

# EAHR Connect

## Doctoral Students' Monthly Messenger

From the Department of Educational Administration  
And Human Resource Development

October, 2015

### Upcoming Conferences and Call for Proposals

**2015 RWE (Research on Women and Education) Conference: *Empowering Women and Girls Through Education: Collective Voices and Perspectives*** will be held at the Sheraton Birmingham Hotel, Birmingham, AL October 8 – 10. Click [here](#) for information.

**2015 CEPA (Collaborative Educational Program of the Americans) Leadership Consortium: *Innovation Through Leadership*** will be held at the Tropicano Riverwalk Hotel, San Antonio, TX October 22 – 24. Click [here](#) for information.

**2015 MSERA (Mid-South Educational Research Association) Annual Meeting: *Allons à Lafayette!*** will be held at the Double Tree by Hilton Hotel Lafayette, Lafayette, LA November 4 – 6. Click [here](#) for information.

**2015 UCEA (University Council for Education Administration) Convention: *Re-Imagining the Frontiers of Education: Leadership With/In Transnational and Transcultural Spaces*** will be held at the Manchester Grand Hyatt, San Diego, CA November 20 – 23. Click [here](#) for more information.

**2015 ASHE (Association for the Study of Higher Education) Annual Conference:** will be held at the Hyatt Regency Denver at Colorado Convention Center, Denver, CO November 5 – 7. Click [here](#) for information.

### A Reflection on You

Whenever a doctoral student successfully completes his/her dissertation and defends it, we ring a bell. This has been the highlight for me this month including the other day when we rang the bell after Detra Johnson's successful defense.

The second highlight has been the number of our doctoral students who have been hired during the month. (Please see page 5.) Doctoral students completing their studies and being hired is a huge motivation for the current students.

The department supports doctoral students by providing them with travel funds to the conferences. We spend close to \$20,000 a year. This funding has had a very positive impact on our doctoral students who are motivated to present their research work with their professors at peer reviewed conferences. GRAB leaders have done a great job of providing outstanding leadership and promoting collaboration among doctoral students in the department. Of course the highlight for the month of October is the highly attended scholarly dialogue between Dr. Yvonna Lincoln and Dr. Bruce Thompson. This was an excellent dialogue.

### Qualifying Exam Dates

October 19<sup>th</sup>: 8:30-12:30  
October 20<sup>th</sup>: 8:30-12:30  
October 20<sup>th</sup>: 1:00-4:00  
October 21<sup>st</sup>: 8:30-12:30

#### Conference / Registration fees

Need money to attend a conference for your presentation? EAHR GRAB (Graduate Representative Advisory Board) may help you. Scholarship funds have been established to help students for this purpose. Information is available at: [grab.tamu.edu/travel](http://grab.tamu.edu/travel).

**The EAHR Messenger is edited by  
Julia Lynch and Dr. Beverly Irby.**

**Please contact them at  
[julia.lynch@tamu.edu](mailto:julia.lynch@tamu.edu) or  
[irbyb@tamu.edu](mailto:irbyb@tamu.edu) if you have any  
comments or concerns or if you  
would like to suggest content for  
future issues.**



**Dr. Fredrick Nafukho**  
Department Head, EAHR

## Spotlight on a Student

Shinhee Jeong

**Stay focused** on what you are doing. Remind yourself why you are here. You are not here just to get experience or take classes. You are here with your own purpose, but it is easy to get lost sometimes. Once you're lost, your motivation is gone and you're not going to get anything done. It's really important to stay focused while pursuing a PhD program.

**Look for opportunities** and make an approach by yourself. Find the right person to work with. For me, that's Dr. Beyerlein. The weekly meetings we have always motivate me and get me on the right track. It's really important for PhD students to have those kinds of conversations on a regular basis, so look for opportunities for those mentoring relationships.

**Respect your own learning pace.** Some students have great strategies. These students are not smarter than you, they may just have better strategies. Don't get intimidated by other students who are publishing more than you. You have to respect your own learning pace, but also do what is full speed ahead for *you*. They are two different spectrums but you have to consider both of them. Go full speed, but consider your own pace.

**Keep a stiff upper lip.** Sometimes, attitude makes things different, very different. Always smile and keep a good countenance. These programs are very supportive and friendly to PhD students, but all the responsibility is on you.

**Be self-directed and self-disciplined.** As an Asian student, that's been a hard lesson. In Asian countries we are always told what to do and our decisions are not really in our hands. Decisions are made by supervisors or parents or your seniors, but in the U.S., the learning environment is very autonomous. You must find resources on your own, and make your own decisions, how to be strategic, efficient, and effective. I will keep these lessons I've learned until the end of the journey. My advice is to be self-directed, self-disciplined: don't give up, just move forward.

**Treat people with a sincere heart.** Let the sincerity you receive from others spread, so that there's always positive energy going in and going out. Dr. Beyerlein has taught me how to take care of students and share my sincere heart with them.



### Our current research:

We started creating these posters in our second semester of teaching and said, "We ought to do a book!" It's hard to find a textbook for organization development. We take contents from books and put it on post-it notes. We move them around and make clusters and have based our lectures on those clusters. This is a long-term opportunity to collaborate together after the dissertation is done. There are many positive examples of professors and students working together long-term, then those students follow the same tradition.



## Spotlight on Faculty

### Dr. Michael Beyerlein, Professor

**If it's not a fit, don't do it.** You've got to love it. You've got to be passionate about it. You've got to find your niche in order to generate the energy you need to get through the program, especially the dissertation. If you don't finish, what a cost!

**Build a network.** You need relationships because getting through this program is a collaborative process. GRAB helps with some of that in creating events, but you have to take initiative. It's not going to be laid out for you. You must build your own environment inside the larger environment so that you will have the resources to help get you through. Depending on what's going on, you may need a shoulder to cry on, or someone to study with. In 3 or 4 or 5 years, a lot of life happens. Having a support system pays off in a lot of ways.

**Find and grow relationships.** Working on the doctorate is a socialization process. You learn a lot of tacit knowledge from being around faculty and being involved in projects. The dissertation chair is someone you should start working with early.

**Finish.** Choose a feasible dissertation. Then, in the last year, the job hunt is just as big as your dissertation. Be proactive about that. You are not here to get a PhD. The PhD is a step in building the career you care about. Frame your dissertation choice in terms of how it fits into your longer term plan and activities. The PhD is a means to an end. It's a milestone in building your career. That long term perspective should be part of the very beginning and become more defined as you move through the program. This program will give you the tools for expressing your passion in the world. Then you will use your degree in a new environment where you can *really* get good at expressing your passion.

**Have an impact.** When you are in an academic job, part of your impact will be in publication – even though research publications don't have a practical impact right away. The big thing is that you will be producing students who know at least part of what you know and will take it what they study in your class and use it at work. You will have a direct impact. It magnifies what you could do as an individual, so it's just a different ways to think about accomplishing your personal mission through a different channel.



## IRB Guidance

### Related to Quality Improvement Projects



**Catherine Higgins**  
IRB Director

#### ***Want to avoid common mistakes in the IRB proposal writing process?***

The majority of quality improvement projects do not require review by the IRB. There are, however, cases where the project would fall under the purview of the IRB. Projects that qualify as “research” and which involve “human subjects,” as defined in the federal regulations would require IRB review under Texas A&M University policy. The most common reason for QI projects to require IRB review is that they are projects involving systematic investigations designed to develop generalizable knowledge. Terms such as ‘research’ and ‘human subject’ have distinct definitions in the federal regulations, and use of such terms may invoke a set of requirements that perhaps do not apply. When referring to QI projects, it is best to avoid use of the terms ‘research’ ‘study’ and even ‘study intervention.’ More appropriate terms might include ‘project’ or ‘proposal.’

## **\*\*Successfully Defended Dissertations\*\***

### **★ Teacher Perceptions of the Use of One-To-One Technology in Algebra 1 Classrooms**

Adam Hile

### **★ The Way We Were: Voices of Three African American Female Teachers Before, During, and After Desegregation in a Southern Rural District**

Detra Johnson

### **★ Protecting the Ivory Tower: How Whiteness is Understood and Enacted by Institutional Administrators**

David McIntosh

## **\*\*Graduate Student Publications & Presentations\*\***

Irby., B. J., Johnson, D., Abdelrahman, N., & Gonzalez, E. M. (2015). A website analysis of mentoring programs for Latina faculty at the 25 top-ranked national universities. In B. G. Guzman-Johannessen (Ed.), *Global co-mentoring networks in higher education*. New York City: Springer.

Druery, D. & Larke-McCowan, A. (2015). What You Don't Know can Hurt You: Continuing the Combahee River's Success in the Lives of Three African American Principals [Presentation at The Black Doctoral Network Conference]. Atlanta, Georgia.

Kang, H. J., Chai, D. S., & McLean, G. N. (2015). An Intersectionality and Hope-based Career Development Model for Female International Marriage Immigrants. *Human Resource Development International*, (ahead of print), 1-18.

Kang, H. J., Callahan, J. L. & Anne, M. (2015). An Intersectional Social Capital Model of Career Development for International Marriage Immigrants. *Career Development Quarterly*, 63(3), 238-252.

Phuong, T. T. (2015). *Annotated bibliography: Learning to lead: The nonprofit sector*. J. R. Cerami (Ed.). Strategic Studies Institute and U.S. Army War College Press.

Valentin, M. A., Valentin, C., Lincoln, Y., & Gonzalez, E. (2016). The Importance of mentorship: Reflections of the life experiences and consejos from successful Latino/a's, a phenomenological study. *National Forum of Applied Educational Research Journal*, 29(1&2).

Van, H. T. M. (2015). *Annotated bibliography: Learning to lead: The private sector*. J. R. Cerami (Ed.). Strategic Studies Institute and U.S. Army War College Press.

### **\*\*GRAB\*\***

Special thanks to Dr. Lincoln and Dr. Thompson for your talk “The Research Journey Between the Qualitative and Quantitative Methodologies.” Your work is an inspiration to us all. We hope to carry on your legacies. ~ GRAB



### **\*\*New Jobs\*\***

Congratulations and best of luck to recent EAHR graduates as they embark on their careers at leading institutions:

- ◆ Dr. Mina Beigi—Senior Lecturer, Human Resource Management at Liverpool John Moores University, UK.
- ◆ Dr. Catherine A. Cherrstrom—Assistant Professor, Texas State University
- ◆ Dr. Rhonda Fowler—Clinical Assistant Professor, Texas A&M University
- ◆ Dr. Tonya Driver—Director Multicultural Services, Texas A&M University
- ◆ Dr. Junhee Kim—Instructional Professor of Human Resource Development, Seattle University
- ◆ Dr. Rebecca McPherson—Assistant Professor of Human Resource Management, TAMU Central University
- ◆ Dr. Glenn Philips—Assistant Professor, University of Southern Illinois, Carbondale
- ◆ Dr. Amanda Rolle—Post Doctoral Fellow, University of Houston

### **\*\*Congratulations to Faculty\*\***

A heartfelt congratulations from EAHR doctoral students to Dr. Christine Stanley for being selected as a recipient of the ASHE 2015 Mildred Garcia Award for Exemplary Scholarship (senior Practitioner-Scholar)! The award letter to Dr. Stanley noted, “This award is given annually, vetted through a subcommittee constituted of doctoral students and faculty, by the Association for the Study of Higher Education’s Council on Ethnic Participation (ASHE-CEP) for exemplary research contributions related to underrepresented populations of color.” The award will be presented during the ASHE annual conference on Wednesday, November 4, 2015. Congratulations Dr. Stanley!

Let us hear of your awards, publications, or presentations so that we can put them in our newsletter. The intent of the newsletter is to keep our PK-12 Doctoral Students informed and connected. Send those notifications in to [julia.lynn@tamu.edu](mailto:julia.lynn@tamu.edu).