The Educational Leadership faculty continue to collaborate on a redesign of the Ed.D. program that provides greater opportunities for students to focus on practitioner relevant inquiry while maintaining our core commitment to graduate students who are ethical leaders, change agents, scholar practitioners, and social justice advocates. We are now beginning a three stage process of stakeholder input on the new structure and course content; movement through the Rowan curriculum process; and planning for the online development of these courses in Canvas over the next two years. Our work on the program benchmarks and admissions process is ongoing and will also be a focus of this academic year.

We are excited about this redesign not only for its results, but also because it illustrates that our faculty not only teach about distributed leadership and organizational change, we live it. The entire Educational Leadership faculty have been actively involved in this process; from our newest pre-tenure faculty to our longest serving senior faculty, we have worked together in numerous program meetings and subgroups to conceptualize this new program and put down on paper our vision. We have let go of our preconceived notions about what the program should look like and our current structure, and sought to identify unnecessary barriers for our students and opportunities to give students unique learning experiences with support and rigor. We look forward to admitting the 2020 cohort under this redesigned program.

We look forward to the input and feedback from our current students, alums, and program partners and stakeholders. If you are interested in participating, please contact Dr. Monica Reid Kerrigan, CPED Principal Investigator.

Lisa Dougherty is a higher education professional with more than 18 years of experience in the proprietary and community college sectors. She currently serves as the Vice President for Student Affairs and Enrollment at Hudson County Community College (HCCC), responsible for Enrollment Services, Student Success, and Student Life and Leadership. Lisa first joined HCCC in 2016 as the College’s Dean of Enrollment. Prior to joining
Lisa spent 15 years and held several leadership roles at DeVry Education Group, including National Director of Admissions and Training at Ross University School of Medicine and Veterinary Medicine and Executive Director of Admissions at DeVry University.

Lisa holds a Bachelor’s Degree in Business Administration with a concentration in Leadership from Loyola University Maryland and a Master’s Degree in Human Resource Management from Keller Graduate School of Management. She is currently pursuing her Ed. D. in Educational Leadership in the Community College Leadership Initiative at Rowan University. Lisa is a 2019-2020 Aspen Presidential Fellow in the Aspen Institute’s College Excellence Program.

Lisa lives in Manalapan, New Jersey with her husband Keith, daughter, Megan (14), and son, Ryan (11). In August 2019, we asked her a few questions about her journey as a student and as an education professional.

How did you get interested in leadership?

I began working as soon as I was old enough to do so and because of that, I was exposed to leadership early in my life. Leadership, teams, and organizational behavior have always intrigued me. As an undergraduate student at Loyola University Maryland, I majored in Business with a concentration in Leadership and later got my Master’s degree in Human Resource Management. Even though my formal education is in leadership, I have learned the most about leadership by observing leaders in action. In fact, I have learned as much from peers and individuals who have reported to me as I have from those to whom I have reported. What I love most about leadership and being a leader is the privilege to impact people and affect change. There is no place I would rather lead than in higher education.

What prepared you for your current roles?

I have been working in higher education for eighteen years. I have been at Hudson County Community College (HCCC) for three years so I am new to the community college sector. I started as the Dean of Enrollment and am now the Vice President for Student Affairs and Enrollment. Prior to joining HCCC, I spent 15 years in admissions and enrollment in the for profit sector of higher education. I would not trade that experience for the world as it greatly influenced my leadership, work ethic, ability to lead through change and adversity, and my firm belief in the importance of service to students. When I was ready to move into the public sector of higher education, I was fortunate enough to be hired by a Rowan CCLI alumna, Dr. Paula Pando, at HCCC. This was a true turning point in my career and my life and I know I was meant to be here. I believe so strongly in the mission of our colleges and feel I have truly found my perfect place to make a difference in the lives of students. My current role challenges me every single day and I love it!

What would you tell future students about growing a successful career in education?

I believe the key to a successful career in education is to continue to be a student and learner and to say ‘yes’ to opportunities to lead and stretch. When I joined HCCC, I had a lot to learn about the community college sector and it was important for me to go “all in” and learn as much as possible, not only about my role, but about the College and the sector as a whole. In addition to immersing myself in the college community, within my first year, I began the Ed.D. program at Rowan in the Community College Leadership Initiative (CCLI). When I was nominated by Dr. Pando for the Aspen Presidential Fellowship for Community College Excellence, I knew this was another opportunity to learn and grow to be the best community college leader I can be. I am a nerd at heart and love reading and consuming information on how I, and we as a College, can be better for our students, because they deserve it.

How do the CCLI program and the Aspen Presidential Fellowship complement each other?

There are so many ways the programs complement each other. In both cohorts, the exposure to a group of high caliber learners and leaders is such a wonderful opportunity to learn from the best. Both programs are strongly anchored in equity, social justice, and change theory. Finally, I believe both programs are preparing the next generation of community college leaders. I am truly proud and honored to be part of both!
FACULTY FEATURE: DR. HAJIME MITANI

Dr. Hajime Mitani joined the Ed.D. in Educational Leadership in 2016 as an Assistant Professor. He received his Ph.D. in Leadership and Policy Studies, with a specialization in K-12 Educational Leadership and Policy, from Vanderbilt University, his Ed.M. in Economics and Education from Teachers College, Columbia University, and his B.A. in International Relations from Nihon University in Japan.

What projects are you currently working on?

I have many ongoing projects. Some of them focus on educational leadership, while others examine achievement gaps and teacher labor markets. In one leadership project, Dr. Sam (Assistant Professor, Ed Leadership) and I examine differences in leadership skill requirements between high- and low-poverty schools in the state of New Jersey through qualitative interviews of 33 school principals. Another leadership project examines the effect of pay-for-performance on school principals' performance and turnover behaviors and explores effective incentive designs in the state of Tennessee. A total of 14 school districts in the state received TIF grants and/or state grants to implement strategic compensation programs between 2011-12 and 2014-15, and now more districts implemented similar programs through differentiated pay programs under ESSA. I am evaluating the overall impact of the programs. In the area of achievement gaps, I currently examine achievement gaps in high-order skills and explore the extent to which gaps in opportunity to learn and leadership practices explain the gaps.

What is your favorite course to teach? Why?

I like to teach Quantitative Analysis in Educational Research because I introduce students to an important concept called selection bias. Selection bias misleads educational leaders to make wrong conclusions about the impact of the programs. If they invest a lot of resources in a program that is falsely determined effective, that is a huge loss of resources. I believe educational leaders should be sensitive to selection bias whenever they evaluate a program, and this requires systematic training. I like to introduce this concept to my students.

INCOMING FACULTY COORDINATOR: DR. JAMES COAXUM

In Fall 2019, Dr. James Coaxum, Associate Professor of Educational Leadership, will take over the Ed.D. faculty coordinator position from Dr. Ane Turner Johnson, who leaves the post to become chair of the Rowan University Institutional Review Board, a committee that ensures the safety of human research subjects. Dr. Coaxum has been with the university since 1999 and has worked extensively with students across campus to explore leadership, social justice, and persistence. In his new capacity, Dr. Coaxum will provide academic leadership to the program, assisting in program development, growth, and improvement. We welcome Dr. Coaxum in this new position! If you have questions about the program, feel free to reach out to him at coaxum@rowan.edu.

COMMUNITY COLLEGE LEADERSHIP INITIATIVE ADVISORY BOARD

The CCLI track has a new advisory council, an addition to the advisory board for the overall Educational Leadership program. The purpose of this Council is to advise, assist, support, and advocate for the CCLI program on matters that will strengthen the program in policy and practice. Council responsibilities will include the following:

- Share insights into the community college sector
- Provide feedback on curricular developments and program policy
• Recruit students into the program
• Participate in ongoing planning activities for the program
• Facilitate cooperation and communication between the program and community colleges
• Suggest program improvements and direction
• Assist the program in setting priorities
• Support and advocate for the CCLI program

We thank the inaugural members who have graciously agreed to share their time and experience with us.

GRADUATE OUTCOMES: FULL-TIME FACULTY APPOINTMENTS

While our program focuses heavily on creating leaders for educational organizations who take on management and administration positions, several students have also gone on to become full-time faculty. Below is a list of proud Ed.D. alum who can be found at colleges and universities across the region:

Dr. Garry Abbott ('18), Chairperson, ESL, Languages, & Cultures, Middlesex County College
Dr. Lori Austin ('17), Associate Professor & Chair, Mathematics & Computers Science, Raritan Valley CC
Dr. Pam Brillante ('15), Associate Professor, Special Education & Counseling, William Paterson University
Dr. Kerry Carely-Rizzuto ('13), Associate Professor & Program Director, Early Childhood, Monmouth Univ
Dr. Denise Coulter ('16), Dean of Liberal Arts, Atlantic Cape Community College
Dr. Nicole Criscione-Naylor ('13), Assistant Professor, Hospitality & Tourism Management, Stockton University
Dr. Dana Kemery ('16), Assistant Clinical Professor & Director, Nursing, Drexel University
Dr. Mary-Pat Maciolek ('17), Chairperson, Hospitality, Culinary Arts & Dietetics, Middlesex County College
Dr. Nicole Milan-Tyner ('18), Visiting Assistant Professor, Health Science, Stockton University
Dr. Yolanda Nelson ('15), Assistant Professor, Nursing, The College of New Jersey
Dr. Edward “Ted” Olsen ('17), Assistant Professor, Health & Physical Education, Kean University
Dr. Bonnie Ross ('16), Associate Professor, Nursing, Georgian Court University
Dr. Debra Shearer ('08), Assistant Professor & Director, Doctor of Nursing Program, Villanova University

These are but a few of our overall former and current student faculty at area institutions. We commend them all on their capacity to influence the academy and to advance educational leadership.

BOOK REVIEW: THE FIRE WITHIN: THE STORY OF INDUCTOTHERM INDUSTRIES AND THE MAN WHO BUILT IT - HENRY ROWAN WITH JOHN CALHOUN SMITH
BY PATRICIA CERULLI, ED.D. (2002)

_The Fire Within_ is the published autobiography of Henry M. Rowan written with John Calhoun Smith in 1995. The book shares many details about Mr. Rowan, who served as a bomber pilot for the United States Air Force, and also enjoyed competitive sailboat competitions. He and his wife grew up in Ridgewood, NJ. Henry Rowan graduated from the Massachusetts Institute of Technology with a degree in electrical engineering, and his wife Betty graduated from Randolph Macon College.

The 36 chapters outline how he and Betty invented the Inductotherm furnace in the garage of their home, and the worldwide growth of Inductotherm Industries. It also describes both the immense successes of the company as well as how difficult it was for he and his wife to lay both of their sons to rest after they battled muscular dystrophy into their twenties. The Rowans also have one daughter, Virginia, who continues to carry on her parents’ philanthropy and service. Virginia Rowan serves on the Rowan University Board of Trustees.

As the Inductotherm furnace, primarily used to melt metals, became very successful, Mr. Rowan expanded his company to include other businesses that made parts for the furnaces. His financial successes eventually led him to a decision that would seriously impact a small teachers college in Southern New Jersey. He and his wife decided to give a third of their net worth at the time to Glassboro State College, an amount of money that would change the future of the college.
On July 6, 1992, Mr. Rowan and his wife Betty alongside Governor Florio of New Jersey as well as the Vice Chair of the Board of Trustees, Phil Tuminia, and other dignitaries listened, Dr. Herman James, President of Glassboro State College, announced to the faculty, staff, administrators and newspaper reporters in the audience an unprecedented pronouncement: “This morning I’m pleased to announce that Henry and Betty Rowan and Inducotherm Industries have pledged to us a gift of $100 Million.” He added, “When you receive a gift of $100 million, a simple thank you hardly seems enough. Therefore, the first thing we’ll do is to take the steps necessary to change the name of this college to Rowan College of New Jersey.” Within a short number of years, Rowan College expanded the library holdings and established the Doctor of Education (Ed.D.) Program which led to university status, thus Rowan College was renamed Rowan University.

Mr. Rowan made it clear that he never asked for this accolade. He subsequently donated another $26 million to Rowan University once the original endowment, $10 million a year for 10 years, was finished. In his autobiography he explains that he believed giving his money to a small college in New Jersey would reap greater benefits than to a larger institution which might already have substantial endowments.

At the end of the tenth year when the $100 million gift was completed, Rowan University had a small reception to thank Henry Rowan, something that he probably requested instead of a grand party. I was employed by Rowan University at the time and had the pleasure of personally speaking for a few minutes with Mr. Rowan. I wanted to thank him for his gift leading to the establishment of the Educational Leadership Doctoral Program from which I graduated. My impression of him was that he was a plain, unassuming man with steely eyes, that had high expectations for his companies and employees.

I highly recommend reading The Fire Within, especially if you have any association with Rowan University or Inductotherm Industries. I was particularly impressed about how hard “Hank” Rowan worked and expected the same from employees, and how generous he and his family have been and continue to be to Rowan University.

Dr. Pat Cerulli, this review’s author, graduated from the very first cohort of the Ed.D. program and has 4 distinct degrees from Rowan University. She is #RowanPROUD!

FACULTY, STUDENT, AND ALUMNI NEWS & NOTES

Faculty Publications


Faculty Presentations


Kerrigan, Monica R., & Walpole, MaryBeth. (2019, April). When community college is the local option: Student-college match at the two-year level. Paper presented at the 2019 annual meeting of the Council for the Study of Community Colleges, San Diego, CA.

Mitani, Hajime, & Sam, Cecile (2019, April). Are they similar or different? Identifying leadership skills necessary to lead schools in different contexts. Paper presented at the annual meeting of the American Educational Research Association, Toronto, Canada.


Faculty Awards

Dr. Sarah Ferguson was awarded the Capacity-Building Workshop for Preparing Competitive S-STEM Proposals Fellowship (2019-2020) via a National Science Foundation Grant at the University of Texas at Austin.


Current Students & Alumni Publications & Presentations


Lee, Shannon (current) (2019, March) Using SBAR hand-off during clinical to assist with prioritization and promote clinical reasoning. Paper presented at the New Jersey League for Nursing’s Annual Convention, Atlantic City, NJ.

Current Student & Alumni Announcements

Hatef Alavi (current) began a new post as Associate Director of Penn First Plus - a program designed to support first generation students at the University of Pennsylvania. Hatef did great work on the Flying First Committee here at Rowan, so we have no doubt he’ll be helping first-gen students transition effectively at UPenn!

Tevis Bryant (current) started a new position as Director of Student Life at Plymouth State University. Great news, Tevis!

Aneliia Chatterjee (current) had a tree planted in her name in the Chippewa National Forest as a result of her contribution to the library profession. Congrats!

Rosalie DeNardo (current) was promoted to Assistant Director of the Distance Education Department at Camden County College. Congratulations, Rosalie!

Lorna Fairess (’19) was appointed as a part-time instructor at Rowan College Burlington County (RCBC) for Fall 2019. Welcome to the academy, Lorna!

Debra Gulick (current) was appointed as Superintendent of Rumson-Fair Have Regional School District. To find out more about her new prestigious position, go to https://www.rumsonfairhaven.org/domain/112. Congratulations on this new opportunity, Debra!

Kate Mohr (current) was promoted to Assistant Director of Enrollment Services at Ocean County College. Kate is #RowanPROUD!

Brianne Siderio (current) recently became the Community Service advisor in her school, which will focus on developing servant leaders in order to improve social conditions in the school and community. Students will conduct community service projects in education, particularly in the areas of literacy and STEM. Thanks for your leadership, Brianne!

ANNUAL GIVING!

Interested in supporting the work of the Ed.D program? Gifts of all sizes make a big impact on the lives of Rowan students!

The support of generous alumni and friends helps impact the experience of students in the College of Education by providing vital resources for scholarships, academic enhancements, and leadership and engagement opportunities.

Gifts of all sizes help to:
- Change students’ lives.
- Support new discoveries.
- Provide learning and living environments that inspire.

Make a gift—and an impact—today! Please note that your gift is for the Ed.D. in Educational Leadership.

For more information visit giving.rufoundation.org or contact:
Amie Marshall, Associate Director of Annual Giving
856-256-5415 or marshalla@rowan.edu