College of Education at Capella University specializing in Instructional Design for Online Learning. Research interests include, but are not limited to, teacher mentoring, teacher presence in an online learning environment, and technology interventions to address achievement gaps.
COLON LEWIS is currently pursuing his Doctorate of Education Administration at Ohio University. His previous degrees include a Bachelors of Arts in Economics and Japanese from Alma College in Alma, Michigan, and a Master’s of Education from The Ohio State University. Mr. Lewis’ research interests include comparison of instructional leadership practices between urban and suburban school principals.

SCOTT TYRONE FERGUSON is currently pursuing his Doctorate in Education. Scott has a B.A. in Sociology with a minor in Political Science, a Masters in Public Administration and a Masters in Education in Special Education. His research interests include students’ transition from high school to college and Algebra being a “gate-keeper” course for students.

KIMBERLY HALE is currently a student in the newly established Educational Leadership and Policy Studies program at Eastern Kentucky University. She holds a Bachelor’s degree in American Sign Language Interpreting from Maryville College in Tennessee and a Master’s degree in Linguistics from the University of South Carolina. Her research interests include gender, cultural, and generational influence in interpreted interaction as well as effective practices for interpreter education and professional development.

EVELDORA WHEELER is currently pursuing her doctoral degree in Educational Psychology at West Virginia University.

She has a diverse, professional experience and background in a wide range of areas including: nonprofit management/administration, corporate training, instruction at the college level, education director and counseling for at-risk youth, family and individual therapy.

She is currently a senior lecturer with West Virginia University Division of Social Work.

ENTERTAINMENT

DAWN MONIQUE DAILEY was born in December of 1991 to Mr. Michael D. Dailey and Mrs. Tanya C. Dailey. Her parents describe her as an outgoing, Christian young lady with a zeal for life. Miss Dailey attends Bryan Station High School where she has excelled as a student receiving academic and band awards her freshmen and sophomore years.

Dawn has always had a particular interest in other cultures and meeting a variety of people. As a middle school student she was selected as one of twenty-five middle school students to travel to Japan. Miss Dailey is learning Japanese and French and hopes to become a teacher of world languages or work in a field where she can use her language skills.

Dawn is active in her church participating in the mass and youth choirs as well as serving as a member of the youth ushers. Her joy of music blends her Christian commitment and her desire to learn from others. Dawn performed at the Japanese Kite Festival in Georgetown, KY and at a local coffee shop. Both performances were presented in Japanese as part of her study of the language.

Miss Dailey continues to expand her opportunities to reach her goals. She appreciates the opportunity to serve the Eastern Kentucky University through music and further applauds the effort to encourage minorities to seek their doctoral degrees.
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