

## NARRATIVE

### Department of Leadership, Technology, and Human Development Narrative

This was a very good year for the department. Personnel issues began to be resolved, enrollments and graduates grew in almost every major while quality and efficiency indicators were up. Despite heavy teaching and travel commitments, faculty continued to excel as teachers, as scholars, and in service.

#### Teaching

- Students enrolled: 3030  
This represents a 14% increase in the number of students taught compared to calendar year 2003. It also represents an 8% increase in efficiency, measured as an increase in enrollments per section taught.
  - COUN – 672
  - EDLD – 1808
  - ESPY – 283
  - ITEC – 690
- Program headcount (FA04) – 616  
This represents an overall 8% increase in student majors over FA 2003. The EdD program grew by 39% and the MEd programs grew by 29% over this time period. The EDLD program grew by 20% while all the other programs showed little change.
  - EDLD – 345, COUN – 138, ITEC – 61, ESPY - 72
  - EdD – 164, EdS – 115, MEd – 256, Other -81
- Degrees awarded – 157  
The number of degrees awarded increased by 32% compared to calendar year 2003. The overall EdD retention remains about 80%.
  - EDLD – 74, COUN – 39, ITEC – 17, ESPY – 27
  - EdD – 12, EdS – 53, MEd – 92
- Student evaluations  
LTHD faculty/courses were evaluated on 1743 evaluation forms submitted throughout the year. Average ratings ranged from 4.2 to 4.6 (scale = 1 – 5) on items 7 through 18, which are the student ratings of courses/instruction. That represents “good” for all items.
- Programs/courses offered off campus
  - EdD cohorts offered in Augusta & Savannah
  - EdS programs/courses offered in Brunswick, Dublin, Hinesville, Savannah
  - MEd programs/courses offered in Brunswick, Dublin, Hinesville, Savannah
  - GSAMS courses offered by ESPY, ITEC
  - WWW courses offered by EDLD, ITEC

#### Scholarship

LTHD faculty authored the following in 2004:

Articles in Scholarly Journals, Chapters in Books, Scholarly Essays and Other Similar Publications - 9

National/International Presentations - 16

Regional/State/Local Presentations - 16

#### Service

LTHD faculty served on program, department, college (Faculty Executive, Promotion/Tenure, Appeals, TEC, Curriculum, Technology, Faculty Roles and Rewards), and university (Senate, Library, Cross-cultural, Strategic Planning, Grievance) committees. Additionally, they accomplished the following professional activities:

- Professional positions (Professional Organization officer/committee, etc.)- 14
- Consulting (various professional/community organizations) - 45
- Editorial Review Boards – 14

### Effectiveness Toward Meeting 2004 Objectives

Enhance 75% of the courses in each program through the use of WebCT.	Partially met. Coun – 15%, EDLD - 50%, ESPY - 40%, ITEC - 100%
Develop a peer review program to assist in improving instruction	Not met.
Develop a mentorship program for pre-tenure individuals	Partially met. Selected individuals have mentors who work with them, but a functioning program is still being worked on.
Fill the Goizueta Endowed Chair position, the Department Chair position, and all faculty vacancies.	Partially met. Goizueta Chair, Department Chair, and COUN positions filled. EDLD positions not filled.
Establish a new tenure-track position in Counseling.	Met. Search in progress.
Increase cross-disciplinary cooperation in teaching, scholarship, and service.	Met.
Offer salary increases tied to performance.	Met.
Reduce applicant processing time by 10%.	Met.
Improve academic advising. Reduce the number of student complaints by 50%.	Partially met. Student complaints decreased, but quantifiability difficult to assess.
Eliminate all cases of lost records.	Partially met. Record losses reduced due to system improvements at COGS and LTHD. Quantifiability difficult to assess
Reduce by 25% the amount of off-campus faculty travel through the use of distance learning technologies.	Not met.
Develop a technology plan.	Not met.

Emphasize minority recruitment in future recruitment efforts for students and faculty.

Met. Ongoing.

Work with public schools/agencies to improve mentoring/induction of first-year educators

Met. Ongoing.

## Summary of Strengths, Weaknesses, and Needs

### STRENGTHS:

1. Faculty are actively involved in service at department, college, and national level.
2. All programs focus on integration of community and school needs.
3. Strong field components in the certification and degree with certification programs. These components comply with stated Board of Regents Principles.
4. High level of student retention and program completion
5. Demonstrated commitment to regional service.
6. High quality programs noted by accreditation agencies and internal and external program reviews.
7. Program curricula adhere to national standards.
8. All faculty hold terminal degrees.
9. Faculty regularly present at state, national and international conferences.

### WEAKNESSES:

1. Several faculty lines are unfilled or filled by temporary faculty.
2. Lack of a Graduate culture at the University level restricts program options/opportunities.
3. There is no systematic marketing plan in place for recruitment.
4. Mentorship/induction programs inadequately supervised and funded.
5. Lack of a technology plan at any level.
6. Low amount of collaboration within the department and with associated external units (RESA, etc.).

### NEEDS:

1. Faculty/staff salary raise to cover cost of living increases.
2. Real support for graduate education goals at the highest levels.
3. Implementation of a systematic recruitment/retention plan.
4. Emphasis on Mentorship/new educator indoctrination programs in curriculum development/budgeting processes.
5. Development/implementation of a university-wide technology plan that reaches to all levels.
6. Increased internal/external collaboration efforts.

## **Objectives for 2005-2006**

### **Academic Distinction**

1. Align programs/courses with NCATE/PSC expectations.
2. Enhance 75% of the courses in each program through the use of WebCT.
3. Develop a peer review program to assist in improving instruction.
4. Develop a mentorship program for pre-tenure individuals.
5. Fill all faculty vacancies.
6. Establish a new clinical position in Educational Leadership.
7. Establish a new position in Counselor Education required for CACREP certification.
8. Establish a new position in School Psychology required for NASSP certification.
9. Increase cross-disciplinary cooperation in teaching, scholarship, and service.
10. Develop a National Conference on Ethics and Diversity.

### **A Student Centered University**

1. Reduce applicant processing time by 10%.
2. Improve academic advising.
3. Eliminate all cases of lost records.
4. Develop a sustainable schedule for Higher Education and Higher Education/Student Services that leverages the strengths of both programs.

### **Technological Advancement**

1. Reduce by 25% the amount of off-campus faculty travel through the use of distance learning technologies.
2. Contribute to the COE technology plan. Modify the COE plan as appropriate for departmental guidance.
3. Exploit wireless capability in COE buildings.

### **Transcultural Opportunities**

1. Emphasize minority recruitment in future recruitment efforts for students and faculty.
2. Adapt the Diversity and Ethics for Educational Leaders course for use in the L-5 curriculum.

### **Public/Private Partnerships**

1. Work with public schools/agencies to improve mentoring/induction of first-year educators.

### **Physical Environment**

1. Renovate the Counseling Lab to comply with CACREP standards.

## Faculty Research and Accomplishments

### Articles in Scholarly Journals, Chapters in Books, Scholarly Essays and Other Similar Publications

- Bergin, J. J.** "Informed consent: Why do you have my son in therapy?" Critical incidents in group counseling, American Counseling Association, Alexandria, VA, 2004.
- Bergin, J. J.** "Member self-disclosure: But this is how I feel," Critical incidents in group counseling, American Counseling Association, Alexandria, VA, 2004.
- Bergin, J. W. and **Bergin, J. J.** "The forgotten student," ASCA School Counselor, Vol. 41, No. 6, 39-41, 2004.
- Bergin, J.J.** "The ASCA opportunity: What's in it for you?" Beacon, August, 2004.
- Diamanduros, T.** "Traumatic stress symptomatology in sexually abused boys," Dissertation Abstracts International, Vol. 65, No. 3, 1542B, September 2004.
- Jenkins, S. J. and **Downs, E.** "Motivation of students for enrolling in online versus traditional courses," Society for Information Technology and Teacher Education International Conference, 2899-2901, 2004.
- Jackson, M.** and Grant, D. "Equity and access issues in career counseling," Leadership, advocacy and Direct Service for Professional School Counselors, 2004.
- Langston, S.L. and **Carlson, R. D.** "Final report: MIVER site visit to Navy Norfolk/Hampton Roads/Tidewater area," American Council for Education, February 2004.
- Repman, J., Carlson, R.D.** and Zinskie, C.D. "Beyond the discussion board: Exploring the use of CMC in online teacher education," Technology and teacher education: Society for Information Technology and Teacher Education (SITE) 2004 Annual, 652-654, 2004.

### Journal Editor or Editorial Board Member

Bergin, James	Editorial Board Member	<u>Georgia School Counselors Association Journal</u>
Carlson, Randal	Editorial Review Board	AACE Journals
Parks, Fayth	Reviewer	<u>Cultural Diversity &amp; Ethnic Minority Psychology</u>
	Reviewer	<u>PsychCRITIQUES</u>
Repman, Judi	Associate Editor	Library Media Connection
	Editorial Review Board	<u>Journal of Research on Technology in Education</u>

	Editorial Review Board	Journal of Educational Multimedia and Hypermedia
	Manuscript Reviewer	Journal of Educational Computing Research
Richardson, Michael	Founding Editor	Journal of School Leadership
	Editorial Advisory Board	Journal of School Leadership
	Editorial Board	Research in the Schools
	Editor	<u>Contemporary Issues in Educational Leadership</u>
	Editorial Review Board	SCREA Yearbook
	Editorial Board	<u>Journal of Women in Educational Leadership</u>

## Presentation of Papers or Invited Speeches

### International

- Jenkins, S. J. and Downs, E. "Motivation of students for enrolling in online versus traditional courses," Society for Information Technology and Teacher Education International Conference, Atlanta, GA, March 2004.
- Jackson, M.H. & Stallworth-Clark, R. "Pre-teacher identity development: Creating learning environments," American Educational Research Association Conference, San Diego, CA, April 2004.
- Polka, W. "Planning To Meet The Education Graduate School Accountability Challenge By Effectively Employing Constructivists Principles: A Practical Review And Interactive Experience," International Society for Educational Planning 2004 Conference, Washington, DC, October 2004.
- Richardson, M.D. "Administrator preparation: Where do we go?" Annual Conference of the International Academy of Educational Leaders, Jacksonville, FL, January 2004.

### National

- Stallworth-Clark, R., Jackson, M.H., Teachey-Gary, P., & Spencer, L.E. "Training practitioners for cultural complexities in practice," 15<sup>th</sup> Annual National Youth-At-Rick Conference, Savannah, GA, March 2004.
- Parsons, P., Jackson, M.H., & Heatson, A. "Professional development district: P-16," National Network for Educational Renewal Annual Conference, St. Louis, MO, October 2004.
- Parks, F. "Preserving identity and culture in Gullah/Geechee communities," Boston College, Diversity Challenge 2004, Institute for the Study and Promotion of Race and Culture, Boston, MA, October 2004.
- Spencer, L., Parks, P., & Oatts, T. "Social change not social service: Advancing multi-culturalism and equity through curriculum development," 15<sup>th</sup> Annual National Youth-at-Risk Conference, Savannah, GA, March 2004.
- Polka, W. "School Law For Educational Leaders In Schools Dealing With Troubled Youth," AMI Executive Directors' Fall Conference, Tampa, FL, December 2004.
- "Georgia Southern's Program For Preparing Educational Leaders," Georgia Leadership Institute For School Improvement Fall 20004 Faculty Conference, Pine Mountain, GA, October 2004.

“Creating A Professional Learning Community Within AMI,” AMI Executive Directors’ Spring Conference, Clearwater Beach, FL, May 2004.

Repman, J.

“NCATE report writing seminar,” Midwinter Conference of the American Library Association, San Diego, CA, January 2004.

“NCATE report writing seminar,” Annual Conference of the American Library Association, Orlando, FL, June 2004.

Repman, J., Carlson, R., & Zinskie, C.

“Interactive communication tools in e-learning: What works?” E-Learn 2004: World Conference on E-Learning in Corporate, Government, Healthcare, & Higher Education, Washington, DC, November 2004.

Spencer, L. & Cole-Jones, P.

“Identity and reconciliation: Developing multicultural competencies for change,” Meadville Lombard Catalysis for Change, Chicago, IL, 2004.

### Regional

Harris, M.

“Why are Black Women still asking ‘ain’t I a woman?’ in the 21<sup>st</sup> century, locating Black Women in the women’s and gender studies programs in the US,” Southeast Women’s Studies Conference, Savannah, GA, March 2004.

Parks, F.

“Keeping Fires Burning in Marital Relationships: A Mental Health Perspective,” Ministers, Spouses, Widowers Organization Annual Retreat, Hilton Head Island, SC, March 2004.

Spencer, L.

“Ethical issues in multicultural counseling,” Georgia Cooperative Health Educational Program, Dublin, GA, 2004.

### State

Bergin, J.J.

“Implementing the ASCA National Standards,” Coweta County Schools Counselors Conference, Newnan, GA, February 2004.

“Basic Tests and Measurements for career counselors,” Workforce Oklahoma Training Institute, Norman, OK, March 2004.

“Implementing the ASCA National Standards,” Bulloch County Schools Guidance Conference, Statesboro, GA, April 2004.

Bergin, J.J.

“Implementing the ASCA National Model,” Effingham County Schools Guidance Conference, Guyton, GA, May 2004.

“The ASCA National Model,” Georgia School Counselors’ Association Region 8 Conference,” Augusta, GA, May 2004.

“Ethical issues in school counseling,” Georgia School Counselors’ Association Fall Conference, Atlanta, GA, November 2004.

Clark, K.

“Using a digital camera in the K-12 classroom,” Georgia Educational Technology Fall Conference, Macon, GA, November 2004.

“CD-R or DD-R: Which is the Right Format for Your Project?” Georgia Library Media Association Annual Conference, Athens, GA, October 2004.

“DVD-R/RW: Is it the right format for you?” 16<sup>th</sup> Annual Georgia Educational Technology Conference, Macon, GA, February 2004.

Diamanduros, T.

“Behavioral problems in sexually abused boys: Useful information for teachers,” 29<sup>th</sup> Annual Meeting of the Georgia Educational Research Association, Savannah, G, November 2004.

Parks, F.

“Anchors of Integrity: A model for implementing ethical practices,” 20<sup>th</sup> Annual Minority Advisement Program/MRO Conference, Statesboro, GA, April 2004.

Repman, J., Perryman-Sikes, T., Smith, L., & Franklin, M.

“The possible dream: Collaboration to develop information literacy skills,” Georgia Council of Media Organizations, Athens, GA, October 2004.

Local

Diamanduros, T.

“School Psychology As A Career,” Charter Conservatory of Liberal Arts and Technology School, November 2004.

### Consulting and Advisory Services

Bergin, James	Consultant, Ministry of Education, Belize, CA, 2003.
	Consultant/Volunteer, Chatham Academy/Royce Learning Center, 2003.
	Consultant, Workforce Oklahoma Career Planning Institute, 2004.
	Consultant, Bulloch County Public Schools, 2004.
	Consultant, Coweta County Public Schools, 2004.
	Consultant, Effingham County Public Schools, 2004.
Burnham, James	Consultant, Screven County Elementary School, 2004.
	Consultant, Screven County Middle School, 2004.
	Consultant, Screven County High School, 2004.
	Consultant, McDuffie County Elementary School, 2004.
	Consultant, Bryan County Elementary School, 2004.
	Consultant, Savannah-Chatham County Middle School, 2004.
	District Trainer, Savannah-Chatham County Schools, 2004.
Carlson, Randal	Team Member, Military Installation Voluntary Education Review Project of the American Council on Education.
	Judge, Annual Science Fair, Langston Chapel Middle School, December 2004.
Clark, Kenneth	Bulloch County Schools Technology Planning Committee, 2004.
	Judge, First District Science and Engineering Fair, February 2004.
	Consultant, Nevils Elementary School Technology, January-June 2004.
Diamanduros, T.	Executive Officer, Charter Conservatory of Liberal Arts and

	Technology School, Fall 2004.
	Parent Volunteer, Charter Conservatory of Liberal Arts and Technology School, Fall 2004.
Downs, E.	Chair of Luminary Committee, American Cancer Society, Bulloch County Relay for Life, 2004.
Harris, M.	Judge, Annual Science Fair, Langston Chapel Middle School, December 2004.
	Mentor, McNair Scholar, Summer 2004.
Jackson, M.	Consultant, Professional Standards Commission for Counseling, 2004.
Parks, F.	Consultant, African American Methodist Episcopal Church 6 <sup>th</sup> Conference, 2002-present.
Polka, W.	External Reviewer, Niagara University Doctorate Program Proposal, 2004.
	Consultant, Educational Foundations Department and Educational Administration Department, Niagara University, Summer, 2004.
	Advisor, NRH Educational Consulting Group, 2004.
Repman, Judi	Consulting Editor, Linworth Publishing, 2004.
	Team Member, Military Installation Voluntary Education Review Project of the American Council on Education, February 2004.
	Panel Member, Principles of Good Practice for Voluntary Education for the American Council on Education MIVER Project, July 2004.
Richardson, Michael	Consultant, Brooklet Elementary School, Brooklet, GA, 2004.
	Consultant, Lyons Elementary School, Lyons, GA, 2004.
	Consultant, Green County High School, Greensboro, GA, 2004.
	Consultant, Sandersville Technical College, Sandersville, GA, 2004.
	Consultant, Allen County High School, Scottsville, KY, 2004.
	Consultant, Moultrie Technical College, Moultrie, GA, 2004.

Spencer, Leon

Consultant, Hephzibah Middle School, Hephzibath, GA, 2004.

Consultant, Sergo Middle School, Augusta, GA, 2004.

Supervision Group, African American Alumni, Counselor Education program, 2004.

Consultant, Anti-Racism Training Group, Unitarian Universalist Association, 2004.

Board of Trustees, Meadville Lombard Theological School, 2001-2004.

Supervision Group, Savannah LPC, 2004.

Consultant/Volunteer Counselor, Amethyst Project – AIDS/HIV, 2004.

**Professional Organizations, Boards, and Agencies**

International

Richardson, Michael	Board of Directors	International Academy of Educational Leaders
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National

Bergin, James	ASCA Trainers Cadre	National Standards for School Counseling Programs
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Polka, Walter	Conference Planning Committee	2005 Association of Teacher Educators Conference
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Repman, Judi	Educators of Library Media Specialists Section	American Association of School Librarians
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	By-Laws Committee Member	American Association of School Librarians
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	AASL/NCATE Steering Committee Member and Chair, 2004	American Association of School Librarians
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	Lead Reviewer, 2004	NCATE Program Review Team, AASL
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Jackson, Mary	Board of Directors, 2004	Georgia Licensed Professional Counselors Association
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Spencer, Leon	Board Member, 2004	Georgia Licenses Professional Counselors Association
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	Diversity Chair, 2004	Georgia Licenses Professional Counselors Association
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Regional

Richardson, Michael	A. Reviewer	SRCEA Yearbook
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State

Bergin, James	Membership Liaison, 2004-2005	Georgia School Counselors Association ASCA
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	Supervisor/Post Secondary Chair, 2003-2004	Georgia School Counselors Association ASCA
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Repman, Judi	Content Review Panel, May 2004	Georgia Professional Standards Commission
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