

LINDA D. GROOMS

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EDUCATION

Doctor of Philosophy, Organizational Leadership, School of Leadership Studies (now the School of Business and Leadership), Regent University, December 2000.

Certificate of Advanced Graduate Studies, Organizational Leadership in Education, School of Leadership Studies, Regent University, August 1997.

Master of Arts in Education, Educational Administration and Curriculum Supervision, Regent University, August 1984.

Bachelor of Music, Music Theory, Furman University, June 1976.

RESEARCH INTERESTS

Driven by a passion that relationships are the heartbeat of humanity, my personal and academic research interests consistently have this underpinning. Whether through publication, refereed academic presentations, or leadership training nationally or internationally, this theme drives my study of the ontology, epistemology, and axiology of leaders and their consequent development of those they serve. Both as practitioner and theorist, I continue to explore the trends and issues of online and blended learning environments as they relate to virtual leadership development with a heart for nation building through the transformation of educational systems.

RESEARCH AND SCHOLARSHIP

PUBLICATIONS

- Cunningham, G. O., & Grooms, L. D. (2019). Teacher absenteeism and retention: The predictive relationship between principal leadership style and perceived ethic of care. *Journal of Humanities and Social Sciences*, 9(2), 1-9. doi:10.30845/ijhss.v9n2p1
- Cunningham, G. O., & Grooms, L. D. (2018). Exploring the predictive relationship between perceived caring by school principals and teacher absenteeism and retention. *Journal of Education and Social Policy*, 5(4), 121-130. doi:10.30845/jesp.v5n4p15
- Grooms, L. D. (2018). Distance teaching and learning platforms. In M. Khosrow-Pour (Ed.), *Encyclopedia of Information Science and Technology* (4th ed.; pp. 2455-2465). Hershey, PA: IGI Global. doi: 10.4018/978-1-5225-2255-3.ch214
- Reid-Martinez, K., & Grooms, L. D. (2018). Online Learning Propelled by Constructivism. In M. Khosrow-Pour (Ed.), *Encyclopedia of Information Science and Technology* (4th ed.; pp. 2588-2598). Hershey, PA: IGI Global. doi: 10.4018/978-1-5225-2255-3.ch226
- Selig, W. G., Grooms, L. D., Arroyo, A. A., Kelly, M. D., Koonce, G. L., & Clark, H. D., Jr. (2016). *Enhancing teacher performance: A toolbox of strategies to move from problematic to good and from good to great*. Lanham, MD: Rowman & Littlefield.

- Grooms, L. D. (2015). The evolution of distance learning. In M. Khosrow-Pour (Ed.), *Encyclopedia of Information Science and Technology* (3rd ed.; pp. 2258-2266). Hershey, PA: IGI Global. doi: 10.4018/978-1-4666-5888-2.ch219
- Reid-Martinez, K., & Grooms, L. D. (2015). Constructivism as the driver of 21st century online distance education. In M. Khosrow-Pour (Ed.), *Encyclopedia of Information Science and Technology* (3rd ed.; pp. 2229-2238). Hershey, PA: IGI Global. doi:10.4018/978-1-4666-5888-2.ch216
- Grooms, L. D., & Reid-Martinez, K. (2014). Leadership resilience: Employing constructivism and connectivism in cross-cultural leadership development. *Concepts & Connections*, 20(2), 3-6.
- Simmons, T. D., & Grooms, L. D. (2013). Mentoring and faculty-student interaction in an online doctoral program. *International Education Research*, 1(4), 1-15.
<http://www.todayscience.org/IER/article/ier.v1i4p01.pdf>
- Grooms, L. D. (2011). Write these laws on your children: Inside the world of conservative Christian homeschooling, [Review of the book *Write these laws on your children: Inside the world of conservative Christian homeschooling*, by R. Kunzman]. *Religious Studies Review*, 37(3), 230-231. doi: 10.1111/j.1748-0922.2011.01542_7.x
- Grooms, L. D., & Reid-Martinez, K. (2011). Sustainable leadership development: A conceptual model of a cross-cultural blending learning program. *International Journal of Leadership Studies*, 6(3), 412-429.
http://www.regent.edu/acad/global/publications/ijs/new/vol6iss3/6_Edited_Grooms_Ldr%20Develop_pp412-429_jmDF.pdf
- Grooms, L. D. (2009). Distance learning overview. In M. Khosrow-Pour (Ed.), *Encyclopedia of Information Science and Technology* (2nd ed.; pp. 1174-1180). Hershey, PA: IGI Global.
- Reid-Martinez, K., Grooms, L. D., & Bocarnea, M. C. (2009). Constructivism in online distance education. In M. Khosrow-Pour (Ed.), *Encyclopedia of Information Science and Technology* (2nd ed.; pp. 701-707). Hershey, PA: IGI Global.
- Rovai, A. P., Wighting, M. J., Baker, J. D., & Grooms, L. D. (2009). Development of an instrument to measure perceived cognitive, affective, and psychomotor learning in traditional and virtual classroom higher education settings. *The Internet and Higher Education*, 12(1), 7-13. doi:10.1016/j.iheduc.2008.10.002
- Grooms, L. D., Matthias, L. R., & Gallien, L. B., Jr. (2008). A call for reaching the "least of these:" A conceptual framework for equipping educational leaders to reach the marginalized peoples of the world. In Stronks, J. K. (Ed.), *Teaching to Justice: Christian Faculty Seek Shalom in Different Disciplines* (pp. 157-171). Spokane, WA: Whitworth University.
- Grooms, L. D., & Matthias, L. R. (2006). Assessing our calling: Does our rhetoric align with reality? *Christian School Education*, 10(2), 43.
- Bocarnea, M. C., Grooms, L. D., & Reid-Martinez, K. (2006). Technological and pedagogical considerations in online learning. In A. Schorr, & S. Seltmann (Eds.), *Changing Media Markets in Europe and Abroad: New Ways of Handling Information and Entertainment Content* (pp. 379-392.). NY/Lengerich: Pabst Science Publishers.
- Rovai, A. P., & Grooms, L. D. (2004). The relationship of personality-based learning style

preferences and learning among online graduate students. *Journal of Computing in Higher Education*, 16(1), 30-47.

Grooms, L. D. (2003). Computer-mediated communication: A vehicle for learning. *International Review of Research in Open and Distance Learning*, 4(2).
<http://www.irrodl.org/index.php/irrodl/article/view/148/384>

Grooms, L. D. (December 2000). Interaction in the computer-mediated adult distance learning environment: Leadership development through online education. *Dissertation Abstracts International*, 61(12), 4692A.

Co-authored a Trainer's Manual for *Sing, Spell, Read, and Write*, an adult and children's literacy program, Spring 1989.

Grooms, L. D. (September 1984). *Superbook Discussion Guide*, an international children's videotape series, Virginia Beach, VA: Christian Broadcasting Network.

Grooms, L. D. (Fall 1983). The Perfected Communicator. *Focus*, 5(4), 20-21.

PRESENTATIONS (Refereed Academic/Research)

Grooms, L. D. (2019, April). *The Rapidly Changing Landscape of Higher Education: Cross-generational Communication Preferences Within the Online Arena*. Presentation at the Clute International Conference on Education, Denver, CO. Awarded Best Presentation in Issues in Higher Education.

Simmons, T. D., & Grooms, L. D. (2019, April). *Engaging K-12 Parents: Exploring Communication Preferences*. Presentation at the Clute International Conference on Education, Denver, CO.

Grooms, L. D. (2018, July). *A Longitudinal Study of the Communication Preferences of Multigenerational Post-Master's Learners: Professional and Personal*. Presentation at the International Organization of Social Science and Behavioral Research Conference, Boston, MA.

Simmons, T. D., & Grooms, L. D. (2018, July). *Cross-generational Communication Attitudes and Practices in the K12 Environment*. Presentation at the International Organization of Social Science and Behavioral Research Conference, Boston, MA.

Grooms, L. D. (2017, April). *Navigating the Change of Multi-Generational Communication Styles and its Implications for Mentoring Practice in Higher Education* Presentation at the International Mentoring Association Conference, Wilmington, NC.

Grooms, L. D., & Simmons, T. D. (2016, April). *Creating Excellent Mentoring Experiences for the Multi-Generations within the Higher Educational Classroom*. Presentation at the International Mentoring Association Conference, Auburn, AL.

Grooms, L. D., & Simmons, T. D. (2016, April). *Cross-Generational Perceptions of Communication in the K-12 Mentoring Process*. Presentation at the International Mentoring Association Conference, Auburn, AL.

Grooms, L. D., & Simmons, T. D. (2016, March). *How the Virtual World is Changing the Landscape of K-12 Education: Cross-Generational Perceptions of Communication and Knowledge Acquisition*. Presentation at the 27th annual SITE conference, Savannah, GA.

Grooms, L. D., & Simmons, T. D. (2015, March). *Leadership Development in the 21st Century: Reaching across the Generational Divide in Higher Education*. Presentation at the 21st Century Academic Forum at Harvard, Boston, MA.

- Grooms, L. D., & Simmons, T. D. (2015, March). *Cross-Generational Perceptions of Communication and Information Acquisition in K-12 Education*. Presentation at the 21st Century Academic Forum at Harvard, Boston, MA.
- Grooms, L. D., Reid-Martinez, K., & Simmons, T. D. (2014, November). *Building Conscious Leadership: Constructivism, Connectivism, & Generational Awareness*. Presentation at the 16th annual International Leadership Association Conference, San Diego, CA.
- Grooms, L. D., & Simmons, T. D. (2013, November). *Generational Resilience and Leadership Development*. Presentation at the 15th annual International Leadership Association Conference, Montreal, Canada.
- Grooms, L. D., & Reid-Martinez, K. (2013, November). *Cross-Cultural Learning for Leadership Resilience and Sustainability*. Presentation at the 15th annual International Leadership Association Conference, Montreal, Canada.
- Grooms, L. D., & Reid-Martinez, K. (2012, November). *Building a Community of Leaders through Intrapersonal, Interpersonal, and Intercultural Communication*. Presentation at the 98th annual convention of the National Communication Association, Orlando, FL.
- Reid-Martinez, K., & Grooms, L. D. (2012, November). *Building a Community of Leaders through Communication Using a Constructivist Approach*. Presentation at the 98th annual convention of the National Communication Association, Orlando, FL.
- Grooms, L. D., & Reid-Martinez, K. (2012, October). *Leadership Development: Bridging Culture through Communication, Mentoring, and Constructivism*. Presentation at the 14th annual International Leadership Association Conference, Denver, CO.
- Grooms, L. D., & Simmons, T. D. (2012, October). *Training Leaders across the Generational Divides through Online Learning*. Presentation at the American Institute of Higher Education's 8th International Conference, Niagara Falls, NY.
- Grooms, L. D., & Reid-Martinez, K. (2012, March). *Producing Cross-Cultural Leaders for a 21st Century Global Society*. Presentation at the Mid-Atlantic Leadership Conference, Newport News, VA.
- Reid-Martinez, K., & Grooms, L. D. (2012, March). *A Constructivist Culture of Leadership Development*. Presentation at the Mid-Atlantic Leadership Conference, Newport News, VA.
- Grooms, L. D. (2012, March). *Empowering Sustainable Global Leaders through Intentional Self-Reflection*. Presentation at the American Institute of Higher Education's 7th International Conference, Williamsburg, VA.
- Reid-Martinez, K., & Grooms, L. D. (2011, November). *A Communication Model: Effective Leadership Development to Invoke a Community of Engagement*. Presentation at the 97th annual convention of the National Communication Association, New Orleans, LA.
- Grooms, L. D., & Reid-Martinez, K. (2011, April). *Communication at the Center of a Cross-Cultural Blended Learning Leadership Program*. Presentation at the American Institute of Higher Education's 6th International Conference, Charleston, SC.
- Reid-Martinez, K., & Grooms, L. D. (2011, April). *Communication at the Center of the Constructivist Culture in a Leadership Development Program*. Presentation at the American Institute of Higher Education's 6th International Conference, Charleston, SC.
- Grooms, L. D., & Reid-Martinez, K. (2010, October). *Transcultural Leadership Mentoring in an*

- Intercultural Educational Context*. Presentation at the 3rd European Communication Research and Education Association Conference, Hamburg, Germany.
- Reid-Martinez, K., & Grooms, L. D. (2010, October). *Constructivism: An Effective Educational Theory for Developing Transcultural Mentoring*. Presentation at the 3rd European Communication Research and Education Association Conference, Hamburg, Germany.
- Reid-Martinez, K., & Grooms, L. D. (2009, November). *Where Does Transformational Leadership Go in Times of Crises?* Presentation at the 11th annual International Leadership Association Conference, Prague, Czech Republic.
- Grooms, L. D. (2009, March). *The Tapestry of Mentoring Leaders in Diverse Educational Contexts, panel chair* at the 22nd International Mentoring Association Conference, Las Vegas, NV.
- Grooms, L. D., & Reid-Martinez, K. (2009, March). *Mentoring Leaders in a Cross-Cultural Blended Learning Environment*. Presentation at the 22nd International Mentoring Association Conference, Las Vegas, NV.
- Grooms, L. D., & Reid-Martinez, K. (2009, March) *Constructivism: The Thread that Weaves the Tapestry of Mentoring*. Presentation at the 22nd International Mentoring Association Conference, Las Vegas, NV.
- Grooms, L. D. (2008, November). *Sustaining Public Leadership in Crises While on the World Stage*. Presentation at the 10th annual International Leadership Association Conference, Los Angeles, CA.
- Grooms, L. D., & Reid-Martinez, K. (2008, March). *Creating and Sustaining Cross-cultural Leaders through Personal Interaction and Mentoring*. Presentation at the 3rd Women as Global Leaders Conference, Dubai, United Arab Emirates.
- Reid-Martinez, K., & Grooms, L. D. (2008, March). *Creating and Sustaining Leaders Using Constructivist Pedagogy*. Presentation at the 3rd Women as Global Leaders Conference, Dubai, United Arab Emirates.
- Grooms, L. D., & Reid-Martinez, K. (2007, November). *Mentoring: Impacting Sustainability of Leaders in a Cross-Cultural Environment*. Presentation at the 9th annual International Leadership Association Conference, Vancouver, BC.
- Reid-Martinez, K., & Grooms, L. D. (2007, November). *Mentoring: Impacting Sustainability of Leaders in a Constructivist Culture*. Presentation at the 9th annual International Leadership Association Conference, Vancouver, BC.
- Wighting, M. J., Rovai, A. P., Baker, J. D., & Grooms, L. D. (2007, March). *Measuring Perceived Learning*. Presentation at the 18^h annual Society for Information Technology and Teacher Education (SITE) International Conference, San Antonio, TX.
- Grooms, L. D., & Reid-Martinez, K. (2006, November). *Crossroads: The Intersection of Mentoring, Culture, and Learning Environment in Contemporary Leadership Education*. Presentation at the 8th annual International Leadership Association Conference, Chicago, IL.
- Grooms, L. D., & Baker, J. D. (2006, November). *Lessons Learned from an International Blended Learning Program*. Presentation at the 12^h annual Sloan-C International Conference on Asynchronous Learning Networks, Orlando, FL.

- Grooms, L. D., Matthias, L. R., & Gallien, L. B. Jr. (2006, May). *Fulfilling Our Destiny: Ministering to the Least of These*. Presentation at the 7th Biennial Coalition of Christian Teacher Educators International Conference, Virginia Beach, VA.
- Grooms, L. D., & Toll, R. F. (2006, May). *Reclaiming Our Identity: Turning Maslow Upside Down*. Presentation at the 7th Biennial Coalition of Christian Teacher Educators International Conference, Virginia Beach, VA.
- Grooms, L. D., & Wideman, R. E. (2006, May). *Removing the Façade: The Call to Authenticity*. Presentation at the 7th Biennial Coalition of Christian Teacher Educators International Conference, Virginia Beach, VA.
- Baker, J. D., & Grooms, L. D. (2006, March). *Lessons Learned from an International Blended Learning Program*. Presentation at the 17th annual Society for Information and Technology and Teaching Education (SITE) International Conference, Orlando, FL.
- Reid-Martinez, K., & Grooms, L. D. (2005, November). *The Health of Communication in Leadership Effectiveness: Creating and Maintaining Organizational Equilibrium through Crises*. Presentation at the 91st annual convention of the National Communication Association, Boston, MA.
- Grooms, L. D., Gallien, L. B., & Matthias, L. R. (2005, September). *A Call for Reaching the "Least of These": A Conceptual Framework for Training Educators to Distinctively Reach the Marginalized Peoples of the World*. Presentation at the Kuyers Institute for Christian Teaching and Learning Seminars in Christian Scholarship on "Spirituality, Justice, and Pedagogy," Calvin College, Grand Rapids, MI.
- Grooms, L. D. (2004, November). *Moving Forward/Looking Back in Online Education: Mentoring Considerations of Communication and Interaction in the Virtual Environment*. Presentation at the 90th annual convention of the National Communication Association, Chicago, IL.
- Grooms, L. D. (2003, November). *The Virtue of Praxis Reaching Across the Disciplines: Learner Interaction Expectations and Psychological Type within the E-Learning Online Classroom*. Presentation at the 89th annual convention of the National Communication Association, Miami, FL.
- Grooms, L. D., & Reid-Martinez, K. (2003, November). *Facilitating Instructional Support of the Asynchronous Learner*. Presentation at the 9th annual Sloan-C International Conference on Asynchronous Learning Networks, Orlando, FL.
- Grooms, L. D. (2003, March). *The Virtue of Praxis: Online Interaction Expectations across the Disciplines with Pedagogical Considerations*. Presentation at the European Communication Congress 2003, Munich, Germany.
- Grooms, L. D. (2002, November). *Online Communication in Action: Interaction Expectations Across the Disciplines*. Presentation at the 88th annual convention of the National Communication Association, New Orleans, LA.
- Grooms, L. D. (2002, November). *Interaction in the ALN Classroom: The Faculty Experience*. Presentation at the 8th annual Sloan-C International Conference on Asynchronous Learning Networks, Orlando, FL.
- Grooms, L. D., & Stewart, P. J. (2002, June). *Adult Learning in the Computer-Mediated Environment: The Role of Psychological Type, Critical Thinking, and Interaction*.

Presentation at the National Conference on the Adult Learner, Orlando, FL.

Grooms, L. D. (2002, May). *New Model for Leadership Education in the New Millennium: A View of Pedagogy in the Computer-Mediated Distance Learning Environment*.

Presentation at the annual International Council for Open and Distance Education-Canadian Association for Distance Education's North American Regional Conference, Calgary, Canada.

Grooms, L. D. (2001, November). *Radicalizing the Roots of Traditional Adult Education: Pedagogical Considerations of Interaction in the Virtual Environment*. Paper presented at the 87th annual convention of the National Communication Association, Atlanta, GA.

Grooms, L. D. (1999, November). *Coloring Outside the Lines of Adult Education: The Interactive Issues of Computer-Mediated Communication in a Leadership Program*. Paper presented at the 85th annual convention of the National Communication Association, Chicago, IL.

Grooms, L. D. (1998, July). *A Glimpse into the Communication Perspectives of Online Students: Organizing the Group Dynamics for the Virtual Classroom of the Future*. Paper presented at the Joint International Conference of the National Communication Association/International Communication Association, Rome, Italy.

RESEARCH GRANTS

Wighting, M. J., Rovai, A. P., Baker, J. D., & Grooms, L. D. (July 2005-June 2006). *Development of an Instrument to Measure Cognitive and Affective Dimensions of Perceived Learning*, Regent University Faculty Senate Research Award, \$3,939.

Grooms, L. D. (July 2002-June 2003). Principal Investigator, *Online Interaction across the Disciplines*, Regent University Faculty Senate Research Award, \$2,300.

Grooms, L. D. (Spring 1990). *Operation PEP: A Call to Prevention*, a parent education program on drug prevention, Virginia Beach City Public Schools, \$300.

Grooms, L. D. (December 1983-June 1984). Principal Research Analyst to determine viability of establishing Computer-Assisted Learning Centers in Haiti to teach English as a Second Language. Christian Broadcasting Network, \$10,200.

PROFESSIONAL DEVELOPMENT

Academic & Other Forums

- *Redesigning Academics for Student Success and Market Leadership* (February 2016)
- *The Christian Leader as a Change Agent: Creating and Leveraging Influence in the Seven Spheres of Culture*, Regent University Academic Forum (November 2011)
- *Information or Formation? Implications for Christian Higher Education Confirmation*, Regent University Academic Forum (October 2011)
- *If It's Broke: Fix It! Rethinking the American Education Model* with the Heritage Foundation, Regent University (March 2011)
- *Live. Love. Lead. – Keys to Chick-fil-A's Success*, Executive Leadership Series with Dan Cathy (January 2011)
- *Embracing Cultural Diversity in Christian Higher Education*, Regent University Academic Forum (September 2010)

- *Customer Service Training*, Regent University (May 2010)
- *The Holy Spirit and the Life of the Mind*, Regent University Academic Forum (April 2010)
- *Global Renewal and the 21st Century*, Regent University Academic Forum (November 2009)
- *RU Ready? Learning About Regent*, Regent University Center for Teaching and Learning (October 2009)
- *Human Subject Assurance Training*, Department of Health and Human Services Office for Human Research Protections (OHRP) (April 2009)
- *Regent's Global Mission and the QEP: How Now Shall We Teach and Learn* Roundtable (February 2009)
- Tenure Workshop, Regent University Office of Academic Affairs (October 2005)
- Faculty SPSS Workshops (Fall 2003)
- Regent University *Master Instructor Program* (2002-03)
- *International Online Conference on Teaching Online in Higher Education* (November 2002)
- Summer Research Workshops (2002)
- University-wide Faith and Learning Integration Forums (2001-present)
- SOE Distinguished Faculty Series (2001-02)

Leadership Perspectives Webinars (International Leadership Association)

- *Leadership by Design* (August 2019)
- *What's Wrong with Leadership? Improving Leadership Research and Practice* (July 2019)
- *Lessons from a Lifetime in Leadership* (June 2019)
- *Managing #MeToo! The Good, the Bad and the Ugly* (April 2019)
- *Developing Authentic Leadership Effectiveness in Individuals and Teams* (March 2019)
- *Leadership and Wicked Problems* (February 2019)
- *Practicing Healthy Leadership* (January 2019)
- *Professionalizing Leadership* (December 2018)
- *How Women Rise: Why What Got You Here Won't Get You There* (June 2018)
- *Relational Leadership: Principles, Practices & Possibilities* (May 2018)
- *The Power of Perception: Leadership, Emotional Intelligence, and Gender* (April 2018)
- *Culturally Brilliant Leadership* (March 2018)
- *Gender, Media, and Organization: Challenging Mis(s) Representations of Women Leaders and Managers* (November 2017)
- *Race and Social Change: A Quest, A Study, A Call to Action* (September 2017)
- *Religion, Spirituality, and Moral Disengagement* (August 2017)
- *The Science and Practice of Becoming the Boss Everyone Wants to Work For* (July 2017)
- *Women, Leadership, and Politics: Future Trends in Research and Practice* (June 2017)
- *Visionary Leadership in a Turbulent World: Thriving in the New VUCA Context* (May 2017)
- *Social Identity Formation and Leadership Emergence in the Pauline Mission* (April 2017)
- *Positive Academic Leadership* (April 2017)

- *Leading Transformational Change – A Compass for Better Co-creation* (March 2017)
- *Leading with Emotional Intelligence* (February 2017)
- *The Past, Present, and Future of the Digital University* (January 2017)
- *20 years of the Social Change Model of Leadership: Reflections and Projections* (October 2016)
- *The Changing Role of Leadership and the Need for Humility* (June 2016)
- *The Strategist Competency Mode: The Future of Leadership Development* (May 2016)
- *Seeing “Good Leadership” through 7 Lenses of Ethical Responsibility* (April 2016)
- *A New Psychology for Sustainability Leadership: An Ecological Viewpoint* (March 2016)
- *Coaching Ourselves: Social Learning for Leadership Development* (February 2016)
- *Leadership in America-Deconstructing the 2016 U.S. Presidential Campaign* (January 2016)
- *Memories with Momentum in Leadership Development: The Case of the Arts* (September 2015)
- *Leader as Subject: Michel Foucault's Last Lectures* (August 2015)
- *Video Tools, Tactics, Know-How – Optimizing Organizational Storytelling for Leadership, Change & Engagement Efforts* (July 2015)
- *The Coach's Mind Manual: Enhancing Leadership with Neuroscience, Psychology, and Mindfulness* (June 2015)
- *Leadership Is Half the Story: A Fresh Look at Followership. Leadership, and Collaboration* (May 2015)
- *Power Through Partnership* (April 2015)
- *Leadership in Colonial and Postcolonial Africa: Trends and Implications for Politics and Development* (March 2015)
- *Mapping and Matching Leadership Competencies with Individual Student Career Choices* (February 2015)
- *Student Readiness: New Thinking on Emotionally Intelligent Leadership* (December 2014)
- *Advancing Relational Leadership Research: A Dialogue Among Perspectives* (November 2014)
- *Global Business Leadership* (October 2014)
- *Ethics Education of Business Leaders: Emotional Intelligence, Virtues and Contemplation* (September 2014)
- *The Leadership Challenge: Harnessing Diversity and Connectivity* (June 2014)
- *Authentic Leadership: Clashes, Convergences and Coalescences* (May 2014)
- *Yes to the Mess: Surprising Leadership Lessons from Jazz* (April 2014)
- *Advancing Relational Leadership Research* (April 2014)
- *Emergency Preparedness in Higher Education: The Difference Between Research and Practice* (November 2013)
- *From Our Heart to Our Head: Strategies for Effective Ethical Leadership* (September 2013)
- *Secrets of Effective Student Leadership Programs* (August 2013)
- *Transforming Self, Transforming Institutions: Collaborative Leadership and Group Dynamics* (June 2013)

- *Latino Leadership: Promoting Diversity, Developing People, Taking Action* (May 2013)
- *The Power of Invisible Leadership: How a Compelling Common Purpose Inspires Exceptional Leadership* (April 2013)
- *Becoming a Trustworthy Leader* (February 2013)
- *New Thinking on Leadership: A Global Perspective* (January 2013)
- *Fictional Leaders: Heroes, Villains, & Absent Friends* (December 2012)
- *Exploring Distance in Leader-Follower Relationships: When Near is Far and Far is Near* (November 2012)
- *Leadership Matters: Unleashing the Power of Paradox* (October 2012)
- *Developing Next Generation Leaders: Challenges & Promise* (September 2012)
- *Soft Leadership: A New Leadership Perspective* (August 2012)
- *Leveraging Corporate Responsibility: The Stakeholders Route to Maximizing Business and Social Value* (July 2012)
- *Leading Ethically: At the Intersection Where Worlds Collide* (June 2012)
- *Finding Your Flow: A Personal Leadership Model for any Meaningful Life Arena* (May 2012)
- *Snapshots of Great Leadership* (April 2012)
- *The End of Leadership* (March 2012)
- *Values-based Leadership For The Common Good* (February 2012)
- *Showing Leadership in a Crisis: Blood on the Floor or Name Adored?* (December 2011)
- *Perseverance* (November 2011)
- *From Command to Community: A New Approach to Leadership Education in Colleges and Universities* (September 2011)
- *How Should We Commemorate 9/11's Tenth Anniversary?* (August 2011)
- *Coaching with Compassion: Inspiring Sustained Desired Change* (July 2011)
- *Leadership Development on the Fly: 50 Common Sense (But Not Very Common) Ways to Bring Out the Leader in Everyone* (June 2011)
- *The Power of Framing: Creating the Language of Leadership* (May 2011)
- *Being the Boss: The 3 Imperatives for Being a Great Leader* (April 2011)
- *Leadership for the Future: How to be a Better Leader and Build Effective Leadership* (February 2011)
- *Boundary Spanning Leadership* (January 2011)
- *Leading through Change: Being the 'I' of the Storm* (November 2010)
- *The Challenge of Change: Overcoming Resistance and Obtaining Results* (October 2010)
- *Shooting an Elephant, or, Leadership - A Core Curriculum* (September 2010)
- *Still Surprised - A Life in Leadership* (August 2010)
- *Leading As If Your Life Depended On It: Crisis Leadership Insights* (July 2010)
- *The India Way: How India's Top Leaders are Revolutionizing Management* (June 2010)
- *Leadership Development in the US: Best-Practice Principles & Patterns* (May 2010)
- *Misguided Leadership Training* (April 2010)
- *Intergroup Leadership: What it is, Why it Matters, and How it is Done* (January 2010)







- *Transforming Hierarchical Relationships into Productive Partnerships* (October 2009)
- *The Varieties of Consumption of Leadership-Followership in Practice* (September 2009)
- *Eco-leadership and Leadership Formation* (August 2009)
- *Evaluating Leadership Development: The Missing Ingredient to Understanding and Achieving Success* (July 2009)
- *Learning-based Leadership and How it Differs From Management* (May 2009)
- *Justification in Leadership Ethics* (April 2009)
- *Acts of Faith: Interfaith Leadership in an Era of Religious Crisis* (February 2009)
- *Preparing the Next Generation of Leaders: Leadership Education K-12* (December 2008)
- *The Inspiring Leader* (October 2008)
- *Deeper Learning in leadership: How to Achieve Broader and Deeper Impact for Our Students* (August 2008)
- *The Secret Language of Leadership: How Leaders Inspire Action Through Narrative* (March 2008)
- *Followership: How Followers are Creating Change and Changing Leaders* (February 2008)
- *Make Your Organization a Talent Factory* (September 2007)

International Mentoring Association Webinars

- *Mentoring Strategies in a Multi-Cultured Organization/The International Student: Mentoring in Higher Education* (April 2019)
- *Advantages of an Online Platform to Extend the Mentor's Reach* (February 2019)
- *AUGmentors vs. TORmentors* (January 2019)
- *Mentoring in a Post #MeToo World: The Impact on Cross-gender Relations and Mentoring Women* (December 2018)

Technology Training

- *Making Learning Mobile* (March 2019)
- *Upgrading Teacher Communication with Technology* (February 2019)
- *Integrating Accessibility and Accommodations* (November 2018)
- *Creating a Strong Instructor Presence* (October 2018)
- *Improving Student Engagement with Blackboard Tools*, Regent University Center for Teaching and Learning (April 2017)
- *Collaborate Ultra*, Regent University Center for Teaching and Learning (April 2017)
- *Accelerated Course Best Practices*, Regent University Center for Teaching and Learning (January 2017)
- *Elucian Advise Training*, Regent University Enrollment Management (October 2016)
- *Unleashing the Possibilities: New Instructional Design Tools & Techniques*, Regent University Center for Teaching and Learning (June 2014)
- *Blackboard Collaborate*, Regent University Center for Teaching and Learning (February 2014)
- *Blackboard 9.1 Advanced*, Regent University Center for Teaching and Learning (May 2013)

- *Learning Theories*, Regent University Center for Teaching and Learning (December 2008)
- *Online Instructional Design Certificate Program*, Regent University Center for Teaching and Learning (December 2008)
 -  *Instructional Strategies & Best Practices*
 -  *Instructional Objectives in the Online Course*
 -  *Impacting Online Learning with Visual Elements*
 -  *Connecting with the Online Student*
 -  *Organization in the Online Course*
 -  *Meaningful Assessments in the Online Course*
- *Quality Matters Rubric*, Regent University Center for Teaching and Learning (November 2008)
- *Blackboard Certification*, Regent University Center for Teaching and Learning (October – November 2008)
- *Teaching, Learning, and Technology*, Regent University Center for Teaching and Learning (October 2008)
- *The Assessment Toolbox*, Regent University (February 2008)
- *Creating an Inclusive Campus*, Regent University (February 2007)
- *Blackboard Content Training System II*, Regent University (November 2006)

TEACHING AND MENTORING

- Direct multiple dissertations, while also serving as a reader on others (2001-present)
- Serve as concentration advisor and mentor to EdS, EdD, and PhD Advanced Educational Leadership students (2011-present)
- Serve as advisor and mentor to EdS, EdD and PhD K12 School Leadership students (2001-present)
- Served as advisor to MEd students in the Individualized Degree Program (2014-2016)
- Mentored one doctoral student to prepare and participate in two international conferences: the Institute for Sustainable Leadership's 8th International Symposium in Nice, France (June 2013) and the International Leadership Association's annual conference in Montreal, Canada (November 2013)
- Mentored one doctoral student to prepare and participate in the Society for Information Technology and Teacher Education Conference in New Orleans, LA (March 2013)
- Mentored two doctoral students to prepare and participate in the American Institute of Higher Education's International Conference in Niagara Falls, NY (October 2012)
- Mentored two doctoral students to prepare and participate in the Women as Global Leaders Conference in Abu Dhabi, United Arab Emirates (March 2012)
- Mentored one doctoral student to prepare and participate in the International Mentoring Association Conference in Las Vegas, NV (March 2009)
- Mentored one doctoral graduate to prepare and participate in multiple national and international conferences: International Leadership Association in Vancouver, Canada (November 2007); International Mentoring Association in Las Vegas, NV (March 2009); European Communication Research and Education Association in Hamburg, Germany

(October 2010); American Institute of Higher Education's International Conference in Niagara Falls, NY (October 2012); National Communication Association Annual Convention in Orlando, FL (November 2012); International Leadership Association in Montreal, Canada (November 2013) and in San Diego, CA (November 2014); the 21st Century Academic Forum at Harvard in Boston, MA (March 2015); International Mentoring Association in Auburn, AL (2016)

- Directed and mentored a doctoral fellow (2010-2013)
- Served as advisor, mentor, and teacher to Brazilian M.Ed. in Leadership students (2004-2007)
- Certified as a Regent University *Master Instructor* (April 2003) and recertified annually until program was discontinued in 2008

DOCTORAL COURSES DESIGNED OR SIGNIFICANTLY REDESIGNED AND TAUGHT

- EADM 703: Advanced Theory & Practice of Leadership, Communication & Organizations previously entitled Advanced Theory & Practice of Leadership & Organizations and Advanced Theory and Practice of Leadership, Organizational Development, and Educational Administration (3 hours) (*significantly redesigned & currently teach*)
- EADM 721: School & Community Relations (3 hours) (*significantly redesigned 2xs & currently teach*)
- EADM 704: Advanced Curriculum, Instruction, and Assessment previously entitled Advanced Supervision, Design, and Implementation of Educational Programs, Curriculum and Technology (3 hours) (*significantly redesigned & taught*)
- EDEL 807: Organizational & Institutional Change (3 hours) (*designed & taught*)
- EDEL 850: Consulting & Entrepreneurship (3 hours) (*designed & taught*)
- EEDD 799 A & B: Internship (1 hour each) (*designed*)
- EFND 790: Comp Remediation (6 hours) (*designed & taught*)
- EFND 800: Issues in Education (3 hours) (*designed & currently teach*)
- EFND 900: Dissertation Proposal (6 hours) (*designed & taught*)
- EFND 906: Dissertation Proposal Continuation (6 hours) (*designed & taught*)
- EHEA 709: Organizational Theories (3 hours) (*designed & taught*)
- ESAE 820: Research and Special Topics in Curriculum (3 hours) (*designed & taught*)

MASTERS COURSES DESIGNED OR SIGNIFICANTLY REDESIGNED AND TAUGHT

- EDIP 541: Developmental Leadership (3 hours) (*significantly redesigned & taught*)
- EADM 532: Supervision of Instructional Design & Technology (*co-taught*)
- ECUR 540: Curriculum NK-12 (3 hours) (*redesigned & taught*)
- EDIP544: Effective Communication, Conflict Resolution, and Negotiation (3 hours) (*designed specifically for the Brazilian cohort & co-taught*)
- EFND 598: Professional Project (2 hours) (*designed specifically for the Brazilian cohort & co-taught*)
- EMEP 503: Exemplary Curriculum Design, Instructional Strategies, and Assessment Techniques (3 hours) (*co-taught*)

- EMEP 505: Models of Leadership and Related Issues (3 hours) (*designed specifically for the Brazilian cohort & co-taught*)
- Leadership: Personality and Communication (*redesigned & taught*)
- Curriculum Management (*designed*)
- Administrative Theory into Practice (*designed*)
- School Law (*designed*)

UNDERGRADUATE COURSE TAUGHT

- GENE 402: The Making of a Christian Leader

GRADUATE LEVEL SEMINARS DESIGNED AND TAUGHT

- *The Big Question: How Are Your Critical Thinking Skills?* Doctoral Residency, Regent University School of Education, Virginia Beach, VA (July 2014 - present)
- *Discovering the Territory of Doctoral Success: Basic Survival Tips for Navigating the Process*, Doctoral Residency, Regent University School of Education, Virginia Beach, VA (July 2005-2013)
- *Discovering the Territory: Charting Your Path through the Maze of Comprehensive Exams and the Dissertation Process*, Doctoral Residency, Regent University School of Education, Virginia Beach, VA (July 2002-2012)
- *The Call to Leadership: The Price of Transformation*, Doctoral Residency, Regent University School of Education, Virginia Beach, VA (July 2002 & July 2003)
- *Worldview*, Doctoral Residency, Regent University School of Education, Virginia Beach, VA (July 2002)
- *Transformational Leadership: The Price of Change*, Spring 2001 Doctoral Leadership Luncheon, Regent University School of Leadership Studies, Virginia Beach, VA (March 2001)
- *The Call of Leadership*, Regent University School of Leadership Studies Doctoral Chapel, Virginia Beach, VA (August 1998)
- *Creating a Climate for Building Lifelong Learners: Staff Development at the Building Level*, Regent University College of Education and Human Services, Virginia Beach, VA (July 1995)
- *Leadership Seminar*, (8 sessions), Regent University College of Education and Human Services, Virginia Beach, VA (January-March 1995)
- *How to Sanely Survive Your First Year of Teaching*, Regent University College of Education and Human Services, Virginia Beach, VA (March 1994)
- *Leadership: Personality and Communication*, (38 sessions), Regent University College of Education and Human Services, Virginia Beach, VA (Fall 1990, Fall 1991, Summer 1992, Fall 1992)

Overview of Leadership

Motivational Levels and Functional Gifts

Personality Tendencies

Communication Styles

Matching Leadership to Personalities and Situations

Character Development

Self-Image and Interpersonal Issues

People Skills
Roadblocks to Communication
Listening
Assertion
Difficult People
Communicating Non-defensively
Anger and Handling Negative Emotions
Conflict Management

DOCTORAL DISSERTATIONS - DIRECTED/CHAired

- Anderson, E. L. (2018). *Influence of Natural Mentors on Students' Resilience, School Attitudes, and Academic Behavior.*
- Cole, C. J. (2016). *Exploring the Predictive Value of Moral Attentiveness and Resilience for Exemplary Organizational Leadership.* Received the 2016 Outstanding PhD Graduate Award.
- Cumpston, M. L (2018). *A Correlational Study of Elementary School Teacher Perceptions of the Relationship Between the Attributes of a Teacher Evaluation System and the Evaluation System's Quality and Impact on Professional Practice.*
- Cunningham, G. O. (2018). *Exploring the Predictive Relationships Between Perceived Caring by School Principals on Teacher Absenteeism and Teacher Retention.*
- Kitchens, K. M. (2017). *A Correlational Study of Mentoring and Servant Leadership on First Year Teachers in a Select School Division.*
- Lockett, S. L. (2014). *Navigating Principal Preparation in the 21st Century: Examining the Predictive Validity of Critical Thinking.*
- Ludwig, N. W. (2013). *Exploring the Relationship Between K-12 Public School Teachers' Conceptions of Assessment and their Classroom Assessment Confidence Levels.*
- McRae, S. D. (2017) *Blocking the Language-Minority: Block Schedule's Influence on English Language Learners' Academic Achievement*
- Painter, R. L. (2013). *The Characteristics of Resiliency Development and Adult Learning: Examining the Teacher Perspective through Narrative Inquiry.*
- Quinn, R. R. (2011). *The Effect of Elementary Principals' Instructional Leadership Behaviors on Reading and Math Student Achievement.*
- Robinson, M. O. (2016). *An Investigation of Behavioral, Emotional, and Cognitive Engagement as Predictors of the Intent to Drop Out of School for Eleventh and Twelfth Grade Students.*
- Simmons, T. D. (2006). *The Effect of Faculty-Student Interaction on the Relationship Between Student Mentoring and Student Success of Adult Learners in an Online Doctoral Program;* Received Honorable Mention for the 2009 biennial Dr. Hope Richardson Dissertation Award with the International Mentoring Association.
- Steinbeck, D. B. (2009). *Mentoring and Servant Leadership in a K-12 Public School System.* Received the 2009 Outstanding EdD Graduate Award; Nominated for the 2009 Fredric

M. Jablin Dissertation Award with the International Leadership Association as well as the 2009 PDK Outstanding Dissertation Award.

Strothers, A. P. (2016). *An Ex-Post Facto Study of the Differences on High Stakes Testing Between Non-Disabled Juniors Who Received Strategic Reading Instruction and Those Who Did Not.*

Thomason, A. H. (2006). *A Correlational Study of Middle School Principals' Perceived Self-efficacy and the Perceived Achievement of Gifted Curriculum and Instruction Standards in Their Schools.*

Wakefield, M. C. (2019). *An Examination of Mindset and Academic Growth of Middle School Science Students.*

Yaeger, J. L. (2019). *Evaluating Student Preference for Textbooks vs Open Resources in Online Higher Education Courses.*

Yetsko, A. C. (2009). *Predictors of Reading and Math Academic Success in Pennsylvania Charter Schools.*

DOCTORAL DISSERTATIONS - COMMITTEE MEMBER

Beerwart, A. A. (2018). *An Analytical Integrative Review of Universal Design for Learning's Effectiveness for K-12 Students.*

Daigle, C. J. (2006). *Exploring the Relationships among Standards-Based Education Reform, School Leadership, and Teacher Work Outcomes.*

Edelmann, S. (2006). *Development of a Conceptual Framework for a K-12 Christian School Curriculum.*

Edwards, L. C. (2015). *The Craftsmanship of Infusing Critical Thinking Skills: A Mixed Methods Research on Implementation, Faculty Confidence and Student Outcome.*

Godfrey, R. V. (2005). *Teacher Concerns During Implementation of Instructional Management Systems and a Course Management Tool in a Public High School.*

Smith, J. (2019). *The Naval Officer Spouse: The Influence of College Student Services During Periods of Deployment and Non-deployment.*

Spaulding, L. S. (2009). *"Education Will Be Our Mother:" An Exploration of Resilience Mechanisms Relating to the Educational Persistence of Sudanese Refugees.*

Wideman, R. E. (2005). *Empathy Development in Undergraduate Students through the Cross-cultural Learning Experience.*

SERVICE

PROFESSIONAL MEMBERSHIPS (Past and Present)

- European Communication Research and Education Association
- International Leadership Association
- International Mentoring Association
- National Communication Association
- Society for Information Technology and Teacher Education

EDITORIAL BOARD

- *International Journal of Leadership Studies*

REVIEWER

- Allyn & Bacon
- *Encyclopedia of Information Science and Technology* (4th ed.). Hershey, PA: Idea Group
- *Encyclopedia of Information Science and Technology* (3rd ed.). Hershey, PA: Idea Group
- *Encyclopedia of Information Science and Technology* (2nd ed.). Hershey, PA: Idea Group
- Houghton Mifflin
- International Leadership Association
- IAFOR (International Academic Forum) - Senior Reviewer
- Rowman & Littlefield
- Sage
- Approved reader/reviewer for the Analytical Writing section of the Graduate Record Exam (GRE), Educational Testing Service

UNIVERSITY ADVISORY BOARDS

- *Educational Leadership Advisory Board*, Regent University School of Education, Virginia Beach, VA (2010-present)
- *Advisory Council for the School Counseling Program*, Regent University School of Psychology and Counseling, Virginia Beach, VA (1996-2006)
- *Alumni Steering Committee*, Regent University College of Education and Human Services, Virginia Beach, VA

UNIVERSITY COMMITTEE SERVICE

University Level

- University Endowed Scholarship Committee (2011-2013)
- Tenure, Promotion, and Workload Task Force (2009-10)
- Faculty Senate (January 2009-June 2010)
- Emergency Employee Assistance/F.A.I.T.H. Fund Committee (2006-2009)
- Center for Student Development Faculty Advisory Committee (2006-2008)
- Ad Hoc Curriculum Audit Template Committee (2007)
- Ad Hoc Collegiality Committee (2005)

School Level

- EdD/PhD Advanced Educational Leadership Concentration Chair (2011-2013; added EdS 2017-present)
- Spiritual Life Committee (2002-present) (chair: 2008-present)
- Accreditation and Assessment Team (AAT; 2014-present)
- Post-Master's (EdS, EdD, PhD) Program Chair (2015-2019)
- Doctoral Appeals Task Force (2013-2019)
- Administrative Council renamed the Instructional Leadership Team in 2018 (2015-2019)
- Tenure/Promotion Review Committee (2015-16; 2018-19)
- Tenure and Promotion Task Force (2013-14; 2018-19)

- Teacher Education Accreditation Council/Council for the Accreditation of Educator Preparation (TEAC/CAEP; 2008-2018)
- Coordinated WGCTA & MBTI testing for the doctoral and post-master's programs (2001-2018)
- Faith and Learning (2001-2018)
- Distance Education Technology (2001-2018)
- Individualized Degree Program Committee (2014-2016)
- Educational Leadership Committee (2001-2006; 2011-2016)
- Dissertation Boot Camp Task Force (chair: 2014)
- Dissertation Handbook Task Force (2014)
- EdD/PhD Advanced Educational Leadership Concentration (chair: 2011-2013)
- EdD/PhD K12 School Leadership Concentration (co-chair: 2001-2009; chair: 2009-2013)
- Leadership and Learning Matrix Task Force - TEAC & VDOE alignment (chair: 2009-2011)
- School of Education (SOE) Collegiality and Conflict Resolution Task Force (2009)
- Doctoral Fellowship Selection Committee (2008)
- TEAC Evidence Room Subcommittee (2008)
- EdD/PhD Program Committee (2001-2015)
- Ad Hoc EdD Handbook Committee (chair: 2006-08)
- Ad Hoc PhD Handbook Committee (chair: 2006-07)
- Ad Hoc PhD Committee (2005, 2009, 2010)
- Ad Hoc EdD Core Revision Committee (2005)
- Ad Hoc Cross-Cultural Degree Committee (2005)
- Ad Hoc EdD Comprehensive Exam Committee (2004-05)
- Ad Hoc Conflict Resolution Committee (2003-04)
- Ad Hoc Plagiarism Committee (2003-04)

UNIVERSITY RESEARCH PRESENTATIONS

- *Starting Strong: Empowerment Through Faith Integration*, University-Wide Webinar (September 2019)
- *Critical Thinking and the WGCTA*, presentation to the School of Education EdD faculty (December 2009)
- *Critical Thinking and the Online Doctoral Learner*, presentation to the School of Education EdD faculty (October 2009)
- *Interaction: The Key to Successful Online Teaching*, presentation to the 2005-2006 Regent University Master Instructor Program participants (October 2005)
- *Online Interaction Expectations: Does Discipline or Psychological Type Make a Difference?* presentation to the School of Leadership Studies faculty (April 2004)
- *Analytical Writing and Critical Thinking Assessments: The Appropriateness of Using the GRE in Doctoral Online Program Admissions*, presentation to the School of Leadership Studies Doctoral and Master's Program Directors (March 2004)
- *Keys to Successful Online Teaching: Meeting Learner Expectations*, presentation to the 2003-2004 Regent University Master Instructor Program participants (February 2004)

INTERNATIONAL CONSULTANT SERVICES/ADVISORY BOARDS

- *Women of Hope Project*, Kabul, Afghanistan (2005)
 - Consulted with founder regarding leadership development in children and next steps
- *Vida Nova and the School of Tomorrow*, Sao Paulo, Brazil (2004-2007)
 - Developed and directed a master's level leadership program designed specifically for their students
 - Developed a doctoral level leadership program designed specifically for their students
 - Consulted with the leadership team regarding the conception of a Christian university and leadership development within the nation of Brazil
- *EXOUSIA*, Stuttgart, Germany (September 2004)
 - Consulted with the leadership team regarding the conception of a Christian university and leadership development within the nation of Germany
- *Stiftung SALZ Foundation*, Altensteig, Germany (September 2004)
 - Consulted regarding leadership development
- *Josua Leadership Network*, Altensteig, Germany (March 2003)
- *Friedenskirche*, Zurich, Switzerland (March-May 2003)
 - Consulted in their conception of a Christian school
- *Colegio San Ignacio de Recalde (SIR)*, Lima, Perú (December 2002-February 2003)
 - Consulted with the administration and faculty of SIR in their development and implementation of a pre K-11 value-driven leadership curriculum for the purpose of changing the nation of Peru
 - Developed, designed, and provided a two-day leadership conference for the entire group of 125 teachers, coordinators, principals and leadership team members as a foundation to this curriculum initiative
- *Umbono Relief and Development Project*, South Africa (December 2002)
- *Center for Latin American Leadership Studies*, Paraguay project, Regent University, Virginia Beach, VA (November 2002)
- *Mission Possible*, Mountrouis, Haiti (December 1983-June 1984)
- *Universite Roi Henri Christophe*, Cap Haitien, Haiti (December 1983-June 1984)

PROGRAM DEVELOPMENT/LEADERSHIP

- Spearheaded the complete redesign of the Regent University School of Education EdS, EdD, and PhD programs (2015) and served as the Post-Master's Program Chair (2015-2019). With this redesign, the enrollment immediately increased 46.5% (n=194-284) and continued this trajectory through January 2019, which showed a total increase from the old program (Spring 2015) to the new (Spring 2019) of 82.5% (n=194-354).
- Conceptualized and spearheaded the initiative for the creation (2014) and implementation (2014-present) of the Regent University School of Education Dissertation Boot Camp

- Created, designed, and developed the Advanced Educational Leadership doctoral program for Regent University's School of Education (2011)
- Redesigned the K12 School Leadership doctoral program for Regent University's School of Education to focus specifically on those students desiring administrative endorsement (2011)
- Conceptualized the PhD in Advanced Educational Leadership for Regent University's School of Education (2005-2007)
- Designed and developed two Cross-Cultural Masters' degree programs for Regent University: one in Teaching and the other in Educational Leadership (2005)
- Designed and developed the Educational Leadership Master's degree program for the *School of Tomorrow* in Sao Paulo, Brazil (2004) and served as its Program Director (2004-2007). With an 88% commencement rate (n=15/17) and a GPA of 3.8, the two students who did not graduate experienced extenuating personal or professional circumstances early in their program and these situations prohibited their program completion.
- Created and designed a Curriculum Development Process for Colegio San Ignacio de Recalde in Lima, Peru (2002-03)
- Created, designed, and developed the *Dissertation Advisory Process*, a framework to enable doctoral learners to successfully and efficiently negotiate the dissertation phase of their program, Regent University School of Education (2001-02)
- Researched online communication issues providing initial program direction for the Regent University School of Leadership Studies (1997-2000)
- Co-designed and developed the initial phases of a master's degree program in Leadership and Human Relations, Regent University (1988-89)
- Researched and analyzed the external/extended university concept that later became known as distance learning, Regent University (1988-89)
- Conceptualized, designed, developed, implemented, and evaluated *Mother's Touch*, a national family day care program (1985-1988); Served as its program director (1985-1988).
- Co-designed the initial *Education Model*, which served as the foundation for all studies in the Regent University College of Education and Human Services (1985-86)

INTERNATIONAL LEADERSHIP TRAINING

- *Transformational Leadership: The Call and the Price*. Invitational presentation at the Vida Nova Bible Institute Centro de Treinamento Ministerial (Center for Ministry Training) in Sao Paulo, Brazil (October 2004)
- *Qualifications of Future Leaders: The Visionary Model of Regent University*. Invitational presentation at the EXOUSIA Leadership seminar in Stuttgart, Germany (September 2004)
- Developed, designed, and presented a 2-day Leadership Conference entitled *Leadership in Peru: A Vision for Change* for Colegio San Ignacio de Recalde in Lima, Peru (February 2003)
 - *The Leadership Paradox: Born or Made?*
 - *Cultivating Tomorrow's Leaders*

HISTORICAL LEADERSHIP University Level

- Initiated special program development for the College of Education and Human Services
- Analyzed data to determine programmatic decisions for the College of Education and Human Services
- Provided leadership and staff development activities for developed programs in the College of Education and Human Services
- Provided leadership and managed curriculum development activities for the College of Education and Human Services
- Analyzed transcript data to determine student qualification for initial teacher licensure
- Developed initial Faculty and Student Handbooks for the College of Education and Human Services

K-6 Building Leadership (with elementary student populations ranging from 630-1800)

- Demonstrated consistent use of interpersonal skills with students, faculty, parents, and community
- Supervised and evaluated instruction, personnel, and programs
- Implemented instructional initiatives specifically focused upon student achievement
- Implemented norm- and criterion-reference testing initiatives
- Designed and implemented school-wide Remediation Recovery Program
- Participated on the Principal's Advisory Committee, School Planning Council, and PTA Board
- Coordinated student discipline
- Coordinated United Way and Federal Cards
- Coordinated Special Education program
- Initiated Inclusion for Special Education at the building level
- Initiated building-level research on Looping
- Coordinated building-level staff development activities
- Coordinated school safety initiatives
- Supervised free and reduced lunch program
- Coordinated transportation
- Led school through a successful School Renewal Accreditation Review
- Developed School Strategic Plan and Year-End Report
- Served as Summer School Principal

HISTORICAL PROFESSIONAL REPORTS

Assisted in the conceptualization of a leadership manuscript by W. G. Selig, *Stairway to Excellence*, later entitled *On Eagles Wings* (June 1986)

Family vs. Institutional Day Care, unpublished report, Regent University, Virginia Beach, VA (June 1985)

A Church Family Day Care Network: Purpose and Task Plan, unpublished report, Regent University, Virginia Beach, VA (June 1985)

A Regent University Child Care Service, unpublished report, Regent University, Virginia Beach, VA (May 1985)

Family Day Care: A New Concept of the Extended Family, unpublished report, Regent University, Virginia Beach, VA (May 1985)

The Regent University Preschool/Day Care: Review and New Directions, unpublished report,

Regent University, Virginia Beach, VA (May 1985)

School of Education Policy and Operations Manual, unpublished document, Regent University, Virginia Beach, VA (September 1984)

Curricular or Program Area Goals with Supportive Resources: K-12 Music, unpublished paper, Regent University, Virginia Beach, VA (July 1983)

Curricular or Program Area Goals with Supportive Resources: K-12 Math, unpublished paper, Regent University, Virginia Beach, VA (July 1983)

HISTORICAL SEMINARS AND PRESENTATIONS

Parent Training

- *Operation PEP: A Call to Prevention*, (5 sessions), Alanton Elementary School, Virginia Beach, VA (March-April 1990)
- *Systematic Training for Effective Parenting*, (9 sessions), Alanton Elementary School, Virginia Beach, VA (February-March 1990)
- *How to Help Your Child Cope with Stress*, (3 sessions), Alanton Elementary School PTA mini workshop, Virginia Beach, VA (October 1989)

Televised Presentations

- *The Day Care Dilemma*, **The 700 Club**, Christian Broadcasting Network, Virginia Beach, VA (March 1987)
- *Family Day Care*, **Newsight**, Christian Broadcasting Network, Virginia Beach, VA (October 1985)

Mother's Touch/Family Day Care Training

- *Parent/Professional Relationships: A Call to Effective Communication* (October 1986)
- *Family Day Care: A Call to Commitment* (September 1986)
- *Beginning and Maintaining a Family Day Care Home* (October 1985)
- *Orientation to Family Day Care* (September 1985)

PROFESSIONAL EXPERIENCE

Professor, Regent University School of Education, Virginia Beach, VA (2015-present; awarded continued tenure July 2015; School of Education Outstanding Professor of the Year 2015-2016)

Post-Master's Program Chair, Regent University School of Education, Virginia Beach, VA (2015-2019)

Associate Professor, Regent University School of Education, Virginia Beach, VA (2004-2015; awarded tenure July 2010)

Assistant Professor, Regent University School of Education, Virginia Beach, VA (2001-2004)

Adjunct Instructor, Regent University College of Education and Human Services, Virginia Beach, VA (1990-1995)

Assistant Principal, Virginia Beach City Public Schools, Virginia Beach, VA (1990-2001)

Elementary Guidance Counselor, Virginia Beach City Public Schools, Virginia Beach, VA (1989-1990)

Coordinator of Special Projects/Adjunct Faculty Member, Regent University College of

Education and Human Services, Virginia Beach, VA (1987-1989)

Coordinator of Curriculum Development, Regent University College of Education and Human Services, Virginia Beach, VA (1985-1987)

Free Lance Writer, Christian Broadcasting Network, Virginia Beach, VA (1984-1985)

Educational Liaison Administrator/Consultant and Evaluator, Christian Communication Technology (CCT) with Mission Possible in Mountrouis, Haiti and with the Universite Roi Henri Christophe in Cap Haitien, Haiti (December 1983-June 1984)

Graduate Assistant, Regent University School of Education, Virginia Beach, VA (1982-1984)

Adult Education Instructor, Greenville County Schools, Greenville, SC (1982)

Elementary Music Teacher, Mitchell Road Christian Academy, Greenville, SC (1981)

Manager, Words of Wisdom, Greenville, SC (1979-1980)

Educational Consultant, Parker Music Company, Greenville, SC (1979)

Band Director, J. L. Mann High School, Greenville, SC (1977-1979)

PROFESSIONAL LICENSURE AND ENDORSEMENTS

Commonwealth of Virginia State Board of Education Division Superintendent's License

Commonwealth of Virginia State Board of Education Postgraduate Professional License

Administration and Supervision PreK-12 Endorsement

Elementary School Counselor Endorsement

Music: Instrumental PreK-12 Endorsement

ACADEMIC HONORS/AWARDS

Ph.D. Program

- Graduated with a 4.0/4.0
- Awarded a Scholarly Presentation Grant to present research at the annual National Communication Association Convention in Chicago, IL (November 1999)
- Awarded a Scholarly Presentation Grant to present research at the National Communication Association/International Communication Association Joint Conference in Rome, Italy (July 1998)

CAGS Program

- Outstanding CAGS Student of the Year (August 1997)
- Dean's Leadership Award (1996-98)

Master's Program

- Graduated with Honors (4.0/4.0)
- Dean's Scholarship (1982-84)

Bachelor's Program

- Dean's List, Furman University (1973-76)
- Music Scholarship, Furman University (1972-76)