

Doctoral Students' Monthly Messenger

From the Department of Educational Administration
And Human Resource Development

MARCH, 2016

Upcoming Conferences

2016 AERA (American Educational Research Association) Annual Meeting: *Public Scholarship to Educate Diverse Democracies* will be held in Washington, DC: April 8-12. Click [here](#) for more information

2016 AERA Narrative SIG Doctoral Student Seminar in conjunction with Invisible College Washington, D.C., April 6—7.

2016 Building Learning Communities Education Conference will be held at the Boston Park Plaza Hotel, July 20—22. Click [here](#) for more information.

2016 International Conference on E-Learning in the Workplace will be held in New York City at the Columbia Faculty House from June 15—June 17. Click [here](#) for more information.

Values and Characteristics

EAHR Connect asked Dr. Nafukho: “Of the values and characteristics our college upholds, what are the top three that the graduate students of EAHR to especially display?”

His response: “Excellence, Collaborative and Inclusive. I love to see the way our graduate students collaborate”

You can find the 10 values and characteristics [here](#).

Conference/ Registration Fees

Need money to attend a conference for your presentation? EAHR GRAB (Graduate Representative Advisory Board) may help you. EAHR and GRAB graduate students in the department to pursue and present scholarly work in conferences. Scholarship funds have been established to help students for this purpose. The detailed information is available at: <http://grab.tamu.edu/travel>



**Dr. Frederick Nafukho,
Department Head**

Spotlight on Graduate Student Nahed Abdelrahman

It is important to look at your degree and the academic experience as a journey for which you need to be well prepared in order for it to pass it smoothly with joy. Passion, and commitment are the tools I am using in my academic journey. It is important to have a passion for what you are doing. That is why, the first question I ask myself prior to starting a project is, do I want to do it? Sometimes, of course, we do not have an option except for doing a certain project because it is part of our work or an assignment of a course but the decision is completely yours when you write a paper for publication.



Set your academic agenda but do not put too much on it in order to feel and to find a space for outstanding achievement. When I started my programs, I set my academic agenda including presenting in one conference per semester, publish at least one publication per academic year, and participate in leadership activities in order to be part of the holistic picture of the department. It is not anticipated that we can have a solid idea about our research interests in the beginning of the journey. Therefore, it is important to participate in various research initiatives as much as you can. In my case, I participated in research using qualitative, quantitative, systematic literature review, scoping analysis, and website analysis. In addition, I tested as many theories as I could such as Critical Race Theory, Feminist Theory, Structural Equation Modeling, Conflict Management, and Leadership Theories. Testing and participating in many types of research has helped me find my passion for the research I want to adopt for my dissertation.

It is important to create a strong and solid relationship with your chair. You need to explicitly discuss your research and ideas with your chair. It is important to make this relationship a developmental mentoring relationship. Working with Dr. Irby provides me a unique experience in mentoring and leadership because we practice both formal and informal mentoring. She has helped me understand what is research in the first place and how each conversation can be converted to a paper for publication. I enjoy working with her as every day is a day of learning. I began the EDAD program in 2013, and have gained more knowledge and experience in three years than I ever had my whole life. Being a mentee of Dr. Irby gave me an opportunity to dig deeper in several approaches including mentoring, women's leadership, and methodology.

Texas A&M has enormous research resources. As a doctoral student, you need to know what are the resources available for you. For instance, when you start writing your literature review, you need to visit Evans and see what are the resources they have to help write your literature review. There is a librarian for EAHR, Denial Xiao, who is an expert in EAHR research issues. Also, Margaret Foster is the ideal person who can help you with your literature if you are conducting a systematic literature review. If you are interested in policies and laws regarding education, HRD, and Higher Education, you will get great help from Dr. Laura Sare, the Government Information librarian in Evans. Software programs such as Camtasia, SPSS, ATLAS, STATA, IMPLUS (in the 7th floor) are available in CEHD labs including the one in the 5th floor and the 7th floor. When you start your IRB application prior to collecting your data, do not hesitate to make an appointment with IRB experts. They do not mind to go with you step by step in the application process. They are usually available to support you with all information you need to submit your application correctly. The P.O.W.E.R. Writing Studio is a good start to organize your writing and to create your writing habits. In the writing studio, I learned how to create my writing log, organize my references, and use a timer. The writing studio helped learn how to make progress and achievement in what I am writing.

When I started my degree, it was important to look at the degree course plan and find out which semester is appropriate to take each course. Understand your abilities and capacities prior to deciding the courses is my advice to my colleagues and to myself. In my case, I believe one quantitative course per semester is enough for me because usually statistics requires more time to understand. I find it is better not to take two statistics courses in the same semester in order not to be confused. Similarly, getting the qualitative required courses is important to understand qualitative methodologies but I have decided not to take qualitative and quantitative courses the same semester because I know that each needs a lot of time and work.

I started my career as a teacher, and I was the child of a teacher. Education for me is not only the goal to get a degree, but it also the place in which culturally healthy generations are produced. Therefore, my future plan is teaching and working with students to help create a healthy cultural environment where they can earn. This department has helped me formulate my vision of my teaching philosophy. The knowledge I have gained will be the foundation upon which I will build my teaching as well as research agenda. In addition, I got the opportunity to serve as the President of GRAB. Being a GRAB officer and president gave me the opportunity to practice leadership, to strengthen my experience in dealing with problems and help solve them, and to help establish a healthy organizational environment.

Spotlight on Faculty

Dr. Vicente Lechuga, Associate Professor



What is your advice to incoming doctoral students?

New doctoral students should get to know the professors in their program. Make a point to schedule a visit so that we get to know you personally before we see you in the classroom. We all enjoy meeting new students, especially those who show initiative by scheduling some time for us to chat.

What is your advice to doctoral students in their last year?

For doctoral students at the end of their program, especially those at the end of their coursework, you need to start implementing a structured schedule to get your writing done. Once classes are over, many doctoral students lose that structure and find it difficult to get motivated to write their dissertations. Having a plan in place can make the difference between finishing your dissertation or having the dreaded “ABD” label on your CV. For doctoral students in the dissertation phase, it’s important to set up regular meetings with your advisors. They can provide the kind of structure that keeps you accountable, but also keeps you on track to graduate.

What is your current research?

My current research focuses on two areas. First, I am working on a project to understand how faculty members model behavior that strengthens their students’ ability to write well and avoid academic misconduct issues. Second, I am finishing a project on female engineering faculty’s motivation to succeed despite the many barriers they face in this male-dominated field. I plan on expanding this line of research by focusing on the notion of “grit” and the role it plays in the success of first generation students in STEM fields.

****Publications, Presentations, and Awards****

Abdelrahman, N. (2016, March). *Arab Spring and Teacher Professional Development in Egypt: A Case Study*. University Global Education Issues Conference in Sam Houston University, Huntsville, TX.

Abdelrahman, N., & Irby, B. J. (2016). Arab Spring and Teacher Professional Development in Egypt: A Case Study. In E. Mohamed, H. R. Gerber, & S. Aboukacem (Eds.), *Education and Arab Spring: Resistance, Reform, and Democracy*.

Cajiao-Wingenbach, L., & Wang, J. (2016, February). *What Do We Know about NHRD in Colombia: A Scoping Review*. Paper presented at the AHRD International Research Conference in the Americas, Jacksonville, FL.

Cajiao-Wingenbach, L. (2016, March). Conflict Management in Marriage. Poster presented at the Campus Climate Conference, Texas A&M University, College Station, TX.

Druery, D., Williams, V., & Novacinski, L. A. (2016, March). *Parental Engagement in Middle Schools: An Urban Education Leadership Perspective*. Presented at the Texas Middle School Association and Texas Schools to Watch 2016 Conference on Adolescent Success, Arlington, TX.

Irby, B. J., Johnson, D., Gonzales, E., Lara-Alecio, R., Tong, F., Abdelrahman, N. (2016). A Website Analysis of Mentoring Programs for Latina Faculty at the 25 Top-Ranked National Universities. In B. Johannessen & G. Guzman (Eds.), *Global Co-Mentoring Networks in Higher Education: Politics, Policies, and Practices*.

Jones, V., Hernandez, S., Ponjuan, L., Saenz, V., Palomin, L. (March 3, 2016). Black Academics Matter: How African American males' racial consciousness provides insight into effective mentoring. Presented at the Texas Association of Black Personnel in Higher Education (TABPHE) Conference, Fort Worth, TX.

AHRD Cutting Edge Award, Academy of Human Resource Development (Kim, S., ***Kang, H. J.**, & Ju, B. (2016). *Family Roles and Distress: A Gender Comparison Among Korean Employees*. *Academy of Human Resource Development Conference*. Jacksonville)

Oviedo, L., Varela, K., Hernandez, S. [Susana], Gonzalez, T., Camacho, C., Flores, A., Hernandez, S. [Sonia] (February 19, 2016). *Latinas in Academia: Combating structures of racism in the ivory tower and creating strategies to survive and thrive*. Discussion panel at the National Association for Chicana and Chicano Studies (NACCS) Tejas Foco Conference, Kingwood, TX.

Ponjuan, L., Jones, V., Palomin, L., Hernandez, S. (March 11, 2016). Collaborative Consciousness: A conceptual framework for community colleges commitment for Latino male students' academic success. Presented at the American Association of Hispanics in Higher Education (AAHHE), Inc. Eleventh Annual National Conference, Costa Mesa, CA.

Shehane, M. R., Shehane, M. E., Bailey, K., Woodruff, T., & Manz, J. (2016). *Parents, professionals, and PhDs: Common purpose within multiple layers of identity*. Presented at the NASPA Annual Conference, Indianapolis, IN.

Congratulations

★ Nahed Abdelrahman, Donna Druery, and Elsa Villarreal, along with Dr. Beverly Irby, and other undergraduate students, travelled abroad to Japan over Spring Break, March 9th - March 20th, 2016.

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Tips from P.O.W.E.R Writing Studio

P.O.W.E.R. stands for Promoting Outstanding Writing for Excellence in Research. Those of us who have taken it highly recommend it. EAHR Connect asked a few graduate students: "What was the best instruction you received from the P.O.W.E.R. Writing Studio?"

★ **Carla Liau-Hing**

You have to write every day. If you postpone, and you think you'll write later it never happens – you always have other things to do. So the best thing for me was to assign a time to write and stick to it constantly.

It is also important to have a partner. Sometimes, you find an email from your partner and they say "I've written this much this week" and you feel kind of guilty. Having a partner makes you accountable.

★ **Huyen Van**

The very first thing is to make writing a regular habit. I find the most challenging thing is the logging but I do try to write every day. If you don't keep these things as a regular habit it will impact your effectiveness.

The second thing is to form a have a mini community. We should create a support group here because there are a lot of PhD students who are not only interested in writing, but also have to write. We should assign tasks for ourselves.

There are good resources for writing from the P.O.W.E.R. Studio and I still keep a list of them in my office. Whenever I need motivation I look at some materials from this list. They inspire and enrich my writing.

The sessions fill up quickly, so check periodically for your chance to take part! <http://power.tamu.edu>.

Special Guest

Mr. John Register of Inspired Communications, LLC. came to speak with graduate students about believing in our abilities to overcome the challenges that face us in endeavoring to lead change. His visit was co-hosted by the ELRC and GRAB, and was part of the HLKN Distinguished Lecture Series. Mr. Register is a Paralympic Silver Medalist.



The EAHR Messenger is edited by Julia Lynch and Dr. Beverly Irby. 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 Doctoral Students informed and connected. Send those notifications in to julia.lynych@tamu.edu.