



**2025 DOCTORAL HOODING CEREMONY**

# Our Mission

*To provide a community of caring and guidance for academic, financial, mental health, and career support while providing a path that makes quality college education accessible to adult learners through online, flexible degree and certificate programs.*

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Vice Provost for Global Campus Academic Affairs

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**Dr. Dana Dillard**

Program Chair, Doctor of Psychology

**Dr. Todd Fiore**

Program Chair, Doctor of Philosophy in Organizational Development and Leadership



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# DOCTORAL HOODING CEREMONY

## PROCESSION OF FACULTY AND STUDENTS

WELCOME ..... Dr. Gary Packard

INTRODUCTION OF GRADUATE SPEAKER ..... Dr. Gary Packard

GRADUATE SPEAKER ..... Dr. German M. Lopez de la Madrid

DISTINGUISHED DOCTORAL RESEARCH AWARDS ..... Dr. Justin Harrison

HOODING CEREMONY ..... Dr. Justin Harrison

CLOSING REMARKS ..... Dr. Tony Farrell



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# DISTINGUISHED DOCTORAL RESEARCH AWARDS

**DISTINGUISHED DISSERTATION ..... Dr. Christopher Healy**

Flying into the Future: Exploring Commercial  
Airline Pilots' Perceptions of AI Implementation in  
Cockpit Operations

**DISTINGUISHED APPLIED DOCTORAL PROJECT ..... Dr. Kari A. Millican**

Nurturing the Attachment Relationship  
and Supporting Perinatal Wellness During  
Medically Complex Pregnancies: A Guide  
for Mothers

**MOST LIKELY TO HAVE A SOCIAL IMPACT ..... Dr. German M. Lopez de la Madrid**

Higher Education English as a Second  
Language Students' Perceptions, Experiences,  
and Recommendations Concerning  
Imposter Phenomenon



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## DOCTOR OF PHILOSOPHY IN EDUCATION

### Heather Joy Buschmann Ph.D.

*Dissertation:* Unlocking the Essence of Technology Integration: A Phenomenological Study Through Elementary Teachers Lived Experiences (2024)  
Chair: Dr. Todd Fiore

### Tamara Marie Davis, Ph.D.

*Dissertation:* Teachers' Beliefs About Social and Emotional Learning and its Relationship with Teaching Level and Years of Teaching: A Multiple Regression Analysis (2024)  
Chair: Dr. Rollen Fowler

### Mechelle Du'Monde, Ph.D.

*Dissertation:* A Qualitative Analysis Exploring Foster Care Alum Students' perception of College Support Systems on Campus (2025)  
Chair: Dr. Kelley Chappell

### Renee Evette Grant Ph.D.

*Dissertation:* Support Strategies Used by Faith-Based Counselors of Adult Children of Previously Incarcerated Parents: An Exploratory Case Study (2024)  
Chair: Dr. Rollen Fowler

### Shirley Charisse Hunter Ph.D.

*Dissertation:* African American Male College Graduates' Perceptions of the Impact of Faculty Expectations and Role Models on their Motivation to Persist to Graduation (2024)  
Chair: Dr. Todd Fiore

### Rana Raja Rasoul Kasim Ph.D.

*Dissertation:* Effective Strategies for Teaching Critical Thinking (2025)  
Chair: Dr. Eva Gut

### Richard Reed Lee II Ph.D.

*Dissertation:* Investigating Learning and Development Professional Best Practices for Designing and Implementing Virtual Communities of Practice (2024)  
Chair: Dr. Steven Schneider

### Manuel James Leyden Ph.D.

*Dissertation:* Building Consensus Among Education Experts to Enhance School Readiness Revealed from COVID-19 Pandemic: A Modified Delphi Study to Improve Policies and Procedures for Proactive Preparedness (2025)  
Chair: Dr. Jennifer Robinson

### German M. Lopez de la Madrid Ph.D.

*Dissertation:* Higher Education English as a Second Language Students' Perceptions, Experiences, and Recommendations Concerning Imposter Phenomenon (2025)  
Chair: Dr. Rollen Fowler

### Lola Isioma Mayo Ph.D.

*Dissertation:* Developing Social-Emotional Readiness Skills in Kindergarten Transition: A Modified Delphi Study (2025)  
Chair: Dr. Dianne Fernandez

### Crystal Y. Parker Ph.D.

*Dissertation:* Parental Perception of the Influence of Screen-Based Media on Their 3 to 5-Year-Olds' Literacy Skills (2024)  
Chair: Dr. Kelly Olson Stewart

### Angela Christine Rooney Ph.D.

*Dissertation:* A Qualitative Phenomenological Research Study: The Retention of Teachers Through Classroom Management Resources, Support, and Training (2024)  
Chair: Dr. Kelly Olson Stewart

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## DOCTOR OF PHILOSOPHY IN HUMAN SERVICES

### Jeanne Kay Brandner Ph.D.

*Dissertation:* A Comprehensive Strategy to Impact Juvenile Recidivism (2025)  
Chair: Dr. Gregory Bradley

### Amy W. Hall Ph.D.

*Dissertation:* Factors the Affect Volunteerism in Guardian Ad Litem Programs (2025)  
Chair: Dr. Rebecca McGuire

### Ladovia Hope Washington Ph.D.

*Dissertation:* Reflections: Adult Women's Teen Experiences with Contraceptive use and Unintended Pregnancy (2025)  
Chair: Dr. Cynthia Loubier-Ricca

## DOCTOR OF PHILOSOPHY IN ORGANIZATIONAL DEVELOPMENT AND LEADERSHIP

### Andrew Lee Adamson, Ph.D.

*Dissertation:* Practices for Managing Employees in a Hybrid Working Arrangement (2025)  
Chair: Dr. Todd Fiore

### Richard D. Amburgey, Ph.D.

*Dissertation:* Strategic Succession Planning in U.S. Federal Agencies: Ensuring Leadership Continuity and National Security (2025)  
Chair: Dr. Ruzanna Topchyan

### Mark Anthony Booth, Ph.D.

*Dissertation:* Millennial Engineering Job Satisfaction in Defense Contractors: A Case Study Examining Perceptions and Experiences (2025)  
Chair: Dr. Dennis Darlak

### Laura Carasimu, Ph.D.

*Dissertation:* ASSESSING THE DRIVERS OF Assessing the Drivers of Retention Among Long-Term Hospital Employees (2024)  
Chair: Dr. Dennis Darlak

### Samuel Tawiah Fianko-Ofori, Ph.D.

*Dissertation:* A Mixed Delphi Study to Examine Diversity, Equity and Inclusion Strategy in the Workplace (2024)  
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### Rebecca R. Galbraith, Ph.D.

*Dissertation:* Retention of Warehouse Workers in the United States: A Case Study Approach (2024)  
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### Robert T. Gerald, Ph.D.

*Dissertation:* Why Do Black Military Intelligence Officers Continue to Fail (2025)  
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**Nicole Dillon Goldberg, Ph.D.**

*Dissertation:* Threat Rigidity and the role of Leadership and Organizational Change in Artificial Intelligence Adoption in Technology Companies (2025)  
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**Christopher Healy, Ph.D.**

*Dissertation:* Flying into the Future: Exploring Commercial Airline Pilots' Perceptions of AI Implementation in Cockpit Operations (2025)  
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*Dissertation:* Work-Life Balance of Teleworkers Amid the COVID-19 Pandemic (2024)  
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*Dissertation:* The Effects of Team Structure on Social Loafing in Sport: A Systematic Literature Review and Meta-Analysis (2024)  
Chair: Dr. Raymond Daniel

**Brian Michael Jackson, Ph.D.**

*Dissertation:* Strategies and Tools to Effectively Evaluate Employee Performance in Remote Work Environments: A Qualitative Case Study (2025)  
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**Parish Dior Jefferson, Ph.D.**

*Dissertation:* Exploring Diversity, Equity, and Inclusion in Organizational Settings: A Qualitative Case Study (2025)  
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**Jennifer R. Lewis, Ph.D.**

*Dissertation:* Exploring the Lived Experiences of Women in the Technology Industry: A Qualitative Phenomenological Study on Informal Mentorship (2024)  
Chair: Dr. Jodie Hemerda

**Helder Nery Martinez, Ph.D.**

*Dissertation:* Job Insecurity in the Age of Supply Chain Digital Transformation: A Phenomenological Study (2025)  
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**Chelsea McEachern, Ph.D.**

*Dissertation:* Utility Leadership Considerations for Delivering Equitable Clean Energy: A Modified Delphi Study (2025)  
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**Michael G. Messer Sr., Ph.D.**

*Dissertation:* Exploring the Perceptions of Public Online College and University Administrators Regarding Adult Learner Dropout Rates (2024)  
Chair: Dr. Elizabeth Thompson

**Charity J.H. Renfroe, Ph.D.**

*Dissertation:* Effective Strategies to Prevent Cyberbullying: A Case Study of Administrators in Historically Black Colleges and Universities (2024)  
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**James Robert Roesler, Ph.D.**

*Dissertation:* Age, Education, and Service as Moderators of the Predictive Relationship Between Emotional Intelligence and Work Engagement in Pilots (2025)  
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**Chiquita Lynette Smith, Ph.D.**

*Dissertation:* Unraveling the Threads: A Quantitative Study on the Impact of Organizational Commitment on Turnover Intentions Among U.S. Employees at Large American Multinational Companies (2025)  
Chair: Dr. Latanya Hughes

**Ademola O. Sule-Odu, Ph.D.**

*Dissertation:* Qualitative Descriptive Study: Using Social Entrepreneurship to Address Millennials' Church Population Decline (2025)  
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**Sheena Sullivan, Ph.D.**

*Dissertation:* The Millennial Advantage: Work Locus of Control, Work Engagement, and Innovative Behavior in the U.S. Nonprofit Sector (2024).  
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*Dissertation:* Obligatory Inauthenticity: A Grounded Theory Study (2025)  
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**G. Scott Wickel, Ph.D.**

*Dissertation:* Essential Elements of Formal Internal Leadership Development in Small and Medium-Sized Businesses: A Delphi Study (2025)  
Chair: Dr. Ellen Beattie

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## DOCTOR OF PSYCHOLOGY

**Waldinda Hope Belt, Psy.D.**

*Project Title:* Systematic Literature Review: Female Inmates Who Suffer From Neurological Trauma While Serving Time (2024)  
Chair: Dr. Heather Pederson

**Kimberlee Bow, Psy.D.**

*Project Title:* Sport and Performance Enhanced by Dance/Movement Therapy and the Emotional Freedom Technique (2024)  
Chair: Dr. Lisa Smith

**Brenda Mae Brown, Psy.D.**

*Project Title:* Philosophies and Theories of Punishment Training for Use of Force in Criminal Justice (2025)  
Chair: Dr. Frankie Lee

**Joseph Wayne Burdette, Psy.D.**

*Project Title:* Covid-19 and the Digital Divide: How the Pandemic Affected the Educational System in West Virginia (2025)  
Chair: Dr. Jennifer Newman

**Alicia Marie Cox, Psy.D.**

*Project Title:* Secondary School Athletic Trainers' Perspectives on the Need for Debriefing After an Athletic Injury (2025)  
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**Beverly Yvonne Diaab, Psy.D.**

*Project Title:* The Shackling of non-Violent Pregnant Offenders in Carceral Settings (2025)  
Chair: Dr. Ethel Perry

**Rodericia D. Edwards, Psy.D.**

*Project Title:* General Education Teachers' Perceptions About how the Inclusion of Students with Emotional and Behavioral Disorders Affect Their Non-Disabled Classmates (2025)  
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**Tarra Rachelle Farnham, Psy.D.**

*Project Title:* The Vet Strong Powerlifting Program: Increasing Quality of Life and Perceived Social Support in Military Veterans (2024)  
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**David Armando Fernandez, Psy.D.**

*Project Title:* My Brother's Keeper: A Qualitative Study of Peer Mentors in Veterans Treatment Court (2024)  
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**Savanna Ferstle, Psy.D.**

*Project Title:* Emotional Intelligence and how it Supports Female Collegiate Athletes' Emotional Well-Being (2024)  
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**Maggie Galindo, Psy.D.**

*Project Title:* Artificial Intelligence in Criminal Investigations: A Training Workshop for Investigators (2025)  
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**Shaun Devin George, Psy.D.**

*Project Title:* Leading with Emotional Intelligence: A Systematic Review of the Literature (2024)  
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**Ashanti M.E Graham, Psy.D.**

*Project Title:* Impact of Secondary Traumatic Stress Among Mental Health Workers (2025)  
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**Bobbie L. Hammond, Psy.D.**

*Project Title:* Stranger Abduction, Mental Health, Reintegration and What Works (2024)  
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*Project Title:* Cannabis Use During Substance Abuse Counseling: The Lived Experience of Substance Abuse Counselors (2024)  
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**Tracey Lynne Hicks, Psy.D.**

*Project Title:* A Holistic Approach for Offenders: A Proposal for the Creation of a Hybrid Specialty Court (2024)  
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*Project Title:* Identifying Best Practices for Spiritually Integrated Care Treatments for Military Veterans Experiencing Moral Injury (2025)  
Chair: Dr. Nancy Lees

**Andrea Marie Leyva, Psy.D.**

*Project Title:* A Systematic Literature Review Regarding Best Practice Rehabilitation Strategies at California Correctional Facilities for Male Inmates (2025)  
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**April Matteson, Psy.D.**

*Project Title:* Perceptions of Mental Stressors by Military Spouses During Deployment (2024)  
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*Project Title:* Enhancing Adolescent Well-Being: A Systematic Literature Review of Mobile Applications (2025)  
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*Project Title:* Nurturing the Attachment Relationship and Supporting Perinatal Wellness During Medically Complex Pregnancies: A Guide for Mothers (2025)  
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*Project Title:* A Systematic Review of Certified Peer Support Prevention and Preventative Protocols to Treat Prisoners Living with Serious Mental Illnesses (2025)  
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*Project Title:* How Inclusive Leaders Foster Belongingness and Uniqueness Among Workplace Employees (2025)  
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**Sheri Simone Payne, Psy.D.**

*Project Title:* Factors Contributing to Low Retention Rates in Substance Use Treatment Centers that Affect Recidivism in the Criminal Justice System (2025)  
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*Project Title:* A Systematic Literature Review of Mental Illness and Substance Use Treatments Among Justice-Involved Individuals with Co-Occurring Disorders (2025)  
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*Project Title:* Understanding the Experiences of Black Transgender Women as Care Recipients in Healthcare Settings in the Southern United States: A Qualitative Exploratory Case Study (2025)  
Chair: Dr. Crissie Jameson

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*Project Title:* Mobile Mental Skills Trainer: An Evidence-Based Digital Self-Guided Program to Supplement Mental Readiness Training for Soldiers in the U.S. Army (2025)  
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*Project Title:* High School Teachers' Perspectives on Cyberbullying: Creating Awareness Through Research and Call for Intervention (2024)  
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*Project Title:* Understanding the Shaped Attitudes of African American and Latino Adolescents Towards Police: A Systematic Literature Review (2025)  
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**Anthony Taylor, Sr., Psy.D.**

*Project Title:* Shelter for the Shepherds: A Systematic Literature Review of Stress Management Strategies for Lead Clergy Members (2025)  
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**Christian Michael Torrie, Psy.D.**

*Project Title:* Optimal Learning Experiences for Corporate Professionals: A Systematic Literature Review (2024)  
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**Tranisha Marie Wakefield, Psy.D.**

*Project Title:* A Systematic Literature Review: Mentally Ill Experiencing Homelessness to Establish a Workshop (2025)  
Chair: Dr. Frank Lee

**Wayne Marcellus Wilks, Psy.D.**

*Project Title:* Readdressing Domestic Terrorism Legislation (2025)  
Chair: Dr. Candance Adams



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