

Doctoral Students' Monthly Messenger

From the Department of Educational Administration
And Human Resource Development

September, 2016

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. Click [here](#) for information.

2016 TACUSPA (Texas Association of College and University Student Personnel Administrators) Conference: "Picturing our Future, Telling our Story" will be held in Austin, TX. October 23-25. Click [here](#) for information.

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, AL. November 2-4. Click [here](#) for information.

2016 ASHE (Association for the Study of Higher Education) National Conference: "Higher Education for the Public Good" will be held in Columbus, OH. November 10-12. Click [here](#) for information.

2016 UCEA (University Council for Educational Administration) Conventions will be held in Detroit, MI - November 20-23, 2014. Click [here](#) for information.

Howdy and Welcome!

As we begin the 2016- 2017 academic year, Dr. Nafukho has a few updates and congratulations you may find of interest. We have four new faculty this semester: Dr. Krista Bailey, Dr. Chayla Haynes Davison, Dr. Elizabeth Lanphier Roumell, and Dr. Michael Workman. Make sure you welcome them and introduce yourselves! In addition to welcoming new faculty, EAHR also welcomes staff who joined TCALL (Texas Center for Literacy and Learning) during the year: Paula Bauer, Program Coordinator, Wayne Crandall, PD Center Specialist, AnneMarie Molinari, PD Center Specialist, and Krista Mosher, PD Center Specialist. To read Dr. Nafukho's latest blog post, click [here](#).

Reminders

[Academic Calendar](#)

[Dates and Deadlines.](#)

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

Conference/ 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

Annetra Piper

What is your advice to incoming doctoral students?

My advice to incoming doctoral students is to have a mindset to finish. I would also advise them to make sure that every paper, every piece of research, as much as they can in every class, be geared towards their research and what they plan to focus on for their dissertation. I would also advise every incoming doctoral student to relax and enjoy the journey. I have made some very good friends in this process. We have become like a family. It helps to have others in your same situation to commiserate with and to celebrate with. I would advise them to "not sweat the small stuff." I would also advise that they keep everything; they never know when they might need it. Stay as organized as possible so that you can find that research that you may need to finalize a project. I would also advise that they try, to the best of their ability, to stay focused on this task and not let competing priorities distract them. With that being said, when this journey is over, you still need to have a husband, family, career, etc. intact when you are done. Pay attention to them. My final piece of advice is to get as much sleep as you can.



What is your advice to doctoral students who are finishing the program?

My advice to doctoral students as they are finishing the program is to have a mindset to finish. Keep their research paper and research documents in a safe place. I suggest Dropbox, GoogleDocs, or SharePoint. Also, ask lots of questions. Keep asking your chair for the "what's next?" They are very busy. Keep you and your paper on their minds. Read through and follow all of the steps in the universities' online Calendar of Events, if you are that close to graduating. Don't sweat the small stuff. At this point, I have completed all of my coursework, so I am no longer connected to the cohort. When you are at that level, you will need your own internal motivator to keep you moving. This time is one of the most critical times in the process. Everyone completes their professional studies differently, but I took three hours to test the waters and see how I was progressing, and then I took nine hours when I realized that I was pretty much on track.

What is your current research?

My current research is on cultural proficiency and teacher effectiveness. It will look at whether students perceive their teacher to be culturally proficient, how well the students are doing in class, and whether the teacher is rated effective or ineffective.

Spotlight on Faculty

Dr. Larry Dooley

Associate Professor, HRD

Find out something that you are really passionate about. As you work in your classes and start putting papers together you begin to move forward with an idea to see if in fact it is a passionate idea. Find what it is that really lights a fire under you because by the time you get through with the idea, if you are not passionate about it then you are probably going to be sick and tired of it.

Find other people who have similar interests or something that is tangential to what you are doing. These days you are not doing research as much as individual as you would be doing it in a research team. Figure out for yourself where your talents, and those of your classmates lie. Do an environmental scan and figure out who has those pieces of information you can use. There are faculty that have skill sets that you need to know. For example Dr. Dirahni is really good at survey design and development. You don't have to have these faculty on your committee or be in their class to ask questions.



Become actively involved in GRAB. GRAB hold brown bag sessions two or three times per semester and bring in faculty who speak to all kinds of topics. Those sessions are streamed and recorded and put on GRAB's website so that distance students can also have access. Whether you are a distance student, or are physically here, make connections both with the faculty and with other students. The big thing is to not be alone. Just because you have an assignment that is an individual assignment does not mean that a classmate cannot read that paper for you for clarity to see if you are missing something. There are no faculty that would submit an individually authored paper without having given it to a colleague to check it for them. It is not just an individual project, but the connections you make, the colleagues you meet and faculty that can help you put your best paper forward and become a successful student.

Think about people you put on your degree plan as people who will also help introduce you to the world of work for where you want to go. Dr. Beyerlein, for example, does a lot in corporate teams. I do a lot of work in the training and development arena. Find out about the faculty you are working with and attach yourself to that person. The time to look for a job is not when you finish but rather when you decide the area where you want to work. We can get you placed in paid internships or could introduce you to people in the field. We will get you into niches with training directors and hiring advisors, but do not wait until the last minute to become involved.

Plan to take the proposal development class from Dr. Irby. Awesome class. You can walk in with a semblance of an idea and walk out with your proposal. Same thing holds true for Dr. Jia Wang's class on Literature Review. Look at some of those classes you think may not be on your degree plan but really are tools that will help you complete in a good fashion.

Look into is the power of being an A&M graduate. I'll tell you that the ring does make a huge difference in the hiring market. Use it like anything else in your toolkit. It may not be everything but it will be another tool that open a door that may get an interview that you would not have gotten otherwise. Eddie Joe Davis once told me that getting a job is 20% what you know and 80% timing and who you know.

Current research

I have found a real interest and passion about what is embedded in people that allows them to be leaders. Are leaders made or born? Is transformational leadership really what it's all made out to be? I am looking at individuals at the beginning and the end of their academic program and seeing what kind of transformation takes place and what kind of experience that was. Servant leadership and transformational leadership really kind of go together for me to show how one can be that leader that makes a difference in organizations. Millennials want to know where their organization has service projects because people are coming from universities where they are involved in service projects and has people wanting to become involved at the next level. How can I serve the people I lead, is the question they are asking.

Awards and Achievements

Nahed Abdelrahman—Graduate Student Award (K12—Public School Administration).

Summer Leadership Institute Fellow.

Alansari, Ali (2016, July) *Classroom Strategies for Students with ADHD*. TCEC Council for Exceptional Children Summer Conference, Austin, TX.

Kevin Bazner – Merit Fellowship – EDAD-HE

Jin Bora – Merit Fellowship – EHRD- ADED

Kayln Cavazos — Recipient of TACUSPA (Texas Association of College & University Student Personnel Administrators) Thomas Moorman Fellowship Fellow.

Chai, D. S., **Jeong, S.**, Kim, J., Kim, S., & Hamlin, R. G. (2016). Perceived managerial leadership effectiveness in a Korean context: A qualitative study on indigenous managerial leadership. *Asia Pacific Journal of Management*, 33, 789-820. Graduate Student Award (HRD).

Deer, S. & Chlup, D. T. (2016). Listen carefully, act thoughtfully: Exploring sex work as an adult education context. In R. C. Mizzi, T. S. Rocco, & S. Shore. *Disrupting adult and community education: Teaching, learning, and working in the periphery* (pp. 65-82). New York, NY: SUNY Press.

Oh Jihe – Merit Fellowship EHRD

Logan Donna – Merit Fellowship EHRD

Donna Druery — Recipient of Jackson Scholarship Fellow 2016-2018. Recipient of Mance L. Park Fellowship. CIRTLE Practitioner of the College Classroom Teaching: Integration of Research, Teaching and Learning Center. CIRTLE -Fellow of the Academy for Future Faculty. Proposal accepted at the 2016 Black Doctoral Network. Moderator, and proposal accepted, 2016 International Conference on Urban Education. Summer Leadership Institute Fellow.

Farnia, F., & Nafukho, F. M. (2016). Emotional intelligence research within human resource development scholarship. *European Journal of Training and Development*, 40 (2), 90-110. OGAPS Dissertation Fellowship.

Nafukho, F. M., Muya, M.H., **Farnia, F.**, Kacirek, K., & Lynham, S. A. (2016). Developing emotional intelligence skills among practicing leaders: Reality or myth? *Performance Improvement Quarterly*, 29 (1), 71-87.

Han, S. J. & Beyerlein, M. (2016). Framing the effects of multinational cultural diversity on virtual team processes. *Small Group Research*, 47(4), 351-383.

Han, S. J., Prasad, M., & Beyerlein, M. (2016, August). *Teamwork and learning in student project teams*. Proceeding of the 2016 International Organization of Social Sciences and Behavioral Research. New Orleans, Louisiana, USA.

Crystal Han – CEHD Strategic Research Award

Emily Ivey —Recipient of the J. Malon Southerland Award. Given by the Division of Student Affairs at Texas A&M University for outstanding service beyond the expectations of one's position. May 2016.

Jeong, S., Hsiao, Y., Kim, J., Song, J. H., & Bae, S. H. (in press). The moderating role of transformational leadership on work engagement: The influences of professionalism and change readiness. *Human Resource Development Quarterly*. CEHD Strategic Research Award

Melika Shirmohammadi – CEHD Strategic Research Award

Shirmohammadi, M., Beigi, M., & Travis, J. (2016, June). *'That's just on top of my normal life': Part-time Doctoral Students' Experiences at a Research University*, Paper presented at the 17th International Conference on Human Resource Development Research & Practice across Europe, Manchester, UK.

Elsa Villarreal — Recipient of the Dr. Paul L. Stevens '42 Texas A&M Alumni Scholarship. Summer Leadership Institute Fellow.

Wang, C-W. (2016, June) *The Impact of Personality on Coaching Practices: A Systematic Literature Review*. 17th International Conference on Human Resource Development Research and Practice across Europe. Manchester, UK.

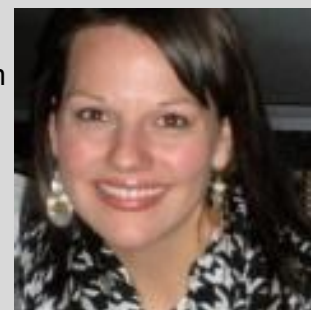
“The servant-leader is servant first... It begins with the natural feeling that one wants to serve, to serve first.”

-Robert K. Greenleaf

G.R.A.B.

Meet your new G.R.A.B. President, Sarah Ray

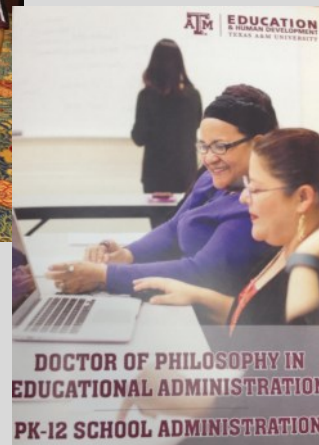
Sarah Ray is a dedicated, humanistic leader with a commitment to enhance learning and development of herself and others in higher education. Her experience and education have prepared her for research and data collection, teambuilding and development and content and program evaluation. She also is committed to enhancing the experiences of people in higher education through relationship building. For more information about Sarah Ray, click [here](#).



Special Thanks

Elsa Villarreal — Represented the department in recruiting future graduate students at the 2016 Military Child Coalition National Training Seminar.

Donna Druery and Elsa Villarreal graced the cover of promotional material for PhD Educational Administration.



Congratulations Graduates

We are excited about your future!

- ◆ Dr. Dae Seok Chai—Assistant Professor, Western Michigan University
- ◆ Dr. Sonya Hayes—Assistant Professor, Louisiana State University
- ◆ Dr. Detra Johnson—Assistant Professor, University of Louisville
- ◆ Dr. Veronica Jones—Visiting Assistant Professor, University of Texas, San Antonio
- ◆ Dr. Hyounjo Kang—Research Professor, Korean University
- ◆ Dr. Matynna Stephens—Postdoctoral Fellow, Texas State University
- ◆ Dr. Lolita Tabron—Assistant Professor, University of Denver