

Doctoral Students' Monthly Messenger

From the Department of Educational Administration
And Human Resource Development

October, 2015

Upcoming Conferences and Call for Proposals

2016 CEPA (Collaborative Educational Program of the Americas) Leadership Consortium: "Futuristic Leadership Empowerment" will be held in San Antonio, TX October 27-28.

2016 RWE (Research on Women and Education) Conference: "Redefining Collaborative Communities: Addressing Gender, Equity, and Sustainability in Education" will be held in Burlington, VT November 11-13, 2016. [Click here](#) for information .

2016 MSERA (Mid-South Educational Research Association) Annual Meeting will be held in Mobile, Alabama, November 2-4. Click [here](#) for information.

2016 ASHE (Association for the Study of Higher Education) will be held in Columbus, Ohio. Click [here](#) for information.

2016 UCEA (University Council for Educational Administration) Convention will be held in Detroit, Michigan, November 17-20. Click [here](#) for information.

Challenges and Solutions

In our Fall Graduate Assistants Meeting, Dr. Nafukho challenged us to identify common challenges we all experience as graduate students and encouraged us to come up with some possible solutions to these issues. We are the ones who are best equipped to find appropriate solutions to the challenges we face as graduate students. The good news is, you are not alone! Being a graduate students presents difficulties that are common to many of us. Let us continue to support one another. Read about our challenges and solutions on page 5.

Reminders

Link to [academic calendar](#)

Link to [Doctoral Dates and Deadlines](#).

Be sure to take a look at deadlines for Fall graduation.

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>

The EAHR Messenger is edited by Julia Lynch and Dr. Beverly Irby. Please contact them at julia.lynch@tamu.edu or irbyb@tamu.edu if you have any comments or concerns of if you would like to suggest content for future issues.

Spotlight on Graduate Students

Forouzan Farnia

What is your advice for beginning Ph.D. students?

Have a strategic plan. Read the program guide carefully. It gives you information on the minimum number of courses you need to take and the examinations you have to do in order to graduate. Here is my suggestion for a strategic plan to finish the program in 4 years. Start with the core courses for the first two semesters. Take the QE in the first semester of the second year. QE is an examination that produces a lot of stress. My advice is that you see it as an opportunity rather than a threat. QE gives you the chance to master the foundations of the field in which you are going to get a PhD in and can make you very knowledgeable. In the spring, as you continue with the course work, focus on finding a dissertation topic. If you manage to find a research area for yourself by the end of the second year, you can develop it and do the Prelims in your third year, first semester. Remember that you do not have to have a research topic to take the Prelims but if you do, it can help you a lot in writing your proposal and save you tremendous amount of time. While you could change your dissertation topic after the Prelims, all your efforts in writing at least 20 pages of quality work will be wasted. My advice is that first find a dissertation topic, and then take the prelims. I do not say that you need to have your research questions but having a topic is very important. If you do your proposal around the same topic, you can finish a quality proposal in spring and obtain the IRB approval by the end of the summer. So, by the end of the third year, you will have a defended, IRB-approved proposal. Collect your data the fourth year. Analyze, write the last two chapters and defend.



Use these recommended resources.

- Journals in your field. Have a collection of your favorites and follow those favorite topics in other journals and talk about them to your advisor. You will find a good dissertation topic and develop a broad understanding of the research that is being done in the field.
- Librarians. They can teach you how to search the databases and use websites like the Refworks.
- The Conferences Course. As part of the course you will have a guided presence in the HRD international conference in America and will learn about the research other people are doing.
- Dr. Pat Goodson's course on academic writing, or one of her POWER Writing workshops.

Attend conferences. HRD has three important conferences in America, Europe and Asia. Save the dates and deadlines and try to submit to these conferences and attend them. You can also submit to AERA and AOM conferences which will appear positively on your CV.

What is your advice for students who are finishing the PhD Program?

If you are finishing, the most important thing to do is to find a job! If you interested in academic positions, I have come across a book which I found useful: *The Professor Is In: The Essential Guide to Turning Your Ph.D. into a Job*, by Karen Kelsky.

What is your current research agenda?

I am assessing the incremental validity of emotional intelligence in predicting career decision-making difficulties among female and male undergraduate university students. Career decision-making is one of the most challenging stages of the life of young adults. The link between undergraduate major and career choice is not assured. Emotions are integrally connected with more cognitive systems involved in decision-making and may produce better or worse decisions. Having collected data from almost 700 individuals, I am examining the role of emotional intelligence in predicting career decision-making difficulties rooted in indecisiveness after controlling for personality traits through multiple regression analyses. I am also exploring the moderating effect of gender, academic major and the interaction of the two on the prediction.

Emotional intelligence in career indecisiveness has a crucial training and development implication as it would be possible to assist individuals with these types of difficulties through EI training interventions, facilitating their transition to the world of work. Unlike personality traits and cognitive intelligence, which are viewed as stable human characteristics that change little over time, emotional intelligence is a learned ability that can be improved through appropriate training.

Spotlight on Faculty

Dr. Fredrick M. Nafukho, Department Head

Professor and Department Head,
Educational Administration and Human Resource Development



What is your advice for an incoming PhD student?

Remember that the PhD is a journey that requires perseverance and persistence. Four things are key to your success.

- 1) Build relationships. With other students, faculty, staff, and professionals in the field at conferences.
- 2) Communicate with an open mind. You must be able to distinguish the differences and similarities between other people's values, opinions and beliefs from your own.
- 3) Seek to meet your learning needs. You must have a systems-view of what goes on in higher education because you need the ability to see links between courses related to each other in the cognate areas, both within the college and outside of it.
- 4) Respect other's opinions. You need the ability to see issues from multiple perspectives.

What is your advice for an incoming PhD student?

Persist and finish before selecting a job and taking off at the ABD stage. Work closely with your advisors to complete and defend your dissertation before leaving for a job. If you are a working PhD incoming student, then seek employer and family support for your success. As you near the end, you will need more than intellectual ability. You need to persist and navigate the process without necessarily having to change your advisor. At times, this calls for patience and humility.

What is your current research agenda?

Do students transfer the knowledge, skills, and abilities they learn through training into the workplace? This question is of great interest to me as an educator and researcher. My research focuses on design of the learning process, and transfer of learning. Students must feel that what they are learning has relevance to their work. I am investigating what are the motivations that students bring into the classroom, as well as what are the conditions and environment within the workplace that must be present in order to empower the employee. Additionally, I am interested in student engagement whether the delivery method is face-to-face, blended or online, asking: what are the social, academic, and intellectual engagement pieces that need to be in place, and how do we ensure we are creating interactions to engage students and promote learning?

Regarding virtual learning environments, there are four types of interaction.

- Student to student;
- Student to instructor;
- Interactions with technology, which can be a barrier or promote learning, depending on how it is harnessed;
- Interaction with the content. The content needs to be must fascinating to the learner to promote engagement.

I have also studied emotional intelligence in leadership development. When faced with situations, we must be able to recognize our own feelings and others' feelings, and then take the appropriate actions. Providing solutions to challenges we face requires reflection and deep thinking. We feel through the limbic system before we think when faced with tough situations. In Bloom's taxonomy, there are three domains of learning: cognitive, psychomotor, and affective. Great teachers know that the affective domain which involves emotions is important for learning. The affective, exciting content does always remain with the learners. As it has been noted, technical skills are necessary to get a job, however, emotional intelligence is not only necessary but sufficient for one to keep the job.

****Awards and Achievements****

Druery, Donna M. (2016, Sept 27). College of Education and Human Development Research Scholars Award. 500 is given in the form of a competitive scholarship and is designed to support research.

Druery, Donna M. (2016, September 28). Selected for participation in *Preparing for the Professoriate seminar series* for 2016-2017 with Dr. George Cunningham.

Song, J., **Jeong, S.**, & Kolb, J. (in press). Team leadership. In C. Jurkiewicz & A. Farazmand (Eds.), *Global Encyclopedia of Public Administration, Public Policy, and Governance*. Springer

Laura Cajiao-Wingenbach CEHD Research Scholars Award This award is for \$500.

Fatemeh Rezaei CEHD research award in amount of \$1000

****G.R.A.B.****

Graduate Representative Advisory Board (G.R.A.B.) Elects New Officials

The Graduate Representative Advisory Board elected the following new officials: Sarah Ray - President, Chih-Wei (Amy) Wang - Vice President, Jin Lee- Treasurer, Mahsa Rostami – Communication Chair, Donna Druery – Social Chair, Amin Alizadeh – Program Chair, Donny OBryant - HRD Liaison, Hamada Farargy – K12- Liaison, Caroline Wekullo – Higher Education Liaison, Ovi Galvan - Adult Learning, and Fancy Mills - Distance Education Liaison.

****Successful Defenses****

It is an encouragement to all of us when we see a student successfully defend. Congratulations to

- Dr. Annetra Piper (K-12)
- Dr. Bharani Nagarathnam (HRD)
- Nathan Shelburne (Higher Ed)



Dr. Annetra Piper after successfully defending her Record of Study with some of her committee members and supporters, October 10.

What are some possible solutions to the issues you face as a graduate student?

Anxiety/Stress

- Make time for myself each week
- Talk with older students about schedule
- Make or create time for family and friends
- Communicate clearly to avoid misunderstandings
- Get a health checkup
- Create a daily schedule of work, exercise and meditation
- Talk more with family
- Change mentality from stress

Class/Course work

- Go to the Writing Center
- Discuss and share problems with other students
- Utilize campus academic and social resources
- Attend POWER Writing studios
- Create study groups
- Carefully select advisor and graduate committee
- Join with other people in class on similar projects
- Invite practitioners to give lectures
- Be thoroughly ready for each class

Communication

- Communicate my goals with my family
- Practice listening and speaking
- Talk to more people
- Keep interchanging with peers
- Learn how to manage relationships
- Meet monthly with professors
- Ask for help from native English speakers

Culture

- Create opportunities for cultural awareness to thrive

Financial

- Find assistantship
- Save a little each month
- Search for grants
- Move to cheaper apartment to try and save money
- Find a job
- Look at budget and find ways of cutting
- Little to no shopping
- Seek family support
- Organize bank accounts into different purposes

Food

- Potluck dinners
- Provide more vegan options
- Eat what seems familiar to me

Homesick

- Meet people from same roots more often
- Invite one or two of family members to visit and support
- Call family every week, scheduled
- Use Viper to call your family
- Attend the social events of the Department

Networking and Social Outings

- Finding time outside school
- Mingle more
- GRAB
- Talk to relatives and family members to get help

- Aggie Grad & Professional Social Networking

- Plug into student organizations

- Attend department's social events

- Make a friend in church or other institutions

- Network outside of campus to build community

- Get to know more people

- Participate in Baptist Student Ministry

Research/Academic

- Ask for special workshops for publications

- Collaborate with faculty on research

- Form a team

Time Management

- Find time for friends and family, work/life balance

- Dedicate more time to accomplish my tasks

- Make a to do list or use a calendar

- Calendar with all information, meetings, socials

- Plan my student work, visit with professors

- Find WAYS TO BETTER ORGANIZE MY TIME

- Practice effective learning strategies

- Communicate effectively

- Focus on goals

- Create a timeline that is aligned with your goals

Transportation

- Ride the bus or walk

- Campus shuttle

- Buy a car

- Uber transportation

- Be patient with the waitlist of parking

Weather

- Wear a hat

- Bring an umbrella

- Drink lots of water