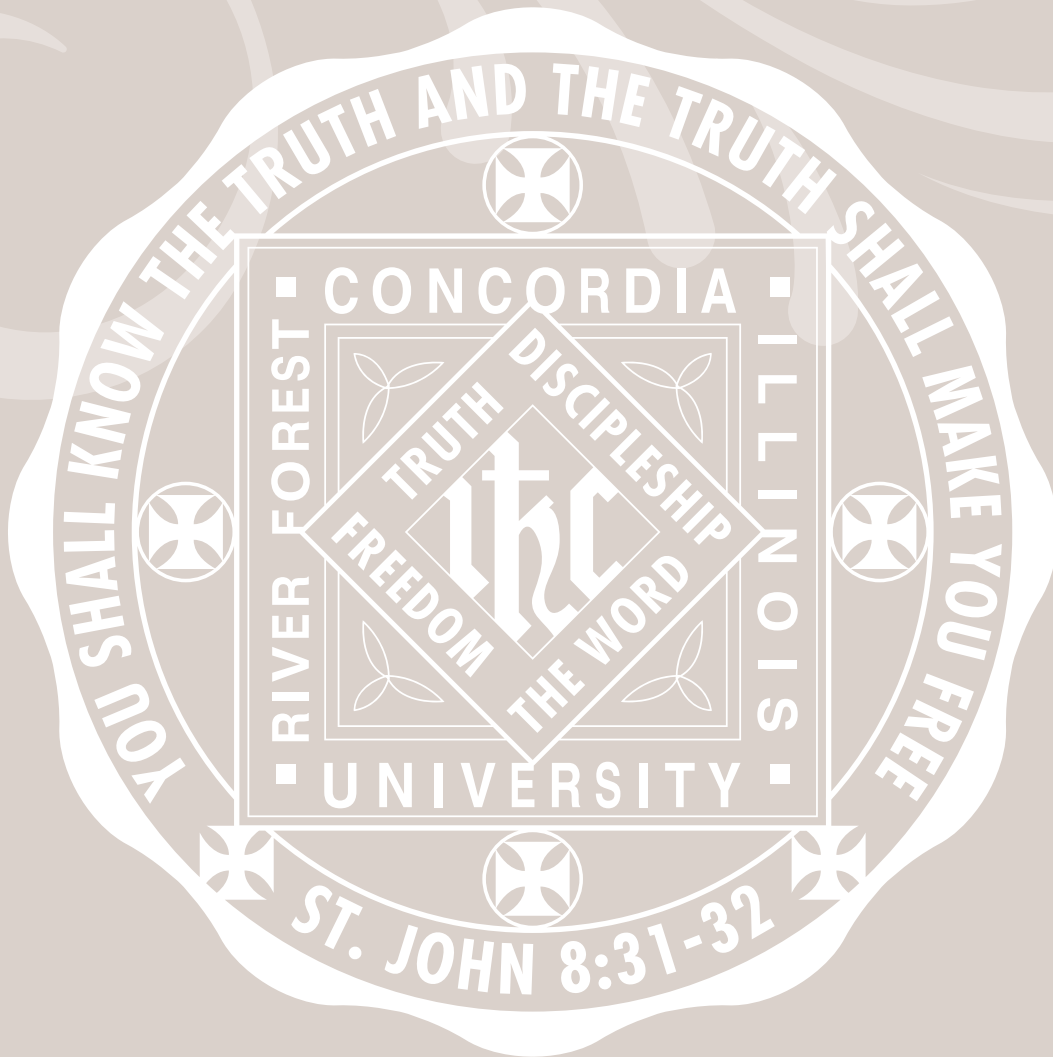
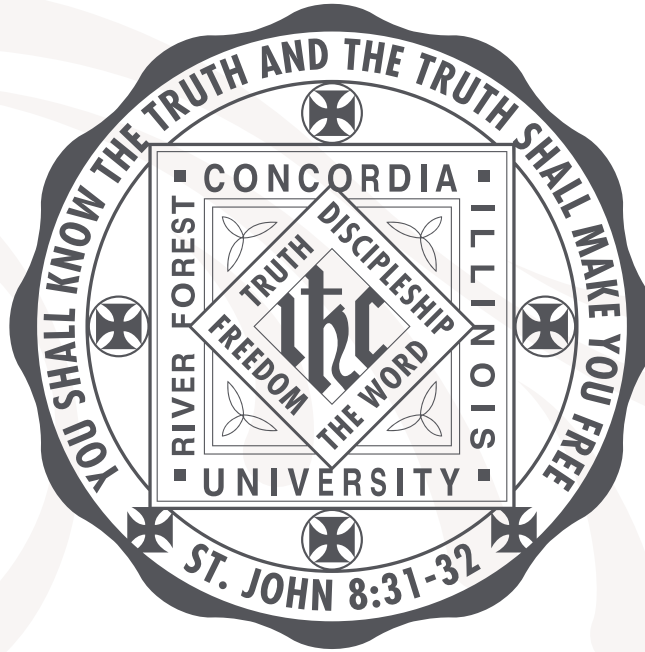


CONCORDIA UNIVERSITY CHICAGO

**SPRING COMMENCEMENT
CLASS OF 2024**

Candidates for the Doctoral Degree





CONCORDIA UNIVERSITY CHICAGO

**SPRING COMMENCEMENT
CLASS OF 2024**

CANDIDATES FOR THE DOCTORAL DEGREE

College of Business

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Doctor of Education	3
Doctor of Philosophy	3

College of Education

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College of Health, Science & Technology

Doctor of Education	8
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COLLEGE OF BUSINESS

Amber Appleton

Strategic Leadership & Innovation

DISSERTATION TITLE: Importance of Corporate Social Responsibility to Millennial Employees Based Upon Organizational Position

DISSERTATION COMMITTEE: Daniel Mays, Rey Lao, Alain Gracianette

Monica Brotons Davila

Strategic Leadership & Innovation

DISSERTATION TITLE: The effect of career development on job satisfaction and turnover intentions in higher education institutions in Florida

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COLLEGE OF BUSINESS

Aaron Dukes

Leadership: Organizational Leadership

DISSERTATION TITLE: Educator Perceptions of Values-Based Leadership in Turnaround Schools

DISSERTATION COMMITTEE: Denise Glasgow, Debra Bockrath, Demetria Gartrell

Marlena Little

Leadership: Organizational Leadership

DISSERTATION TITLE: Retaining and Reviving Black Teachers in Urban Schools: An Examination of Why They Persist

DISSERTATION COMMITTEE: Sarah Militz-Frielink, Pamela Konkol, Ebonyse Mead

Sarah Jones

Leadership: Organizational Leadership

DISSERTATION TITLE: Experiential Learning and the Modern Classroom

DISSERTATION COMMITTEE: Christopher Maddox, Jill Williams, Karen Ellefsen

Stephanie Smith-Jeffery

Leadership: Organizational Leadership

DISSERTATION TITLE: Courageous Conversations: Exploring the Relationship Between Teacher Pedagogy and Social and Emotional Learning as they Relate to Classroom Conversations about Race

DISSERTATION COMMITTEE: Maja Miskovic, Mellissa Gyimah, Victoria Stockton

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Tanisha Edwards

Leadership: Organizational Leadership

DISSERTATION TITLE: The Optimist's Bias: How New Entrepreneurs Responded to COVID-19's Economic Disruption

DISSERTATION COMMITTEE: Pamela Konkol, Dennette Foy, Sarah Militz-Frielink

Brent Coates

Leadership: Organizational Leadership

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Chad McNatt

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DISSERTATION TITLE: The Role One's Cultural Lens Plays in a Multi-national School Team Environment

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COLLEGE OF BUSINESS, *continued*

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Leadership: Sports Leadership

DISSERTATION TITLE: How do NCAA Division III Athletic Administrators Perceive the Effectiveness of Student-Athlete Leadership Development Programs

DISSERTATION COMMITTEE: Elizabeth Brennan, Mary Ball Brant, Dennis Rebelo

Robyn Myrum

Leadership: Sports Leadership

DISSERTATION TITLE: Motivation and Physical Activity Level's Role in Alaska's Healthy Futures Program

DISSERTATION COMMITTEE: Christopher Maddox, Steve Song, Karen Ellefsen

Martin North

Leadership: Organizational Leadership

DISSERTATION TITLE: Organizational Conditions and Structures That Promote Teacher Knowledge Sharing in National Blue Ribbon Schools: A Principal's Influence

DISSERTATION COMMITTEE: William Spears, Alison Clark, Lisa Bloom

Danielle Wallington

Leadership: Organizational Leadership

DISSERTATION TITLE: A Seat at the Table: A Qualitative Study on the Experiences of Black Women in Higher Education Leadership in Illinois Community Colleges

DISSERTATION COMMITTEE: Pamela Konkol, Sarah Miltz-Frielink, Shawn Jackson

Jennifer Warmack-Chipman

Leadership: Sports Leadership

DISSERTATION TITLE: Understanding the Barriers Women Face When Pursuing a Division I Head Coaching Position

DISSERTATION COMMITTEE: Katherine Green, Mixon Ware, Sandra Svoboda

David Wilson

Leadership: Sports Leadership

DISSERTATION TITLE: Perspectives on Motivational and Training Pedagogy in Youth Sport Coaching: A Qualitative Case Study

DISSERTATION COMMITTEE: Katherine Green, Mixon Ware, Sandra Svoboda

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COLLEGE OF EDUCATION

Ross Chiles

Leadership: Educational Leadership

DISSERTATION TITLE: The effects of high-stakes testing on student-teacher relationships: Elementary school teachers' perceptions

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Felecia Evans

Leadership: Educational Leadership

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Annette Hall

Leadership: Educational Leadership

DISSERTATION TITLE: Teachers' Perceptions of Distance Learning during the Pandemic

DISSERTATION COMMITTEE: Libi Shen, John D'Aguzzo, Christopher Maddox

Jean Harmon

Leadership: Educational Leadership

DISSERTATION TITLE: Combatting the Effects of Secondary Trauma Among Educators and Its Impact on Education

DISSERTATION COMMITTEE: Edgar Ramos, John Schwartz, Creg Williams

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COLLEGE OF EDUCATION, *continued*

Kimberly Harrison

Leadership: Teacher Leadership

DISSERTATION TITLE: On Black Girls and Other Crimes: How to Create Equitable Classrooms

DISSERTATION COMMITTEE: Sarah Miltz-Frielink, Ebonyse Mead, Ann Lane

William Henshaw

Leadership: Curriculum & Instruction

DISSERTATION TITLE: Influences that Assist or Obstruct Latinos to Persist in Higher Education: A Narrative of Latinx Voices

DISSERTATION COMMITTEE: Christopher Esposito, Timothy Monreal, Colene Lord

Monique Jackson-Dickens

Leadership: Educational Leadership

DISSERTATION TITLE: It Takes A Village: Teacher Perceptions of How Relationships and School Culture Foster Academic Resiliency in At-Risk High School Students - A Qualitative Multi-Case Study

DISSERTATION COMMITTEE: Paul Sims, Angela Tagaris, William Spears

Allison Jones

Leadership: Educational Leadership

DISSERTATION TITLE: High School Teachers' Perceptions of the Quality and Impacts of Provided Professional Development

DISSERTATION COMMITTEE: Elizabeth Brennan, Barbara Calabro, Angela Tagaris

Donald Jones

Leadership: Educational Leadership

DISSERTATION TITLE: Job Satisfaction of Teachers: What Factors Increase Satisfaction and Keep Teachers in the Classroom

DISSERTATION COMMITTEE: Peter Sullivan, Pamela Konkol, Kevin O'Mara

Yolanda Little

Leadership: Educational Leadership

DISSERTATION TITLE: Exploring Teacher Perceptions and Implementation of Differentiated Instruction

DISSERTATION COMMITTEE: Mary Crabtree, Pamela Konkol, Sarah Miltz-Frielink

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Leadership: Special Education Leadership

DISSERTATION TITLE: Middle School Student Perspectives of Bullying in Special Education

DISSERTATION COMMITTEE: William Spears, Mark Gordon, Jie Lin

Charmekia McCoy

Leadership: Curriculum & Instruction

DISSERTATION TITLE: Challenging Students to Succeed Versus Pacifying Students to Failure

DISSERTATION COMMITTEE: Jamie Kowalczyk, John Schwartz, Cheryl Caesar

Lilli Melamed

Leadership: Educational Leadership

DISSERTATION TITLE: Surviving and Thriving In The Principalsip: The Balancing Act Between Home and Work

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Andrew Messer-Hinton

Leadership: Educational Leadership

DISSERTATION TITLE: Teachers' Perspectives Regarding Pay-for-Performance in One Urban Public Texas School District

DISSERTATION COMMITTEE: Craig Schilling, Kathleen Hibbert, Paul Kulik

Mary Kate Moroney

Leadership: Curriculum & Instruction

DISSERTATION TITLE: An Exploratory Study of the Components of Standards-based Grading

DISSERTATION COMMITTEE: Margaret Trybus, John Schwartz, Elizabeth Kregel

E Jeanne Rodgers

Leadership: Curriculum & Instruction

DISSERTATION TITLE: Compassion Fatigue and Church Leaders

DISSERTATION COMMITTEE: William Spears, Barbara Calabro, Mary Sanford

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COLLEGE OF EDUCATION, *continued*

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Leadership: Higher Education

DISSERTATION TITLE: A Study on the Impact of First-Year Experience Programming on College Students

DISSERTATION COMMITTEE: Michael Hollis, Sarah Capello, Pamela Konkol

Beverly Sparks

Leadership: Early Childhood Education

DISSERTATION TITLE: Kindergarten Teachers' Perspectives on Incorporating Play While Meeting the Academic Requirements

DISSERTATION COMMITTEE: Christopher Maddox, Mary Crabtree, Karen Ellefsen

Maribel Taboada

Leadership: Educational Leadership

DISSERTATION TITLE: The Relationship of Two-Way Dual Language Program to Student Learning for African American Students

DISSERTATION COMMITTEE: Glenn Schlichting, Peter Sullivan, Alyssa Shlensky

Samantha Vega

Leadership: Special Education Leadership

DISSERTATION TITLE: Christian General Education Teachers Perspectives of Students with Disabilities in their Classroom

DISSERTATION COMMITTEE: Sarah Miltz-Frielink, Pamela Konkol, Ann Lane

Christa Wallace

Leadership: Higher Education

DISSERTATION TITLE: A Transformational Phenomenology Study of Assumptions, Perceptions, and Experiences of Higher Education Leaders Regarding Instructional Curriculum

DISSERTATION COMMITTEE: William Spears, Barbara Calabro, Dannelle Stevens

CANDIDATES FOR THE DOCTOR OF PHILOSOPHY

COLLEGE OF EDUCATION

Khalid Alasmi

Leadership: Special Education Leadership

DISSERTATION TITLE: Principals' attitudes towards the inclusion of students with disabilities in Saudi Arabia elementary schools

DISSERTATION COMMITTEE: Andrea Dinero, Hayal Kackar-Cam, John Schwartz

Maali Alnusairi

Leadership: Educational Leadership

DISSERTATION TITLE: Internationalization and Diversification of Quality Assurance System and Accreditation in Saudi Arabian Higher Education Institutions

DISSERTATION COMMITTEE: Mary Zaharis, Mary Ball Brant, Arthur Safer

Nada Eidhah K Alqurashi

Leadership: Curriculum & Instruction

DISSERTATION TITLE: Bridging the Divide: A Case Study of Collaborative Challenges Between High Schools and Public Libraries, with a Focus on Exploring Makerspace in Saudi Educational Collaboration Landscape

DISSERTATION COMMITTEE: Jamie Kowalczyk, Angela Tagaris, Arthur Safer

Chappel Billings

Leadership: Educational Technology Leadership-Corporate Strategy

DISSERTATION TITLE: Designing for Gen Z: Investigating the Perceptions and Experiences of Gen Z Students with Learning Management Systems

DISSERTATION COMMITTEE: Kathryn Wozniak, Darnell Bradley, Drew Hinds

Kelley Coull

Leadership: Curriculum & Instruction

DISSERTATION TITLE: Hogwarts Help: How Teachers Use the Wizarding World as a Philosophical Touchstone

DISSERTATION COMMITTEE: Pamela Konkol, Jamie Kowalczyk, Cheli Thomas

Jaime Elledge

Leadership: School Leadership - Initial Leader

DISSERTATION TITLE: Non-TESEL Trained Educators of English Language Learners: Experiences, Challenges and Recommended Supports

DISSERTATION COMMITTEE: Katherine Green, Julie Davis, Arthur Safer

CANDIDATES FOR THE DOCTOR OF PHILOSOPHY

COLLEGE OF EDUCATION, *continued*

Tanya Evans

Leadership: Reading, Language, & Literacy

DISSERTATION TITLE: Ready or Not: Novice Elementary Teachers' Perceptions of Their Preparedness to Meet the Needs of Students Reading Significantly Below Grade Level

DISSERTATION COMMITTEE: Patricia Becker, Martha Shiffler, Patricia Ellis

Shawon Leflore Turnch

Leadership: Reading, Language, & Literacy

DISSERTATION TITLE: A Narrative Study: Supports and Barriers to African American Family School Engagement and Literacy

DISSERTATION COMMITTEE: Patricia Becker, Martha Shiffler, Janice Jones

William Montgomery

Leadership: Higher Education

DISSERTATION TITLE: Assessment in Post-Secondary History Courses: Exam Frequency and Historical Thinking

DISSERTATION COMMITTEE: Christopher Esposito, Kathleen Hibbert, Arthur Safer

Cheryl Murray

Leadership: Educational Leadership

DISSERTATION TITLE: Factors that Influence High School Content Teachers' Motivation to address Multi-Linguistic Learners' Needs in a Large Urban School District

DISSERTATION COMMITTEE: Margaret Trybus, John Schwartz, Kim Sekulich

Kate Odikaesieme

Leadership: Educational Leadership

DISSERTATION TITLE: The Impact of Boarding School Education on the College Readiness of African Americans

DISSERTATION COMMITTEE: Andrea Silverstein, Mary Crabtree, Kim Marxhausen

Tianjiao Qi

Leadership: Educational Leadership

DISSERTATION TITLE: How do university instructors in China describe their experiences of the rapid transition to the online environment during COVID-19

DISSERTATION COMMITTEE: Mary Zaharis, Tamara Korenman, Glenn Schlichting

Jennifer Rentfrow Mick

Leadership: Higher Education

DISSERTATION TITLE: Foreign Language, United States College Students, and the Global Economy

DISSERTATION COMMITTEE: Michael Hollis, Jie Lin, Donald Beers

Elizabeth Rupnik

Leadership: Early Childhood Education

DISSERTATION TITLE: A Qualitative Study of the Use of Kindergarten Readiness Assessments

DISSERTATION COMMITTEE: Katherine Green, Hayal Kackar-Cam, Julie Davis

Stephen Scarfe

Leadership: Educational Leadership

DISSERTATION TITLE: The Role of School Administrators in Averting School Violence

DISSERTATION COMMITTEE: Pamela Konkol, Christopher Esposito, Peter Sullivan

Katherine Tarka

Leadership: Teacher Leadership

DISSERTATION TITLE: First-Year Teacher Perceptions of Self-Efficacy with Classroom Management

DISSERTATION COMMITTEE: Denise Glasgow, Hayal Kackar-Cam, Margaret Trybus

Tami Turner

Leadership: Special Education Leadership

DISSERTATION TITLE: The Influence of School Ecological Factors on the Persistence of Secondary Students with High Incidence Disabilities

DISSERTATION COMMITTEE: Bridgett Henry, Mark Gordon, Andrea Dinaro

Samantha Wallin

Leadership: Special Education Leadership

DISSERTATION TITLE: Exploring Special Education Paraprofessional Stress and Resilience

DISSERTATION COMMITTEE: Andrea Dinaro, Hayal Kackar-Cam, Nancy Cavaretta

La'Tangela Ward

Leadership: Curriculum & Instruction

DISSERTATION TITLE: The Relationship Among Self-Efficacy, Teacher Confidence, Job Satisfaction, and Intention to Remain in the Field for Urban School Teachers with Five Years or Less Experience

DISSERTATION COMMITTEE: William Spears, Hayal Kackar-Cam, Mark Gordon

Laura Wright

Leadership: Reading, Language, & Literacy

DISSERTATION TITLE: Writing in the Workplace: Business Managers' Beliefs About New Graduates' Writing Skills and the Impact of Social Media and AI on Workplace Writing

DISSERTATION COMMITTEE: Jamie Kowalczyk, Pamela Konkol, Aimee Krall-Lanoue

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COLLEGE OF HEALTH, SCIENCE & TECHNOLOGY

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DISSERTATION TITLE: Effects of Yoga on Older Adults Residing in Assisted Living Facilities

DISSERTATION COMMITTEE: Michael Lane, Kristen Snyman, Bridget Melton

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COLLEGE OF HEALTH, SCIENCE & TECHNOLOGY

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Leadership: Health & Human Performance

DISSERTATION TITLE: Effects of Turnouts and Structure Boots on the Biomechanics of Firefighters During a Drop Landing

DISSERTATION COMMITTEE: Vanessa Moreno, Andrea DuBois, Kristen Snyman

Andrew Cleary

Leadership: Health & Human Performance

DISSERTATION TITLE: Predictive Ability of the NBA Draft Combine in Elite Basketball Players

DISSERTATION COMMITTEE: Jason Winchester, Jeffrey McBride, Kristen Snyman

Daniel Cobian

Leadership: Health & Human Performance

DISSERTATION TITLE: The Transfer Effects of Lateral, Horizontal, and Vertical Drop Jump Training Among Professional Baseball Players

DISSERTATION COMMITTEE: James Tufano, William Amonette, Kristen Snyman

Zachary Droll

Leadership: Health & Human Performance

DISSERTATION TITLE: Training to Increase Clubhead Speed: How Accumulated Fatigue Affects Putting Skill

DISSERTATION COMMITTEE: Jeffrey McBride, Helen Bland, James Tufano

Jesse Elis

Leadership: Health & Human Performance

DISSERTATION TITLE: Investigating Wearable Technology Bioethics through the Perspectives of NBA Athletes

DISSERTATION COMMITTEE: Elizabeth Brennan, Jie Lin, Mary Ball Brant

Andrew Harrison

Leadership: Health & Human Performance

DISSERTATION TITLE: Assessing Knowledge, Behavior, Outcome Expectation, and Self-Efficacy Related to Dietary Protein Among Adolescent Swimmers

DISSERTATION COMMITTEE: Nicole Smith, Helen Bland, Amelia Huelskamp

Brett Holland

Leadership: Health & Human Performance

DISSERTATION TITLE: All About Concussion from Testing to Rehabilitation: A Three Article Dissertation

DISSERTATION COMMITTEE: Theresa Miyashita, Kristen Snyman, Eleni Diakogeorgiou

April Kamba

Leadership: Health & Human Performance

DISSERTATION TITLE: Effects of a 12-week, Guided Exercise Program in Adults with Intellectual Disabilities

DISSERTATION COMMITTEE: Jason Winchester, Kristian Veit, Elizabeth Foster



Dara Moak

Leadership: Health & Human Performance

DISSERTATION TITLE: Teacher's Perceptions of Whether Activity Makes a Difference in the Classroom

DISSERTATION COMMITTEE: Michael Lane, John Schwartz, Benito Velasquez

Sarah Pflugradt

Leadership: Health & Human Performance

DISSERTATION TITLE: Parents' Perceptions Regarding Performance Nutrition and the Home Food Environment of Adolescent Competitive Swimmers

DISSERTATION COMMITTEE: Kristen Snyman, Elena Lyutykh, Amy Jo Riggs

Walter Prater

Leadership: Health & Human Performance

DISSERTATION TITLE: A Cross-Sectional, Correlation Analysis of Job Satisfaction and Hypertension among K-12 School Teachers in the Southwest United States

DISSERTATION COMMITTEE: Nicole Smith, Juliette Christie, Kathleen Fritch

Jason Riddell

Leadership: Health & Human Performance

DISSERTATION TITLE: An Exploration of Strength & Conditioning Program Implementation Drivers Within a Secondary School Athletic Department

DISSERTATION COMMITTEE: Jason Winchester, Juliette Christie, James Dearing

Michelle Rieger

Leadership: Health & Human Performance

DISSERTATION TITLE: The Impact of Demographic and Lifestyle Factors on Weekly Exercise Minutes in College Students

DISSERTATION COMMITTEE: Katherine Green, Helen Bland, Mixon Ware

Kirsten Robinson

Leadership: Health & Human Performance

DISSERTATION TITLE: Stress Management and Mental Health Among High School Athletic Directors in the State of Minnesota

DISSERTATION COMMITTEE: Edgar Ramos, Elizabeth Brennan, Helen Bland

Kelcie Tolan

Leadership: Health & Human Performance

DISSERTATION TITLE: Understanding NCAA Volleyball Head Coaches' Knowledge and Self-Efficacy Related to Cardiovascular Emergencies

DISSERTATION COMMITTEE: Nicole Smith, Shannon Siegel, John Roncone



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Steadfast in Jesus Christ as revealed in the Holy Scriptures, Concordia University Chicago promotes academic rigor in its liberal arts and professional programs; grounds students in objective truth, integrity, and excellence; and practices faithfulness to the Confessional teachings of the Lutheran Church—Missouri Synod, as it forms students for vocations in church, family, and the world.



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