

R. Jefferson George, PhD., L.P.C

Principal Lecturer | Educational Leadership
Teacher Education & Administration | Matthews Hall 218U
College of Education | University of North Texas
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Areas of Expertise

- Virtual Schools Leadership and Policy Development
- Pedagogy and Technology in a 21st Century Classroom
- Educational Research and Research Design
- Educational Law and Systems of Finance
- Building Equity through Community Leadership

Education

- 2014 **Doctor of Philosophy in Educational Leadership**, University of North Texas,
College of Education, Denton, Texas
Dissertation Title: *Moral Disengagement: An Exploratory Study of Predictive
Factors for Digital Aggression and Cyberbullying*
- 2000 **Mid-Management Certificate Program**, University of Texas at Arlington,
Arlington, Texas.
- 1989 **Master of Education**, Educational Psychology, Counseling, University of
Houston, Main Campus, Houston, Texas
- 1978 **Bachelor of Arts**, Psychology/Mass Communication (R/TV/F), University of
North Texas, Denton, Texas
- 1975 **Associate of Arts**, Psychology/Speech, Tarrant County College, Fort Worth,
Texas

Additional Education and Training

- 2023 **UNT Policies & Title IX: Preventing Discrimination, Harassment, Sexual
Misconduct & Retaliation(updated:11/23/22)**
Course completed on Jan 4, 2023
- 2022 **Ethics and Standards of Conduct, UNT**
Course completed on Nov 12, 2022

2022 Equity First: The Path to Inclusion and Belonging, UNT

Course completed on Nov 12, 2022 (LinkedIn Learning)

2022 Cybersecurity Awareness Training 2022-2023, UNT

Course completed on Oct 5, 2022

2022 Educational Leadership, Diversity, Equity & Inclusion, UNT, *Equity and Social Justice in Teaching and Learning (2)*. January 13, 2022. Keon McGuire, PhD, Arizona State University.**2022 University of North Texas System, Ethics and Standards of Conduct, completed January 2022.****2022 North Central Texas Counseling Association, Local Chapter of the Texas Counseling Association; Professional Development.**

January 24 *Managing Stress & Building Resilience*

Susanne Malone, LCSW

February 28 *On a Roll in Crisis*

Teshia Kyser, PhD, LPC

March 26 *Counselor Ethics in the 21st Century*

R. Jefferson George, MEd, PhD, LPC

April 25 *Last Show: LPC Rules & BHEC Update*

Olivia Wedel, PhD, LPC, NCC, LCDC

September 26 *Trust Based Relational Intervention—*

An Introduction and Overview

Chelsea Davis, LMSW

October 24 *The Green Zone: Veteran Transition Challenges*

Chris Hunt, LPC

November 14 *Male Survivors of Sexual Assault*

Sarah Berlanga, Community Education Specialist,

Women's Center of Tarrant County

2021 Educational Leadership, Diversity, Equity & Inclusion, UNT, *Equity and Social Justice in Teaching and Learning*. December 2, 2021. Keon McGuire, PhD, Arizona State University.**2021 Teacher Education and Administration, UNT, *Racial Trauma in the Workplace*, October 20, 2021. Tonia Durden, PhD, Georgia State University.**

2021 **Teacher Education and Administration, UNT**, *Micro-aggressions*, October 1, 2021. Tonia Durden, PhD, Georgia State University.

2021 **North Central Texas Counseling Association**, Local Chapter of the Texas Counseling Association; Professional Development.

January 25 *School Counseling During COVID*,
Michelle Rollins, PhD, School Counselor

February 22 *Solution Focused Therapy*,
Linda Metcalf, PhD, LPC-S

March 27 *Counselor Ethics Workshop*,
Jackie Wheat, MEd, LPC-S

April 26 *Zoom Out-Online Therapy*,
R. Jefferson George, PhD, LPC-S
Linda Duncan, Ed.D, LPC

September 27 *Seminar in Human Trafficking*,
Sonya Brooks, Unbound,
International Anti-Trafficking Agency

November 15 *Counseling Awareness: Autism Disorders*,
Susan Nichols, PhD, BCBA-D
Kimberlee Flatt, PhD, BCBA, LPC

2021 **University of North Texas System**, Cybersecurity Awareness Training 2021-2022, completed October 2021.

2021 **University of North Texas System**, Anti-Bias & Cultural Awareness Program completed for the 2021-2022 academic year.

2021 **University of North Texas System**, UNT FERPA Training, completed August 2021.

2021 **University of North Texas System**, Promoting Equity through Inclusive Teaching Practices, completed March 2021.

2021 **University of North Texas System**, Verification of Completion for Anti-Bias & Cultural Awareness – Spring 2021, completed March 2021.

- 2021 **University of North Texas System**, UNT Policies & Title IX: Preventing Discrimination, Harassment, Sexual Misconduct & Retaliation (updated: 12/8/21), completed March 2021.
- 2020 **University of North Texas System**, Anti-Bias & Cultural Awareness Program Fall 2020, completed December 2020.
- 2020 **University of North Texas System**, Anti-Bias & Cultural Awareness Program Speaker Series: Introduction to Inclusion in Higher Educational Settings, completed November 2020.
- 2020 **University of North Texas System**, COVID-19 Safety Training, Part 1 & 2, completed July 2020.
- 2020 **North Central Texas Counseling Association**, Local Chapter of the Texas Counseling Association; Professional Development.
- February 24 *The Ins and Outs of Online Counseling*,
Brentom Jackson, MA, LPC
- March 28 *Counseling Ethics Workshop: Ethical Courage, Part 2*
Cyndi Doyle, LPC-S
- July 24 *Ethical Supervision of LPC Interns: A Training Guide for
LPC Supervisors*
Matt Bierds, MA, LPC-S, L-SOTP-S
- September 28 *Positive Psychology*
Paul Warren, PsyD
- October 26 *An Introduction to Play Therapy and the Basic Skills*,
Kimberly King, PhD, LPC, RPT-S
- November 16 *An Introduction to the Transpersonal*,
R. Jefferson George, MEd, PhD, LPC-S
- 2019 **University of North Texas System**, Security Awareness Training, completed October 2019.
- 2019 **University of North Texas System**, Title IX -- Preventing Sexual Misconduct, completed April 2019.
- 2019 **North Central Texas Counseling Association**, Local Chapter of the Texas Counseling Association; Professional Development

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| January 14 | <i>Counseling Children of Addicted Parents</i>
Kyle Pillans |
| February 25 | <i>Mindfulness and Therapeutic Yoga Interventions</i>
Bentrom Jackson, MA, LPC-S |
| March 30 | <i>Counseling Ethics Workshop: Ethical Courage</i>
Cyndi Doyle, LPC-S |
| September 23 | <i>Changes: LPC Rules, Texas Behavioral Executive Council, and Sunset Review.</i>
Olivia Wedel, PhD, LPC, NCC, LCDC |
| October 28 | <i>The Thin Blue Line: Considerations for Mental Health Awareness in Law Enforcement.</i>
Kelly Martin, MA, LPC |
| November 18 | <i>Advocacy for Mental Health: Pay Now or Pay Later with Interest.</i>
Paul Higgins, MEd, LPC |
- 2018 **First Time Superintendent Academy**, Parts 1-4. Texas Association of School Administrators, Austin, Texas. February 2018.
- 2018 Teaching Portfolio Workshop in 4 Sessions. University of North Texas, College of Education, Teacher Education and Administration.
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| February 23 | Session 1 |
| March 23 | Session 2 |
| April 20 | Session 3 |
| May 4 | Session 4 |
- 2018 **Texas Principal Evaluation Support System (TPESS)**, Regional Education Service Center, Region 10, Irving, Texas. October 22-23, 2018
- 2018 **North Central Texas Counseling Association**, Local Chapter of the Texas Counseling Association; Professional Development
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| January 22 | <i>The Dangers of Substance Use on the Teenage Brain</i>
Marty Jean, PhD, LPC-S, LMFT |
| February 26 | <i>Texas Model of Comprehensive School Counseling</i>
Scott Kelssel, MEd |
| March 24 | <i>Ethics for Counselors and LPC Supervisors</i>
Brent Hendricks, LPC-S |

- September 17 *Treating Child Witnesses: Doing Good and Being Well*
Michael Gottlieb, PhD.
- October 22 *The Do's and Don'ts of Private Practice*
Jessica Rogers, MA, LPC
- November 26 *Furthering the Counseling Profession; Why Research Matters*; Olivia, Wedel, PhD, LPC, LCDC
- 2018 **Spanish for Staff**, Module 2. University of North Texas, December 2018.
- 2017 **Center for Learning Enhancement and Re-Design (CLEAR)**. Summer Course Design Institute, Part I & II. August 4, 2017
- 2017 **Advanced Coaching Training**, Presented by Laura Trujillo-Jenks, PhD, Texas Women's University. October 19, 2017.

2017 **Security and Awareness Training**, University of North Texas System.
October, 2017.

2017 **North Central Texas Counseling Association**, Local Chapter of the Texas
Counseling Association; Professional Development.
September 18 Professional Development
October 23 Professional Development
November 27 Professional Development

2016 **Center for Learning Enhancement and Re-Design (CLEAR)**. Summer Course
Design Institute, Part I & II. August 4, 2016

2015 **Center for Learning Enhancement and Re-Design (CLEAR)**. Summer Course
Design Institute, Part I & II. August 2015.

Professional Experience

2015 to Present	University of North Texas , Denton, Tx 76203 Principal Lecturer / Educational Leadership
2014 to 2015	University of North Texas , Denton, Tx 76203 Adjunct Faculty (full time) / Educational Leadership
2013 to 2014	University of North Texas , Denton, Tx 76203 Graduate Assistant / Graduate Student Teaching Excellence Program Center for Learning Enhancement and Redesign and Toulouse Graduate School
2011 to 2012	Denton, Independent School District , Denton, Tx 76201 Central Office Internship (Personnel), Interim Principal, E.P. Rayzor Elementary, Assistant Principal, Denton High School
2005 to 2011	Lake Worth Independent School District , Lake Worth, Tx 76135 Assistant Principal, Howry Intermediate, School Counselor, Howry Middle School, School Counselor, Marine Creek Elementary
2002 to 2005	Burleson Independent School District , Burleson, Tx 76028 Lead Counselor, Kerr Middle School

Summer 2002 to 2004	Tarleton State University , Stephenville, Tx 76402 Tarleton Model for Accelerated Teacher Education (T-MATE) Adjunct Faculty (Teacher Education)
2001 to 2002	Fort Worth Independent School District , Fort Worth, Tx 76133 Assistant Principal, Westcreek Elementary
1998 to 2001	Castleberry Independent School District , River Oaks, Tx 76114 Campus Principal, TRUCE Learning Center, 1999-2001 Campus Counselor, Irma Marsh Middle School, 1998-1999
1997 to 1998	Mental Health Counseling Professional , Fort Worth, Tx 76118 Private Practice, Licensed Professional Counselor (#10525)
1991 to 1996	St. Luke's Episcopal Hospital , Houston, Tx 77030 Psychometrician / Hospital Therapist, Baylor Neuro-Psychiatry Service
1989 to 1991	Houston Community College System , Houston, Tx 77092 College Counselor, San Jacinto Campus, Central Campus
1984 to 1989	Houston Independent School District , Houston, Tx 77002 Team Leader, 8th Grade Science, James D. Deady Middle School
1980 to 1983	Vernon College , Vernon, Tx 76384 Instructional Media Specialist, Learning Resource Center

Grants and Contracts

Funded Internal Grants

- 2018 Innovative Enrollment Growth Initiative (IEGI). Project continued through Summer 2018 to complete online courses and program development. (\$25,000)
- 2017 Innovative Enrollment Growth Initiative (IEGI). Aggressively increase department enrollment through an expansion of the current Superintendent Certification program and a move of the program to an online platform. (\$25,000)

- 2017 Center for Learning Enhancement and Redesign (CLEAR), Course Development Institute (CDI). Training grant in online course design and re-design, Summer 2017. (\$1,500).
- 2014 University of North Texas International Affairs Grant Recipient (\$500.00); University of North Texas Toulouse Graduate School Travel Grant Recipient (\$500.00); and University of North Texas College of Education Travel Grant Recipient (\$500.00). Combined grants provided funding to travel to Republic of Georgia and present research related to the use of 21st Century Pedagogy in the university classroom.
- 2013 University of North Texas Toulouse Graduate School Travel Grant Recipient (\$500.00) and University of North Texas College of Education Travel Grant Recipient (\$500.00). Travel grants allowed to present research regarding online behavior at a UCEA national conference.

Funded External Grants Small

- 2019 Tbilisi State University Consortium (Tbilisi State University, Kutaisi State University, and Batumi State University). Received grant to provide training in Research Methods in Education to doctoral students from the 3 universities involved in the consortium. Twenty (20) students attended the 40-hour workshop. Training was provided in Batumi, Georgia in July 2019. (\$5,000).
- 2018 Know How Training Center, Tbilisi, Georgia. Training of Trainers for corporate training partners in Tbilisi, Georgia. Twelve (12) students attended the 40-hour training to provide teaching methodology to corporate trainers. Externally funded program through the US Department of State. (\$3,000).
- 2017 Democracy Commission Grant Program (PAS), The Democracy Commission Small Grants Program Competition for 2017. Received grant with partner, Know How Training Center in Tbilisi, Georgia to provide training in Research Methods in the Social Sciences using quantitative measures. Students gained a basic understanding of quantitative analysis using EXCEL and SPSS computer analysis tools. Training was provided at universities in Telavi, Georgia and Kutaisi, Georgia in December 2017. (\$5,000).
- 2016 Democracy Commission Grant Program (PAS), The Democracy Commission Small Grants Program Competition for 2016. Received grant with partner, Know

How Training Center in Tbilisi, Georgia. Academic Writing training for English Language journal publication, December 2016. (\$5,000).

- 2014 IREX and the Muskie Max Mentor Exchange program (US State Department) grant recipient to present a series of workshops regarding the use of 21st century instructional pedagogy in the university classroom. Over 200 faculty members and doctoral students from Tbilisi State University in the Republic of Georgia participated in the workshops. An additional seminar was provided to university administrators from multiple colleges and universities in Georgia at the Ministry of Education to present an instructional model of professional development that increases the rigor of instruction in the university classroom (\$5,000.00).

Papers Presented

Presentations (Refereed)

International

- 2017 Second International Conference for Higher Education and New Technologies and Innovation. Akaki Tsereteli State University, Kutaisi, Georgia, May 1-2, 2017. *Student Behavior in the Virtual Classroom*. **George, R.** (2017).
- 2017 Fifth International Scientific Conference "Space, Society, Politics: The Regional Aspects of Sustainable Development," Tbilisi, Georgia. June 22-24, 2017. *Developing an Online Graduate Program in Educational Leadership*. **George, R.** (2017).

National

- 2022 National Education Finance Academy Virtual Conference: *A Transition from Brick-and-Mortar Facility Construction to Equity in Technology for Texas Public Schools*, **George, R.**, Camp, B., and Parrish, D. (2022)
- 2022 National Education Finance Academy Virtual Conference: *Public School Bonding Corporations Financing Public School Facilities* **George, R.**, Parrish, D., and Camp, B. (2022)
- 2022 National Education Finance Academy Virtual Conference: *Equity and Access to Career and Technical Education Programs of Study-Educational Policy Reforms Through Local Governance* Braswell, C., Camp, B., and **George, R.** (2022)
- 2021 National Education Finance Academy Virtual Conference: Paper Session; In Pursuit of Equity, *The Effects of Socioeconomic Status Blocks on Academic Achievement Pass Rates*, Basurto, R., **George, R.**, and Camp, B. (2021).

- 2021 National Education Finance Academy Virtual Conference: Paper Session; In Pursuit of Equity, *Workforce Alignment with Labor Markets*, Braswell, C., Camp, B., and **George, R.** (2021).
- 2020 National Education Finance Academy Virtual Conference: Round Table Session 1; Equity and Adequacy in Educational Finance, *Addressing Pockets of Poverty and Continued Segregation*, Camp, B. & **George, R.** (2020).
- 2017 United States Distance Learning Association Conference: *Winning the Race with Online Adjunct Faculty*, **George, R.** (2017). Conference held in Indianapolis, IN.
- 2014 University Council for Educational Administration Conference: *Predictive factors in digital aggression*, **George, R.**, & Byrd, J. (2014). Conference held in Washington DC.
- 2013 University Council for Educational Administration Conference: *Moral Disengagement and a relationship to online aggression*, **George, R.**, Byrd, J., & Brown, S. (2013). Conference held in Indianapolis, IN.

State

- 2020 Texas Distance Learning Association Virtual Conference. Collaborative Methodology for International Teaching and Learning. **George, R.** (2020).
- 2019 Texas Distance Learning Association Conference. Building Authentic Online Communities Through Conversation and So Much More. **George, R.** & Smith, A. (2019).
- 2018 Texas Distance Learning Association Conference. Agents of Change Need to Understand Change Theory. **George, R.**, Pazey, B., Rose, R., & Smith, A. (2018).
- 2017 Texas Distance Learning Association Conference: The Adventure of Building an Accelerated Online Master's Degree Program. **George, R.** & Smith, A. (2017).
- 2017 Texas Distance Learning Association Conference: *Exploring the Latest Online Accessibility Suits and Compliance Findings*. Rose, R. & **George, R.** (2017).
- 2017 Texas Distance Learning Association Conference: *Exploring What Works with Blended Courses*. Smith, A. & **George, R.** (2017).
- 2016 Texas Distance Learning Association Conference: *What Administrators Need to Know for Successful Online Education Programs*. Rose, R. & **George, R.** (2016).

- 2016 Texas Distance Learning Association Conference: *Amazing Instructor Support Increased a University's Accelerated Online Master's Program*. Stromberg, L., **George, R.**, Rose, R. & Smith, A. (2016).
- 2015 Texas Virtual Schools Network. TxVSN Speaks VOLUMes Virtual Conference. *Superhero leadership panel discussion of online leadership*. Rose, R. & **George, R.** (2015).
- 2014 TASA Mid-Winter Conference: *A New Era of Educational Assessment: The Use of Stratified Random Sampling*. Byrd, J., Brown, S. & **George, R.** (2014).

Local

- 2014 UNT Educational Leadership Conference (2014). *Cyberbullying in the virtual classroom*. **George, R.** (2014).

Presentations (Invited)

International

- 2018 *Training, Lecturing, Coaching, Consulting, Mentoring: A Trainer of Trainers Professional Development Program*. Know How Training Center, Tbilisi, Georgia. (**George, R.** & Darsavelidze, D., 2018).
- 2018 *Research Strategies for Young Professionals*. International Black Sea University Young Scientists Conference. International Black Sea University, 2, David Agmashenebeli Alley, 13th km. Tbilisi, 0131, Georgia. (**George, R.** & Darsavelidze, D., 2018).
- 2017 *Cyberbullying in the United States*. Presentation to Georgian High School Students at the Georgian National Youth Palace. 6 Rustaveli Ave., Tbilisi, Georgia. (**George, R.** & Darsavelidze, D., 2017).
- 2016 *Leadership in the 21st Century*. Ivane Javakhishvili Tbilisi State University, 1 Chavchavadze Avenue, Tbilisi 0179 Georgia. (**George, R.** & Darsavelidze, D., 2016).
- 2016 *Leadership in the 21st Century*. Akaki Tsereteli State University, Tamar Mefe St. 59, Kutaisi, Georgia. (**George, R.** & Darsavelidze, D., 2016).
- 2016 *Leadership in the 21st Century*. Batumi Shota Rustaveli State University, Autonomous Republic of Adjara. 35 Ninoshvili St., Batumi 6010 Georgia. (**George, R.** & Darsavelidze, D., 2016).

2016 Leadership in the 21st Century. Georgia's Innovation and Technology Agency Innovations St #7, Okrokana, 0114 Tbilisi, Georgia. (**George, R.** & Darsavelidze, D., 2016).

2016 Leadership in the 21st Century. Telavi Iakob Gogebashvili State University, N1, Kartuli Universiteti Str., 2200 Telavi, Georgia. (**George, R.** & Darsavelidze, D., 2016).

Local

2021 *Zoom Out-Online Therapy*. North Central Texas Counseling Association. **George, R.** & Duncan, L. (2021).

2020 *Transpersonal Counseling for the Beginner*. North Central Texas Counseling Association. **George, R.** (2020).

2014 "Work Smarter Not Harder 2014" Data and Accountability Workshop. Using Data to Improve Student Achievement. University of North Texas, College of Education. Byrd, J., **George, R.**, & Brown, S. (2014).

2013 "Work Smarter Not Harder 2013", Data Workshop. Using Data to Improve Student Achievement. University of North Texas, College of Education. Byrd, J., Brown, S. & **George, R.** (2013).

Scholarly Activities

Book Chapters

2017 Camp, W., Cummings, J., **George, R.**, & Brackett, D. (2017). *Affirmative action*. In J. R. Decker, M. Lewis, E. Shaver, A. Blankenship, & M. Paige, (Ed.), *The Principal's legal handbook* (6th ed, pp. D157-D170). Education Law Association.

Book Reviews

2020 George, R., Wilson, J. & Camp, B. (2020, November 2). Schoolhouses, courthouses, and statehouses: Solving the funding-achievement puzzle in America's public schools [Review of the book *Schoolhouses, courthouses, and statehouses: Solving the funding-achievement puzzle in America's public schools*, by E. Hanushek & A. Lindseth]. *Teachers College Record*. ID Number: 23496. <https://www.tcrecord.org/Content.asp?ContentID=23496>

Journal Reviews

- 2022 Journal of Education in the Black Sea Region. The Journal of Education in Black Sea Region (ISSN 2346-8246) is an international (regional) multidisciplinary single-blind reviewed semi-annual journal concerned with various aspects of secondary and tertiary education: innovations in education theory and practice, curriculum and syllabus design, assessment of knowledge and skills, education psychology and management, teacher development, English and other foreign languages teaching methods, other particular didactics (such as teaching mathematics). Black Sea University.
- 2021 Journal of Education in the Black Sea Region. The Journal of Education in Black Sea Region (ISSN 2346-8246) is an international (regional) multidisciplinary single-blind reviewed semi-annual journal concerned with various aspects of secondary and tertiary education: innovations in education theory and practice, curriculum and syllabus design, assessment of knowledge and skills, education psychology and management, teacher development, English and other foreign languages teaching methods, other particular didactics (such as teaching mathematics). Black Sea University.
- 2020 Journal of Education in the Black Sea Region. The Journal of Education in Black Sea Region (ISSN 2346-8246) is an international (regional) multidisciplinary single-blind reviewed semi-annual journal concerned with various aspects of secondary and tertiary education: innovations in education theory and practice, curriculum and syllabus design, assessment of knowledge and skills, education psychology and management, teacher development, English and other foreign languages teaching methods, other particular didactics (such as teaching mathematics). Black Sea University.
- 2019 Journal of Education in the Black Sea Region. The Journal of Education in Black Sea Region (ISSN 2346-8246) is an international (regional) multidisciplinary single-blind reviewed semi-annual journal concerned with various aspects of secondary and tertiary education: innovations in education theory and practice, curriculum and syllabus design, assessment of knowledge and skills, education psychology and management, teacher development, English and other foreign languages teaching methods, other particular didactics (such as teaching mathematics). Black Sea University.
- 2018 Journal of Education in the Black Sea Region. The Journal of Education in Black Sea Region (ISSN 2346-8246) is an international (regional) multidisciplinary single-blind reviewed semi-annual journal concerned with various aspects of

secondary and tertiary education: innovations in education theory and practice, curriculum and syllabus design, assessment of knowledge and skills, education psychology and management, teacher development, English and other foreign languages teaching methods, other particular didactics (such as teaching mathematics). Black Sea University.

2017 Journal of Education in the Black Sea Region. The Journal of Education in Black Sea Region (ISSN 2346-8246) is an international (regional) multidisciplinary single-blind reviewed semi-annual journal concerned with various aspects of secondary and tertiary education: innovations in education theory and practice, curriculum and syllabus design, assessment of knowledge and skills, education psychology and management, teacher development, English and other foreign languages teaching methods, other particular didactics (such as teaching mathematics). Black Sea University.

2017 Diversity, Social Justice & the Educational Leader. The Journal, Diversity, Social Justice & the Educational Leader, is a publication for district and campus leaders, teachers, and scholars interested in improving the education system and providing equitable learning opportunities for all students. University of Texas at Tyler.

2016 Diversity, Social Justice & the Educational Leader. The Journal, Diversity, Social Justice & the Educational Leader, is a publication for district and campus leaders, teachers, and scholars interested in improving the education system and providing equitable learning opportunities for all students. University of Texas at Tyler.

Conferences

2018 UCEA National Conference. Reviewed conference proposals for paper presentations.

2017 UCEA National Conference. Reviewed conference proposals for paper presentations.

2016 UCEA National Conference. Reviewed conference proposals for paper presentations.

2015 UCEA National Conference. Reviewed conference proposals for paper presentations.

2014 UCEA National Conference. Reviewed conference proposals for paper presentations.

2014 UNT Educational Leadership Conference. Reviewed conference proposals for paper and poster presentations.

2013 UCEA National Conference. Reviewed conference proposals for paper presentations.

HONORS and AWARDS

2015 2015 Exemplary Online Teacher & Course Award. EDAD 6100- Theories of Organizational Development and Reform University of North Texas, Denton, Texas. (\$1,000).

2015 Honors Day 2015 Faculty Recognition for Significant Student Support, Inspiration and Commitment to Student Achievement and Success, University of North Texas, Denton, Texas.

2015 Honors Day 2015 Outstanding Ph.D. Student in Educational Leadership (2014). University of North Texas, Denton, Texas

MEMBERSHIPS IN PROFESSIONAL ORGANIZATIONS

National

2020-2022 National Education Finance Academy

2019-2022 AERA

2016-2022 US Distance Learning Association

State

2015-2022 Texas Distance Learning Association

2011-2022 Texas Association of School Administrators

1992-2022 Texas Counseling Association

Local

2017-2022 North Central Texas Counseling Association
(2019 President Elect)

CONSULTING

State and Local

- 2016 Texas Mid-Size Schools Association: *Economies of Scale and the Mid-Size School*. **George, R.**, Byrd, J. & Osongo, E. (2016).
- 2014 Responsive Education: *Efficiency Study of Texas Charter Schools Rated under Alternative Educational and Standard Accountability provisions*, Byrd, J. & **George, R.** (2014).
- 2013 Blinn College: *Environmental Scan: Demographics, Environment, Faculty, Programs and Student Success at Three College Campuses*. Byrd, J., **George, R.**, & Brown, S. (2013).

CREDENTIALS

- 2011 Superintendency Certification Program, University of North Texas, Denton, Texas
- 2000 Mid-Management Certification, University of Texas at Arlington, Texas
- 1995 Professional Counselor Supervisor, Board of Professional Counselors. University of Houston-Clear Lake, June 6, 1995.
- 1991 Licensed Professional Counselor, Texas State Board of Examiners of Professional Counselors. License # 10525. Effective April 3, 1991.
- 1989 School Counselor Endorsement, University of Houston, Houston, Texas
- 1985 Texas Teacher Certification, Earth/Life Science, Secondary, Texas Education Agency, 1985

INSTRUCTIONAL ACTIVITIES

Areas of Expertise

Doctoral

- Virtual Schools Leadership and Policy Development
- Pedagogy and Technology in a 21st Century Classroom

- Educational Research and Design
- Online Course Development and Delivery
- Coaching, Consulting and Counseling in Educational Leadership

Masters

- Campus Level School Law
- Campus Level School Finance
- Administration of the K-12 Curriculum
- Professional Development and Supervision
- Cognitive Therapies in the Instructional Setting

Graduate Courses Developed

Doctoral

- EDLE 6033 Internship under School Superintendent. Revised Internship for Online Superintendent Certification Program (Spring 2019)
Provision for on-the-job experience or professional study in administration or supervision as directed by student's major advisor. Internship requires 160 hours of experience. Limited to 3 hours in doctoral degree program. Required for Texas professional certificate for superintendent. Not applicable to degree programs.
- EDLE 6100 Theories of Organizational Development and Reform
Received Exemplary Online Course Award Fully Online Course (Fall 2015). Study of major theories of organizational development and change that provide foundations for educational administration and leadership. Connections are made among theory, research and practice.
- EDLE 6110 Advanced Theory and Research in Administration Fully Online Course (Summer 2018). Contemporary inquiry in educational administration. Examines the impact of positivism, subjectivism and functionalism and their critics on recent research on school organization and administration.
- EDLE 6450 Public School Finance, Business Management, and Facilities
Fully Online Course (Summer 2018). Provides students an overview of the interrelated aspects of school finance, business management, and facilities development. Relates concepts from the fields of economics, business, law, and political science to the public school environment. As

future superintendents, students use real-world situations to apply skills in budgeting, school business management, and facilities management, including new school construction.

- EDLE 6510 Seminar in Advanced Education Law; Fully Online Course (Fall 2018). Builds on the content of the prerequisite course by focusing on legal and policy issues of particular concern to top-level educational policymakers and administrators. Topics include such complex issues as the role of the state in education, parental rights, school choice and vouchers, privatization, religion on campus, and legal liability for constitutional wrongs. Topics vary, depending upon the current school reform agenda. Underlying concerns that drive the development of legal mandates in schooling are explored.
- EDLE 6590 The Superintendency, Fully Online Course (Fall 2018). An advanced course dealing with the basic functions of the Superintendency — planning, programming, communicating and evaluating — and the current issues and problems confronting the practicing educational administrator.
- EDLE 6600 EDLE 6600 - Writing and Research Design for Educational Leadership (developed Fall 2019 for Spring 2020). The focus for this course is the development of a proposal for research in the field of Educational Leadership. Students are guided in conceptualizing and designing a study and will draft a paper that includes a rationale, a literature review, and a description of proposed research design and methods.

Masters

- EDLE 5390 Campus Level School Law, Fully Online, Accelerated Online Program (2018 / 2019). Provides an understanding of important constitutional, statutory, administrative, and case law as it pertains to the everyday operation of schools in Texas. Students learn the legal framework within which schooling takes place and how it structures the decisions that campus administrators make. Primary emphasis is placed on legal issues facing campus-level administrators.
- EDLE 5400 Management of Campus Level School Resources, Fully Online Accelerated Online Program (Summer 2017/ Spring 2019). Study and analysis of school resources including financial, budgetary and capital

resources with particular application to school building-level administrators. Focuses on theory as well as management.

- EDLE 5610 School Communications and Public Relations, Fully Online Accelerated Online Program (Summer 2015). Every administrator in an educational organization has a responsibility to engage in public relations daily. The primary objective of this course is to examine school-based public relations with the context of life in an information age, practice in schools shared decision making, and sustained demands for school improvement. Student's study three critical dimensions of school public relations: informing the public; modifying attitudes and opinions; and integrating the actions and attitudes of an organization with those of its public.
- EDLE 5620 Administration and Leadership for Student Educational Services, Fully Online, Accelerated Online Program (Fall 2016). Designed to investigate the values, theoretical bases, best practices, and challenges for leaders who administer student educational services at the school or district levels. Provides a review of federal laws, rules, regulations, and expectations for students placed at risk in educational settings by circumstances and situations beyond their control. Emphasis on students who are educationally disadvantaged because of poverty, language differences, disabilities, interests and academic performance or lack thereof.
- EDLE 5680 Administration of the K-12 Curriculum, Fully Online Accelerated Online Program (Fall 2016 / Fall 2018). Examines the interaction among curriculum, instruction and assessment at site, district and national levels. Theoretical knowledge as well as site and district based curricular projects are included. The student develops an understanding of the critical importance of research based yet practical curriculum alignment and coordinated planning in school reform and improvement.

Graduate Courses Taught 2014-2022

Fall 2022

EDLE 5620 Administration and Leadership for Student Educational Services

EDLE 5680 Administration of the K-12 Curriculum

Summer 2022

EDLE 5390 Campus Level School Law

Spring 2022

EDLE 5390 Campus Level School Law

EDLE 5400 Management of School Resources

EDLE 6110 Advanced Research Methods in Educational Leadership

Fall 2021

EDLE 5620 Administration and Leadership for Student Educational Services

EDLE 5680 Administration of the K-12 Curriculum

Summer 2021

EDLE 5390 Campus Level School Law

Spring 2021

EDLE 5390 Campus Level School Law

EDLE 5400 Management of School Resources

EDLE 6110 Advanced Research Methods in Educational Leadership

EDLE 6600 Writing and Research Design for Educational Leadership

Fall 2020

EDLE 5620 Administration and Leadership for Student Educational Services

EDLE 5680 Administration of the K-12 Curriculum

Summer 2020

EDLE 5390 Campus Level School Law

EDLE 6600 Writing and Research Design for Educational Leadership

Spring 2020

EDLE 5400 Management of School Resources

EDLE 6110 Advanced Research Methods in Educational Leadership

EDLE 6600 Writing and Research Design for Educational Leadership

Fall 2019

EDLE 5620 Administration and Leadership for Student Educational Services

EDLE 5680 Administration of the K-12 Curriculum

EDLE 6110 Advanced Research Methods in Educational Leadership

Summer 2019

EDLE 5610 School Communications and Public Relations

Spring 2019

EDLE 5390 Campus Level School Law

EDLE 5400 Management of School Resources

EDLE 6110 Advanced Theory and Research in Educational Leadership

Fall 2018

EDLE 5620 Administration and Leadership for Student Educational Services

EDLE 5680 Administration of the K-12 Curriculum

Summer 2018

EDLE 6110 Advanced Research Methods in Educational Leadership

EDLE 5610 School Communications and Public Relations

Spring 2018

EDLE 5390 Campus Level School Law

EDLE 5400 Management of School Resources

EDLE 6110 Advanced Theory and Research in Educational Leadership

Fall 2017

EDLE 5620 Administration and Leadership for Student Educational Services

EDLE 5680 Administration of the K-12 Curriculum

Summer 2017

EDLE 5610 School Communications and Public Relations

Spring 2017

EDLE 5390 Campus Level School Law

EDLE 5400 Management of School Resources

EDLE 6110 Advanced Theory and Research in Educational Leadership

Fall 2016

EDLE 5620 Administration and Leadership for Student Educational Services
EDLE 5680 Administration of the K-12 Curriculum
EDLE 6110 Advanced Theory and Research in Administration

Summer 2016

EDAD 5400 Management of School Resources
EDAD 5610 School Communications and Public Relations

Spring 2016

EDAD 5400 Management of School Resources
EDAD 6900 Special Problems

Fall 2015

EDAD 6100 Theories of Organizational Development and Reform
EDAD 5620 Administration and Leadership
EDAD 5680 Administration of the K-12 Curriculum

Summer 2015

EDAD 5400 Management of School Resources
EDAD 5610 Communication and Public Relations

Spring 2015

EDAD 6100 Theories of Organizational Development and Reform
EDAD 6110 Advanced Theory and Research in Education
EDAD 5390 Campus Level School Law
EDAD 5400 Management of School Resources

Fall 2014

EDAD 6100 Theories of Organizational Development and Reform
EDAD 5620 Administration and Leadership
EDAD 5650 Professional Development and Supervision

Summer 2014

EDAD 6570 Seminar in Advanced Education Finance
 EDAD 5630 Organizational Change and School Improvement
 EDAD 5390 Campus Level School Law

Under-Graduate Courses Taught 2002-2004 (Tarleton State University)

Summer 2004

EDU 3303 The Lesson Cycle and the Curriculum
 EDU 3353 Behavior Management in the Classroom
 EDU 5354 Differentiated Instruction

Summer 2003

EDU 3303 The Lesson Cycle and the Curriculum
 EDU 3353 Behavior Management in the Classroom
 EDU 5354 Differentiated Instruction

Summer 2002

EDU 3303 The Lesson Cycle and the Curriculum
 EDU 3353 Behavior Management in the Classroom
 EDU 5354 Differentiated Instruction

GRADUATE STUDENTS ADVISEDInternational Doctoral Student Advisor

Name	Anticipated Graduation	Graduation
Marina Kevkhishvili	May 2020	
Tbilisi State University, Tbilisi, Republic of Georgia		

Doctoral Committee Member

Name	Anticipated Graduation	Graduation
Amber Meyers	May 2023	
Marcy Corley	May 2023	

Jennifer Redden	May	2023		
Peter Braveboy	May	2023		
Corey Malcom	May	2023		
Shaun Ratcliff	May	2024		
Fiaz Nadeem			December	2022
Tiffany Cunningham			December	2022
Samantha White			December	2021
Paula Kent			May	2021
Ronald Bragg			May	2021
Tracy Hall			May	2021
Lyndsey Y. Hopkins			May	2020
Rodney Dean Dunworth			May	2018
Sam J. Robinson			May	2018
Saffa Alsu hail			May	2018
Chelsea Allison			December	2017
Daniel Ford			May	2017
Melissa J. Mayfield			December	2016
J. Edward Bland			May	2016
Jacque Landry			May	2016
Evans Onsongo			December	2015
Eldridge Moore			December	2015

Doctoral Committee Chair / Co-Chair

<u>Name</u>	<u>Anticipated Graduation</u>	
Chase Vaughn	May	2023 (co-chair)
Sheri Rasnake	May	2023 (co-chair)
Orlando Chavez	May	2023 (co-chair)
Amy Mougey	May	2023 (co-chair)
Jackie Wheat	May	2023 (co-chair)
Robert Basurto	May	2023 (co-chair)
Lorri Heskett	May	2023 (co-chair)
Cara Farnsworth	May	2023 (co-chair)
Zachary Bunn	May	2023 (co-chair)
Robyn Elliott	Dec	2023 (co-chair)
Jason Harned	May	2023 (Chair)
Daniel Diaz	May	2024 (Chair)
Apryl Baylor	May	2024 (Chair)
Manuel Gonzales	May	2024 (Chair)
Erica Reyes	May	2024 (Chair)

Doctoral Students Graduated (Chair)

Padro, Eneida A. December 2021

Differences between Schools with High and Non-High Performance of English Learners Relative to Principal Leadership Practices and Social Justice Principles, December 2021, Denton, Texas.

(<https://digital.library.unt.edu/ark:/67531/metadc1873846/>).

Doctoral Students Graduated (Co-Chair)

Braswell, Cylynn Kensai-Douglas. December 2021

Reform on Educational Policy: The Alignment of Career and Technical Education Programs of Study to Local Labor Markets, December 2021, Denton, Texas.

(<https://digital.library.unt.edu/ark:/67531/metadc1873855/>).

Bonner, Erikk De'Shan. August 2021

Secondary Administrators' Experiences Hiring Alternative Certified Teacher in Texas, dissertation, August 2021; Denton, Texas.

(<https://digital.library.unt.edu/ark:/67531/metadc1833504/>).

Warfield, Alphonso B. August 2021

A Legal Analysis of Litigation Against Alabama Local School Boards and Teachers under the Alabama Sovereign Immunity Law; Denton, Texas.

(<https://digital.library.unt.edu/ark:/67531/metadc1833582/>).

McDaniel, Lindsay G. May 2021

The Impact of Exclusionary Discipline on Students' Academic Performance in Title I Elementary Schools, dissertation, May 2021; Denton, Texas.

(<https://digital.library.unt.edu/ark:/67531/metadc1808408/>).

Buckner, Linda Yvonne. December 2020

The Impact of Little Kids Rock Modern Band Programs on Elementary Mathematics Achievement, dissertation, December 2020; Denton, Texas.

(<https://digital.library.unt.edu/ark:/67531/metadc1752338/>).

Saenz, David. August 2020

Measuring College Readiness: Developing a System of On-Track and Off-Track Metrics for Texas High School Students, dissertation, August 2020; Denton, Texas.

(<https://digital.library.unt.edu/ark:/67531/metadc1707239/>).

Walker, Carlos. May 2020

A Comparison Study of Student Academic Performance by Male African American Students in a Traditional Public-School vs a Single Gender Academy, dissertation, May 2020; Denton, Texas. (<https://digital.library.unt.edu/ark:/67531/metadc1703389/>).

Mathew, Subhas. December 2019

Asian and Asian Indian American Immigrant Students: Factors Influencing Their Academic Performance, dissertation, August 2019; Denton, Texas. (<https://digital.library.unt.edu/ark:/67531/metadc1538646/>).

Caudle, Airemy Marie. May 2019

The Relationship of Five Facets of Teacher Trust in the Principal to Teacher Efficacy, dissertation, May 2019; Denton, Texas. (<https://digital.library.unt.edu/ark:/67531/metadc1505247/>).

Younkman, Freddy W. August 2018

The Impact of Teacher Professional Development on Student Achievement at a North Texas High School as Measured by End of Course Assessments in Algebra I and English Language Arts I, dissertation, August 2018; Denton, Texas. (digital.library.unt.edu/ark:/67531/metadc1248429/).

Switzer, Aaron Gray. May 2018

State Created Danger and Chronic Traumatic Encephalopathy in Texas Schools: A Legal Examination, dissertation, May 2018; Denton, Texas. (digital.library.unt.edu/ark:/67531/metadc1157591/).

Price, Charie Wesley. May 2018

A Legal Analysis of Litigation against Louisiana Educators and School Districts, Before and After the Louisiana Governmental Claims Act, dissertation, May 2018; Denton, Texas. (digital.library.unt.edu/ark:/67531/metadc1157570/).

Baker, Emmett Andrew. August 2017

Predictors of Postsecondary Success: An Analysis of First Year College Remediation, dissertation, August 2017; Denton, Texas. (digital.library.unt.edu/ark:/67531/metadc1011868/).

Thompson, Pauline A. May 2017

Becoming Successful in Education: Beating the Odds, Despite a Background Entrenched in Poverty, dissertation, May 2017; Denton, Texas. (digital.library.unt.edu/ark:/67531/metadc984255/).

Perry, Shaun Patrick. May 2017

An Analysis of Litigation against Kansas Educators and School Districts under the Kansas Tort Claims Act, dissertation, May 2017; Denton, Texas.

(digital.library.unt.edu/ark:/67531/metadc984221/).

SERVICE TO THE UNIVERSITY

University Service

- 2021 University of North Texas – Teacher of Record for online Teaching Excellence Program supported by the Toulouse Graduate School, Academic Associate Vice Provost & Academic Associate Dean.
- 2021 University of North Texas – Member of the Ricco Ethics Award Selection Committee through the Vice Provost for Student Success.
- 2020 University of North Texas – Member of the Ricco Ethics Award Selection Committee through the Vice Provost for Student Success.
- 2015 University of North Texas International – provide research support for visiting student from Free University of Tbilisi in student's research area. Act as a university co-sponsor during student's time at UNT.
- 2014 University of North Texas International – Member of research team including members from the Political Science faculty, UNT-I and the Center for Learning Enhancement and Redesign with the Free University in Tbilisi, Georgia to provide online graduate level research instruction and feedback to students in Georgia via video conferencing.
- 2014 University of North Texas, Toulouse Graduate School, Graduate Student Expo (Judge)
- 2013 University of North Texas, Toulouse Graduate School, Graduate Student Expo (Judge)

College Service

- 2017 College of Education Doctoral Student Association Conference (Presenter)
- 2016 College of Education Doctoral Student Association Conference (Volunteer)

2015 College of Education Doctoral Student Association Conference (Volunteer)

Department Service

- 2021 Social Committee – Teacher Education and Administration Social Action Committee member. Promote collegiality among faculty and staff members.
- 2020 Social Committee – Teacher Education and Administration Social Action Committee member. Promote collegiality among faculty and staff members.
- 2019 Ad Hoc PAC Merit Committee member – Non-Tenure Track Faculty Representative to evaluate and revise annual evaluation criteria for annual evaluation of department faculty.
- 2019 Personnel Action Committee – Merit. Non-Tenure Track Faculty Representative for the PAC Merit Committee for annual evaluation of teaching faculty. Chairperson of Ad-Hoc advising committee for the development of policy related to non-Tenure Track faculty promotion and retention.
- 2019 Social Committee – Teacher Education and Administration Social Action Committee member. Promote collegiality among faculty and staff members.
- 2018 Personnel Action Committee – Merit. Non-Tenure Track Faculty Representative for the PAC Merit Committee for annual evaluation of teaching faculty. Chairperson of Ad-Hoc advising committee for the development of policy related to non-Tenure Track faculty promotion and retention.
- 2017 Personnel Action Committee – Merit. Non-Tenure Track Faculty Representative for the PAC Merit Committee for annual evaluation of teaching faculty.
- 2017 Student Affairs Committee: Graduate Students. Chairperson of the committee with the major responsibility of designating awards for Honors Day presentation from the programs in the Teacher Education and Administration Department.
- 2016 Personnel Action Committee – Merit. Non-Tenure Track Faculty Representative for the PAC Merit Committee for annual evaluation of teaching faculty.
- 2016 Student Affairs Committee: Graduate Students. Committee member of the committee with the major responsibility of designating awards for Honors Day

presentation from the programs in the Teacher Education and Administration Department.

- 2015 Student Affairs Committee: Graduate Students. Committee member with the major responsibility of designating awards for Honors Day presentation from the programs in the Teacher Education and Administration Department.

Program Service

- 2021 Faculty co-chair for Educational Leadership Annual Conference. Delayed due to COVID restrictions. Due to return in Fall 2022.
- 2021 Volunteer position as Faculty Meeting secretary (keeper of the minutes).
- 2020 Faculty co-chair for Educational Leadership Annual Conference. Delayed due to COVID restrictions.
- 2020 Volunteer position as Faculty Meeting secretary (keeper of the minutes)
- 2019 Faculty co-chair for Educational Leadership Annual Conference. Working theme involves a review of safety and security measures currently in place in the state and presentations related to crisis intervention at the district and campus level that impact both schools and community.
- 2018 Faculty Host and Planning Committee Member for annual Educational Leadership Conference with Opening Address by Dr. Mike Moses, former Texas Commissioner of Education; Keynote Address, "**Public Education and the Promise of Democracy**" - Kevin Brown, Executive Director for the Texas Association of School Administrators and Guest Speakers "**Balancing Centralized and Localized Governance of Texas Public Education**" with Phil Gore, Director of Leadership Team Services, Texas Association of School Boards and "**Supporting Public Education in Small and Mid-Size Districts**" with Dr. David Belding, Aubrey ISD, Dr. Gayle Stinson, Lake Dallas ISD, Dr. Jamie Wilson, Denton ISD
- 2017 Faculty Host for annual Educational Leadership Conference with keynote speakers Kathryn M. Kee, M.Ed, PCC and Lloyd Sain, PCC. **Transforming Culture Through Leadership Coaching.**

- 2016 Faculty Host for annual Educational Leadership Conference with keynote speakers Randall B. Lindsey and Raymond D. Terrell, Ed D. **Crucial Conversations on Equity and Excellence.**
- 2015 Co-Coordinator for the annual Educational Leadership Conference with keynote speaker Yong Zhao. ***World Class Learning, Creativity, and the Entrepreneurial Classroom***
- 2014 Co-Coordinator for the annual Educational Leadership Conference with keynote speaker Michael Fullan. ***Educational Leadership in a Culture of Change***
- 2014 Co-coordinator for summer data conference *Work Smarter Not Harder 2014* Data and Accountability Workshop. (Byrd, J., Brown, S. & **George, R.**).
- 2013 Co-Coordinator for the annual Educational Leadership Conference with keynote speaker Jonathan Kozol. ***Fire in the Ashes: Awakening the Spark of Motivation Among Students***
- 2013 Co-coordinator for summer data conference *Work Smarter Not Harder 2013* Data and Accountability Workshop. (Byrd, J., Brown, S. & **George, R.**)
- 2012 Doctoral Student Host for the annual Educational Leadership Conference with keynote speaker Philip Schlechty. ***Working on the Work***
- 2011 Doctoral Student Host for the annual Educational Leadership Conference with keynote speaker Alan November. ***Who Owns Learning?***