

From Tim Davies . . . Director

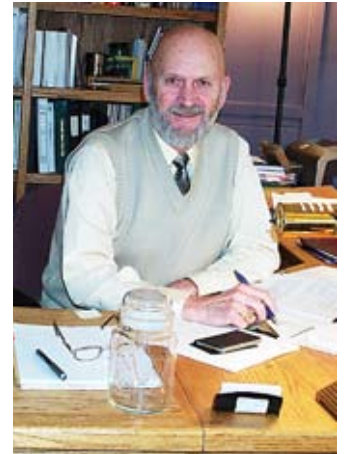
I am looking out at the beautiful artistry that appears each autumnal season here in Colorado, and once again the view is breath-taking. I can see the scene more clearly now because several of our new faculty have shared their excitement and pleasure of relocating here at CSU. Their sharing their joy allows me to view a once common scene with more appreciation and gratitude. The same is true as I begin my second year as Director of the School. Colleagues I thought I knew well, I now have an even deeper appreciation for, as I watch their work from this vantage point. This issue captures some of the outstanding work they have done with our past graduates and are doing with current grant awards. I also have a different view of our new faculty. While last spring I was excited to interview them, and then to receive their acceptance letters of our position offers, this fall in our Dine with the Director lunch meetings, I am meeting and enjoying the real colleagues they are becoming. As we head into the season of Thanksgiving, I find myself already there. What a blessing!

I also am enjoying the collegial work that has gone into developing and in some cases re-visioning some of our curricular and program offerings. Our Educator Licensure program continues to expand and serves all eight colleges here at CSU. Our new Post-Baccalaureate Licensure program combines teacher credentialing with a Master's degree. Our Educational Leadership doctoral specialization has a distance cohort focused on four year and university leadership to complement our Community College Leadership specialization. Our Organizational Performance and Change Master's degree is a vibrant outreach effort both in Denver and with the Colorado National Guard. We feel we are proactively reaching out to the citizens of Colorado, and

that feeling becomes expanded as we work with the leadership in CSU-Colorado On-Line University. This new outreach effort in quality distance learning recently was approved by our CSU Board of Governors. Watch for more on this exciting effort in the near future.

I hope that sometime soon you will be able to come to campus and visit. You will see some marked changes in our physical space as well. Our second floor foyer displays feature our emeriti faculty, current faculty, graduate fellows, and staff along with our current research and scholarship.

On hallway walls leading to the main office, you will see a brief history of our School and its Directors visually captured. As you approach the office, you will be able to review the past two years' successes of faculty and staff in all areas of teaching, advising, research and scholarship, and service. I am proud of the work and the commitment the faculty and staff of the School of Education have displayed and for which they have been acknowledged. Come visit and join me in expressing your pride in them as well. You, too, will be both thankful and grateful that you are part of this heritage.



Timothy Gray Davies, Ph.D.

STEM Education – Funded Projects

Three projects related to improving the quality of education and recruiting more women and minorities into the areas of Science, Technology, Engineering, and Math (STEM) education have been funded. The first project, National Science Foundation – Math Science Engineering Partnership – Summer Experience for Middle and High School Students, is a collaborative effort between the College of Engineering and the School of Education. The CSU Project Team is PI, Thomas J. Siller; CoPI, Michael DeMiranda; Aaron Benally, Coordinator, Women and Minorities in Engineering; and Todd Fantz, Graduate Research Assistant. The project funding is \$503,647.

The Math, Science, and Engineering Partnership (MSEP) Summer Camp for Middle School and High School Students at Colorado State University implements hands-on activities in Math, Sciences, and Engineering that exposes young students to science, technology, engineering, and mathematics content, careers, and educational opportunities. The camp also provides team work and leadership projects in a fun and exciting environment. Students receive the whole university experience by spending one week living and dining in CSU

residence and dining halls with their counselors and interacting with students, faculty, and STEM role models from industry.

The goals of this three-year initiative are to: (a) increase the interest and success of Colorado students, especially young female and underrepresented students in science, technology, engineering, and mathematics (STEM) disciplines; (b) widen opportunities and expand choices for all students through gender equity; (c) involve the parents in STEM activities and strengthen the connection between schools and the community; (d) expand the scientific pathway for middle and high school students in STEM fields; (e) encourage diverse and economically disadvantaged students to choose challenging high school science and math college preparatory courses; (f) encourage students from underrepresented groups and young females to obtain more math and science classes in high school and to seek careers in STEM fields; (g) introduce engineering concepts to middle- and high-school students; and (h) enhance the team work aspect via group research activities among middle school students.

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New Faces



Tom Chermack



Ellyn Dickmann



Jim Folkestad



Ed Brantmeier



Antonette Aragon

Tom Chermack joins us from Pennsylvania State University where he was an Assistant Professor. Tom's major responsibility is with the Organizational Performance and Change faculty.

Ellyn Dickmann joins us from the Poudre School District where she has served numerous district administrative roles, the last being the Director of Research, Development, and Planning. Ellyn is working with the Educational Leadership faculty and also with Principal Licensure.

Jim Folkestad joins us from his Associate Professor position in Construction Management here at CSU. Jim is working with Educational Leadership, Organizational Performance and Change, and Educator Licensure where he is course leader for EDUC331, Educational Technology and Assessment.

Ed Brantmeier joins us from Saint Louis University where he was an Assistant Professor. Ed is working with our Educational Leadership program and Educator Licensure where he is course leader for EDUC275, Schooling in the United States.

Antonette Aragon joins us from Metropolitan State College where she was an Assistant Professor. Antonette is working with Educator Licensure and the PDS model as well as our Post Baccalaureate Licensure program.

Colleagues with Changed Responsibilities



Kelly Enns



Karen Kaminski



Julie Jameson

Kellie Enns moved from a position as Graduate Teaching Assistant to a joint position between the School of Education and the College of Agricultural Sciences. Kellie is in the position of Instructor responsible for preparing agricultural education teachers for Colorado high schools. She will be completing her dissertation this academic year.

Karen Kaminski is in a one year Special Appointment Assistant Professor position with the Adult Education and Training program. In addition to a new cohort in the alternative delivery AET model, there will be a new cohort beginning at the Denver Center this fall.

Julie Jameson will continue in her role as Instructor in the Early Childhood program. Julie is exchanging some of her teaching responsibilities for research responsibilities as she is planning to finish her dissertation this year. Julie was previously selected from a national search to lead this program. She hopes to complete her doctoral degree this academic year.

Okee Hana is now in the SOE Continuing Education Office, working with Sheila Kramer.

Building Improvements

This past summer, the SOE Building Committee worked with facilities and submitted a \$424,000 request for building renovation. In addition, the Leadership Team has chosen to earmark money from our development fund for some much needed improvements.

Be on the alert for changes, and if you would like to contribute to the improvements, check the School of Education Enrichment Fund on the donation form to direct your gift to this worthy cause.



Cement was poured in mid-October to allow more bicycle racks to be added.



Signage around the building is being upgraded to improve the appearance and environment.

All School Picnic

The SOE Picnic was held in August at Fossil Creek Community Park in Fort Collins. New faculty and staff were welcomed. The event provided an opportunity to meet new friends, family members, and partners; to enjoy food and conversation; and to welcome in the new semester.

Educational Leadership, College and University Cohort

The School of Education is launching a new distance cohort within the Educational Leadership Ph.D. specialization. This new program will be called the College and University Cohort and applications will be accepted for Summer 2008. Details and applications are located on the School of Education web page at www.cahs.soe.colostate.edu.

This program is structured as a distance delivery, cohort-based Ph.D. program, focused on the development of leaders at four year colleges and universities. The university has a second parallel program that focuses on developing leadership within America's Community Colleges.

The College and University Leadership cohort is for those who desire the knowledge and competencies that are acquired through Ph.D. study, with the intent of assuming leadership roles within the higher education sector. It will be attractive to student affairs administrators and other administrative personnel currently employed at four year colleges and research universities across the U.S., and addresses a need for currently employed administrative professionals who want to pursue a doctorate while still being employed full-time. Applications for admission to the program are available on line and will be due to the Graduate Office in the School of Education by March 15, 2008.

This program is a 60 hour, post-master's program, structured to include 30 hours of higher education administrative content and 30 hours of research credits. Comprehensive exams, as well as a dissertation, are also required. The program delivery system is predominantly distance, with on campus, summer, condensed course work and advising. Students will be required to travel to Fort Collins for a nine-day extended week in July of

each year and two days in January preceding the beginning of the spring semester. The six hours of course work during both the fall and spring semesters will be taken via computer and telecommunication delivery. The program is designed to be completed in four or five years, while the student remains employed full-time at an institution of higher education. Questions can be directed to Linda Kuk at lkuk@cahs.colostate.edu.

Do You Have a Bachelor's Degree and Want to Become a Teacher?

Would you like to become a licensed teacher for the state of Colorado while earning your Master's degree at the same time? The School of Education at Colorado State University announces a new Master's of Education program that will also result in a teacher's license in many core areas. Start the program this summer and graduate the following summer with your Master's degree and a teaching license. You can also work part time during most of the program.

For further information, please contact Rod Lucero at rlucero@cahs.colostate.edu.

St. Vrain Principal Licensure Cohort

Colorado State University, in partnership with the St. Vrain School District, is currently offering the opportunity to obtain a principal's license and/or Master's degree on-site in Longmont. Classes for the current cohort will be ongoing throughout the spring and summer. If you are interested in joining a new cohort to begin Summer 2008, please contact Rod Lucero at rlucero@cahs.colostate.edu. If you begin the program Summer 2008, you can complete the Master's degree and requirements for the principal's license by the following summer.

International Mixed Methods Conference in Cambridge, England

This past July, two faculty members, two students, and one recent graduate from our School of Education (SOE) presented at an International Mixed Methods Conference in Cambridge, England. The conference was highly competitive and accepted only a small percentage of papers submitted.

Recent Interdisciplinary SOE Ph.D. graduate and former Construction Management faculty member at CSU, David Gunderson, presented research related to attitudes in the construction industry. David is now an associate professor at Washington State University in Pullman, Washington.

Faculty member and Director of Educator Licensure, Donna Cooner, and Educational Leadership doctoral students, Cerissa Stevenson and Andrea Fritz, presented mixed methods usage to follow the successes and difficulties of students in the Principal Licensure Program. A unique technique called "journey mapping" was used to better understand how to help principals and other administrative leaders cope with the day-to-day life of being a school administrator.

Faculty member Gene Gloeckner and doctoral students Cerissa Stevenson and Andrea Fritz presented on the first doctoral level Mixed Methods Class (teaching how to integrate qualitative and quantitative research techniques) offered by SOE. Their presentation focused on how to better help faculty and students understand that Mixed Methods can be a powerful tool in solving real world problems.

SOE Continuing Education

The School of Education at Colorado State University is proud of its long standing reputation for quality education both on campus and through our distance/continuing education offerings. The SOE currently offers a wide variety of courses and programs for educators. Educators use these courses and programs for relicensing, movement on a pay scale, and/or personal/professional growth.

The SOE Continuing Education Office produces and disseminates a bulletin three times a year which highlights the programs and courses offered. The Spring 2008 bulletin will be available in early November. The Summer 2008 bulletin will be available early in March. You can access the latest bulletins through our CE website at <http://www.soe.cahs.colostate.edu/CE/Bulletins/>. If you want to request a hard copy, please call 866-491-7517. If you have any questions about the School of Education Continuing Education offerings, contact Dawn Mallette at 970-491-5319.



Rich Feller served as a consultant at the recent NASA Shuttle Launch and Education Forum dealing with labor force development issues.

Rich Feller, School of Education Professor of Counseling and Career Development, contributed to recent media and national efforts. His 58 minute lecture titled, "Career Coaching Clients for Success: 10 Lifelong Career Rules," is provided as a web-based distance learning professional development opportunity on South Carolina Educational TV and can be found at <http://www.knowitall.org/educatorplus>. Dr. Feller's TV interview on "Choosing College Majors" was featured on Denver's 9 News' Sunday Morning Show, and it can be found at www.9news.com. The Department of Occupational Therapy's ACCESS Project video on Universal Design for Learning includes Rich's comments on teaching and can be found at <http://accessproject.colostate.edu/video/>. It also appears on Comcast Channel 11 and CSU-TV Channel 11.

Rich also served as a consultant at the recent NASA Shuttle Launch and Education Forum dealing with labor force development issues. The 2008 edition of *What Color is Your Parachute* includes a section written by Feller. The Parachute book remains on the *New York Times* best seller list and has been chosen by the Library of Congress as one of 25 books that have shaped reader's lives.

Lisa Brinkman attended the International Human Resource Management conference held in June 2007 in Tallin, Estonia. Lisa represented the writing team of Pam Dixon, Lynda Kemp, and herself. Their paper, *Flexible Work Arrangements: Altering HRM Practices in a Complex Global Environment*, was the result of a phenomenological study that

explored the experiences of people currently working in flexible work arrangements in an organizational setting. Their work was one of many papers delivered on the popular topic of flexible work arrangements and focused on how U.S. organizations are responding to employee needs where global requirements affect worker schedules. The conference was attended by academics from more than 35 countries. Lisa is pictured below overlooking the Baltic Sea and the rooftops of Tallin's Old City.

Yaser Madani, an advisee of Nat Kees, published articles (Vol. 1, No. 1 and 2) that can be found on the first page (center) at www.psychoevaluation.com. Yaser also gave a presentation at 2007's ACA Conference; this is available at the top right side of the above website, titled, "Please Evaluate Me."

Urbi Ghosh had an abstract accepted and presented as a roundtable forum at the following conference: Roundtable Presentation, "Sustaining a Competitive Advantage: Community College Partnerships," International Conference on Teaching and Leadership (May 21, 2007) in Austin, Texas. Urbi was accepted as a member into the National Scholar Honor Society in 2007.

Anthony Wade, Ph.D., a recent doctoral graduate under Gary Geroy, has accepted a position as the Director of Human Relations for Greensboro, NC – the third largest city in North Carolina. Wade's responsibilities include planning, directing, managing, and overseeing the activities and operations of the



Lisa Brinkman attended the International Human Resource Management conference held in June 2007 in Tallin, Estonia.

Department as well as the administration of the municipal Human Relations Commission and Commission on the Status of Women. He will serve as an expert advisor to elected and appointed officials, senior organizational and corporate management, and community leaders in the areas of diversity and fair housing enforcement, specific to fostering cultural understanding and inclusion. Additionally, the Department is responsible for the review, investigation, and resolution of discrimination cases as well as research involving human relations and anti-discrimination laws specific to employment, housing, and public accommodations.

A native of Wilmington, NC, Wade will return to North Carolina from Denver, CO, where he has served as the Manager of Employment, Compensation, Equal Opportunity, and Community Outreach for Denver Water since 2001. Prior to Wade's tenure with Denver Water, he was the Human Relations Director for New Hanover County government in Wilmington, NC. Wade also served in the U.S. Air Force, as Director of the Equal Opportunity Treatment/Human Relations Education Section at Lowry Air Force Base in Denver.

David Thomas, a former student of Gary Geroy, has completed his second year on the faculty of the Monfort College of Business at UNC. The college is the only college in the U.S. to ever be given the prestigious Baldrich award. For the second year in a row, David has been awarded the college's Instructor of the Year Award by his peers. In addition, he has been awarded for the second year in a row the Professor of the Year in the School of Management and Marketing.

Barbara Eversole presented a proposal for the ASTD (American Society for Training and Development) June 2007 International Conference and Exposition held in Atlanta, GA. The session title was, "CEO Persuasion and Issue Selling: Understanding Decision Making to Get Buy-In in the Facilitating Organizational Change Track."

New Mission Statement

The School of Education Graduate Programs is committed to delivering excellence in graduate education by providing a collaborate culture of renewal and change through scholarship, guided discovery, mentoring, outreach, and leadership.

The second project, Colorado STEM Network (CSN): P-20 STEM Redesign to Support Colorado's Workforce, Economy, and Innovation Capacity, is a partnership effort of Colorado State University and the Northeast Region Coordination Center. The CSU Project Team includes PI's Ellyn Dickmann and Michael DeMiranda. Funding is \$60,000.

To improve STEM education in Colorado dramatically, the state needs an approach that embraces its history of local innovation while providing state-level leadership and coordination. The design of the Colorado STEM Network emphasizes state-level policies providing leadership; institutionalizes coordination among diverse actors; and cultivates local STEM "education ecosystems" to meet local needs and take advantage of local resources. The Colorado STEM Network (CSN) is intended to coordinate closely with the newly-formed Colorado P-20 Council and the Governor's Job Cabinet. The goals of CSN are nested within Governor Ritter's ambitious ten-year plan to halve the state's high school dropout rate and double the production of postsecondary certificates and diplomas.

The Colorado STEM Network will have two components: a state-level coordinating center and a network of regional STEM compacts. First, to provide state-level guidance and coordination, a state-level STEM Coordinating Center will be formed. The STEM Coordinating Center will be staffed from the Center for Education Policy Analysis

at the University of Colorado at Denver, the Colorado Children's Campaign, College in Colorado, and the Colorado Math, Science, Technology, and Engineering Coalition. The STEM Coordinating Center will support both state-level change and local-level change by integrating STEM education alignment and best practices into the state education reform policy package developed through the Governor's P-20 Council; improving local STEM policies and practices through the coordination and support of the network of regional STEM compacts throughout the state; communicating and building public will for policy changes promoting STEM education redesign to support Colorado's innovation capacity; and building capacity at the state and local levels through applied research and analysis for improving STEM outcomes for Colorado students.

The STEM Coordinating Center will work directly with two of the P-20 Council's proposed subcommittees. The Transitions Subcommittee will focus on the transition from high school to postsecondary educational or work activity to create rigorous, standards-based pathways from high school to post-secondary education and on increasing opportunities for dual enrollment in high school and post-secondary institutions. The STEM Coordinating Center will also work with the P-20 Council's Data and Accountability Subcommittee to develop aligned data systems to support P-20

accountability and policy making in a local control state. Recent state legislation also requires the Colorado Board of Education to consider high school graduation guidelines and updating of state content standards, and the STEM Coordinating Center will provide a voice for STEM education reforms in those venues as well.

The third project, funded at \$27,709, is the Engineering and Technology Curriculum Assessment and Alignment Project. Members of the CSU team are PI, Michael DeMiranda; Co-PI, Thomas J. Siller; and Todd D. Fantz, Graduate Research Assistant. This is a partnership of the School of Education and College of Engineering.

Curriculum assessment and alignment in this project refer to a process assuring that the curricular content presented in the Career-Plus (CP) program matches the content expectations of the program designers' standards, teachers, and external stakeholders in business and industry. This proposed project will serve as a way of "mapping" the curriculum to assess the program strengths and areas that could be improved focusing broadly on the infusion of technology and engineering content, diversity of technical careers in STEM, and engaging students in experiential learning. Second, this project is designed to seek input from a broad range of professionals in the field of engineering who have agreed to serve as content validation experts and desire to influence high school level STEM curriculum.

The desired outcome of the project is to identify where within each of the Career-Plus integrated instructional units, engineering content and principles are taught and where within each curricular unit additional engineering content could be infused. The outcomes of this content validation review are designed to provide constructive feedback to the Paxton/Patterson curriculum developers and provide a sound basis from which members of the engineering and engineering education community can validate the content and activities in the curriculum for high school level introduction to technology and engineering course or related course. Second, engaging key stakeholders in this initial curriculum evaluation and validation of the CP curriculum targeted at high school grades 9-10 will begin to build both educational and industry conversations around planning for more advanced programs (CP2) that will articulate with CP to form a coherent curricular sequence towards pre-engineering to aid in the post-secondary readiness of students interested in entering STEM professional careers.

R & D Center News



The Research and Development Center for the Advancement of Student Learning is facilitating closer research collaboration with the School of Education faculty and programs, and advancing focused discovery in education through our Poudre School District partnership and collaboration with other local educational agencies. The field of educational practice is hungry for research that is applicable to the everyday task of educating children. The focus on student achievement and effective schools is the strategic priority for the research done at the Center. With this focus brings significant, grand challenges providing opportunities to build and grow. The challenges for research include seeking solutions for some of the following questions: (a) *How can advances in research on human cognition, development, and learning be incorporated into educational practice?*; (b) *How can student engagement in the learning process and motivation to achieve in school be increased?*; (c) *How can schools and school districts be transformed into organizations that have the capacity to continuously improve their practices?*; and (d) *How can the use of research knowledge be increased in schools and school districts?*

There is much work to be accomplished, and consequently the R&D Center focuses on student achievement and effective schools. This work cannot be accomplished without adequate funding, a team of dedicated researchers and graduate research assistants, and the partnership of our Pre K-16 school partners. Building the research culture and infrastructure to make possible the synergy and a "best-minds, best-thought atmosphere" to the work of the Center is also important. We invite all of our colleagues across the Colorado State University community and public schools interested in Pre K-16 education to collaborate and work on these significant challenges. See the website at www.caahs.colostate.edu/r-dcenter/index.asp.



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