This journal exists both to inform and inspire. These abstracts are summaries of dissertations that represent years of accumulated knowledge and effort by the students who author them, standing as monuments of individual learning and scholarship. These abstracts exist also as a consequence of the contributions and support of the authors' families, teachers, friends, communities, and study volunteers. The authors' appreciation is often reflected in their dedications and acknowledgements, which can be as inspirational in their own way as the abstracts themselves.

Many readers of this journal have written to SAS requesting copies of the full dissertations represented here. Our department does not distribute copies of the dissertations, but they will eventually appear on ProQuest. It takes approximately 90 days for ProQuest to process the dissertation - so if the dissertation is not already there, search in ProQuest every month or so and eventually it should appear.

Congratulations to those represented here who have completed their doctoral journey, and may they guide the way for those who seek to follow.

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If you would like your dissertation posted in the Dissertation Abstract Journal, please email your request to: [Jacob.Harris@phoenix.edu](mailto:Jacob.Harris@phoenix.edu).
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Jorge I. Aponte  
**Dissertation Title** CASE STUDY: EMPLOYEE USE OF INFORMATION AND COMMUNICATION TECHNOLOGIES IN A HEALTHCARE ORGANIZATION

**Abstract**
This qualitative case study explored the employee use of information and communication technologies (ICT) in a southern Puerto Rico healthcare organization. Thirty-two employees of a southern Puerto Rico healthcare organization provided their perspectives regarding their use of ICT in the workplace. The findings distinguished how employees use ICT in the workplace, what constitutes misuse, the relationship of creative and productive use of ICT across multiple and different departments, and the perspectives of employees to electronic monitoring, ICT use and human resources polices in a southern Puerto Rico healthcare organization. The findings may assist in the development of ICT use policies to support employees’ creative and productive use of ICT and deter ICT abuse and misuse in the workplace.

**Dedication**
This dissertation is dedicated to the unconditional support of my mother, Yolanda Rivera, who has always shown me the importance of hard work combined with relevant education, and to my wife and sister whom, I pray, never depart from trusting our Lord Jesus, as all good things come from above.

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To my beloved and unconditional staff: daughter Imar Tovar, wife Vimaris Rodríguez, sister Yolanda Aponte, and brother-in-law Leonardo Capó: I would not have been able to complete my research study without your support. Finally, my gratitude goes out to Brenda Vasquez and my friend, Jason Morales, for following the guidance and expertise of my talented wife in conducting the transcription and translation process.

Martina M. Carroll-Garrison  
**Dissertation Title** AN EXPLORATION OF MANAGERS’ AWARENESS AND REACTION TO WORKPLACE INCIVILITY: A GROUNDED THEORY STUDY

**Abstract**
Twenty-four managers from three organizations in the Washington, DC area participated in the research study to explore manager’s awareness of and reaction to the phenomenon of workplace incivility. Incivility, as a contemporary phenomenon, is prevalent within the modern workplace and is bad for business. Managers are an organizations’ first line
of defense in the face of the contemporary threat. Managers do not possess equal understanding of the definition and
cscope of workplace incivility, nor do they have a common frame of reference for understanding its impact upon
organizational productivity or the organization’s climate. The research study employed a qualitative grounded theory
method approach to explore managers’ awareness of and reaction to the contemporary phenomenon of workplace
incivility. The participants answered eight open-ended questions regarding personal awareness of and reaction to
workplace incivility. Managers’ awareness of the phenomenon of workplace incivility served as the unit of analysis during
the data collection process. The study concluded with new theory, which suggests that managers’ self-awareness is a
contributing factor toward recognizing, moderating, and mitigating the antecedents and consequences of workplace
incivility. Furthermore, managers’ levels of interpersonal awareness frame and moderate the prevalence and
consequences of workplace incivility within the organization. Managers may contribute to workplace incivility through
suboptimum levels of self-awareness and interpersonal awareness or may cause the deviant behaviors to spiral and
escalate. Managers profess to embrace the underlying principle of the Golden Rule within the work environment, but may
not be aware of the gap between personal intentions and desired outcomes.

Dedication
I dedicate this work to those who seek further understanding of the importance of individual acts of civility toward the
groundswell, the preservation, and the advancement of our collective civilization.

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committee members, Dr. Williams and Dr. Wynn, as their commitment to academic excellence made me a better student
and better overall in the telling of this important story.

Sandie Gardner Gilkes Benevides
Dissertation Title MOBBING: A NOT SO NEW PHENOMENON

Abstract
Approximately two million professionals resign annually because of mobbing, and billions in costs are lost yearly to North
American organizations. Mobbing is defined as an emotionless collective campaign of psychological terrorism, unethical,
and vexatious behaviors used by one or more employees to gang up on an individual at work (Leymann, 1996). The
objective of mobbing is to devalue, discredit, and damage the professional reputation of an individual, as an effort to induce
a voluntary resignation resulting in the victim leaving the organization. The purpose of this modified qualitative
phenomenological research study was to explore employees’ perceptions of the mobbing phenomenon and report on the
mobbing experiences of employees within North America. This phenomenological study was initiated at Stronger You
Martial Arts and Self Defense located in Ottawa, Canada, and describes the information captured through purposive and
snowball sampling of 12 interviews from employees working in various industries. The explicitation of the data revealed
participants detailing management as a main source of workplace mobbing, consequences to well-being, and
psychological health effects. Information gained from this study may serve as support for leaders, organizations, and
governments to address the issues and the changes necessary to eliminate workplace mobbing.

Dedication
The best way to get back at those who create harm is not through revenge but through achieving, which I have done via
this dissertation. This dissemination is dedicated to my extended and immediate family for all of their support in the
accomplishment of my goals. For Warren Gilkes, thank you for your support and for being daddy. To Gabriele Roloff and
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dedicate this dissertation to all of those individuals, who were victims of mobbing and to Stronger You Martial Arts and Self
Defense Center for supporting this study. In closing to all bystanders of mobbing, I share with you the following:

““The world is a dangerous place, not because of those who do evil, but because of those who look on and do nothing”
(Albert Einstein)

““In the end, we will remember not the words of our enemies, but the silence of our friends”
(Martin Luther King, Jr.)

I hope that you will remember these extracts and be strong and make a stand against workplace mobbing.
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Christine D. Hall

Dissertation Title EFFECT OF VERBAL EDUCATION ON ADVANCE DIRECTIVE COMPLETION BY OLDER ADULTS IN A COMMUNITY SETTING

Abstract
Completion of advance directives is important to health care because these documents assist physicians in decision making and reduce health care costs at the end of life (Nishimura et al., 2007). The purpose of this quasi-experimental, quantitative study was to examine if verbal discussion and information regarding the benefits of advance directives, when combined with the standard written instruction, can increase advance directive completion rates among adults 65 years and older in a community setting. A convenience sample of 103, assigned alternately to control and treatment groups, provided demographic information and advance directive status. The control group received standard written instructions on advance directives, whereas the treatment group received additional verbal discussion on advance directive benefits and the completion process. The study data for advance directive completion after the intervention did not meet the test assumptions for a chi-square test of independence. Although a statistically significant relationship between verbal education and advance directive completion could not be determined, 35% of participants in the treatment group without a prior advance directive completed an advance directive following the information sessions; whereas none of the participants in the control group without a prior advance directive completed an advance directive following the information sessions. Participants receiving written information demonstrated no improvement in advance directive completion, voiced confusion about the process of completing an advance directive, and asked more questions than participants receiving verbal education.

Dedication
This dissertation is dedicated to my loving husband, whose unwavering support and encouragement ensured my successful completion of this educational journey.

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I extend my deepest appreciation to my dissertation committee chair, Dr. Linda A. Landon, who provided guidance, patience, and expertise to ensure success of my doctoral degree. I also acknowledge the assistance of my committee members, Dr. Ruth Grendell and Dr. Susan C. Meyer, for their help throughout the process.

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Tracey Clough Couling

Dissertation Title SUCCESSION MANAGEMENT IN THE FEDERAL COURTS: DEVELOPMENT, PERCEPTIONS, AND BARRIERS

Abstract
This quantitative survey research study focused on the lived experience of 216 federal judicial leaders (clerk of courts, probation and pretrial chiefs, unit executives, and bankruptcy administrators) in succession planning management (SPM). The outcomes of this study narrowed the gap of missing information and scholarly research on SPM. The survey research
Dedication
This learning journey is dedicated to my family. To my loving husband Steve Couling who supported, pushed, and encouraged me not to give up. To my father, Dr. L. Bradley Clough who believed that I would find my way and one day complete my doctoral journey. To my mother, Judith Harrell who understood and gave me the space to full fill my doctoral dream. To my children and grandchildren, I thank you for being patient and understanding while I spent most nights, weekends and holidays pursuing my dream; I love you all! The unequivocal support and love of my family kept me from giving up and gave me the strength to keep going. Thank you all.

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Loretta Carter-Miller
Dissertation Title LIVED EXPERIENCES OF SURVIVORS OF HOSPITALIZED MEDICARE DECEDENTS PRESENT DURING FINAL ILLNESS

Abstract
Given the inconsistency in care provided to Medicare patients who die in acute care hospitals to what extent do physicians, hospital staff, and other professional caregivers communicate complete quality end-of-life options to terminal Medicare patients? A qualitative phenomenological approach was used to explore the experiences of four survivors of Medicare decedents who died after admission to an acute care facility. A modified Husserlian approach was selected to provide a voice for persons who are not recent studies still indicate inconsistencies in the end-of-life (EOL) care of gravely ill hospitalized patients. There are a limited number of studies reflecting family involvement during the dying process. Studies from the perspective of families of hospitalized Medicare decedents who were present during care were not found. This study reflects the experiences of survivors of Medicare decedents that reveal the quality of the EOL care that was provided. Findings indicate an inconsistency in the care provided to study participants’ family member. Only one participant’s story reflects quality EOL care. Data used for this study was obtained from verbatim transcripts, and notes taken during recorded face-to-face, open-ended interviews. Results support the need for improving the knowledge base and competencies of professional staff on EOL care, and the need for further research if improvement in EOL care is to be accomplished in the United States. Study findings resulted in data not available in previous research on EOL care in the United States. Further studies on the EOL care of hospitalized Medicare patients, from patient and family’s perspective, are warranted.

Dedication
This dissertation is dedicated to my late father who always told me I could be anything I wanted to be if I were willing to work for it. I still believe him. This dedication is also a tribute to my “Kids” son Scott Anthony, daughter Kay Frances, and
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P. Ann Thomas
Dissertation Title EFFECTS OF READING TECHNOLOGY INTEGRATION ON SIXTH GRADE TEST AND READING SCORES

Abstract
The focus of the investigation is on a sixth grade population not performing reading on grade level and not achieving high-stakes test score proficiency causing the school to fail adequate yearly progress (AYP). The lack of reading skills causes the students to repeat grades in middle school and high school. Reading technology instruction is the treatment for the population in the study. The CRT and Interim high-stakes tests required a paired or dependent T test two-tailed. Because the standard deviations were different in each set of tests, the data necessitated a type one test. The T test performed in Excel was two-tailed to check for significance of the data accuracy of the high-stakes tests administered to the population of 60. The T test with a two-tailed test of significance gave a p-value on the CRT tests of 0.03 and 0.01 on the Interim test. Both the CRT and Interim tests are below 0.05 on their p-values in the two-tailed T tests. The tests show that the validated posttest scores T test values are above the pre test scores. Small increases in all testing areas were shown in the data. Allowing students to reach middle school without reading intervention is archaic social promotion. The education of our population must start with proficient grade-level reading.

Dedication
This work is dedicated to both of my children Derek and Devin Duitsman. Without their support and understanding, I would not have been able to make the sacrifices that made this journey possible. Being the first person in my family to get a college degree and on to this doctorate was not without hardships. Walking this path took all my energy and my children were the driving force behind my success. My love for them is beyond measure.

Acknowledgements
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immeasurable. Your encouragement made the time go a little faster. To my parents who are long gone from this world, you did a wonderful job raising me.

Sharon K. Metcalfe

Dissertation Title: THE EFFECT OF STRENGTHS INTERVENTION ON PRE-SERVICE TEACHER DISPOSITIONS DURING THE STUDENT TEACHING EXPERIENCE

Abstract
Although accrediting institutions have mandated the assessment of teacher dispositions in teacher candidates, there is a need for the purposeful development of the dispositions of an effective teacher throughout teacher education programs. A quantitative method, pre-assessment-post-assessment, non-equivalent control group, quasi-experimental study was designed to assess whether talent identification or strengths development interventions differed significantly in their effect on the development of teacher candidate dispositions in a sample of teacher candidates during their 12-week student teaching semester. Data analyses revealed no significant differences in post-assessment scores for any of the curricular interventions. However, a significant increase between pre and post-assessments results was detected signifying that teacher candidates’ disposition scores increased during their student teaching but the increase was not significantly dependent upon the type of curricular intervention.

Dedication
I would like to dedicate this dissertation to all educators-past, present, and future—who have responded to the “call” and who not only believe in professional excellence but also in their students and the heart of teaching. To all teacher educators who diligently work to prepare excellent teachers in an ever-changing and challenging environment of common core standards, high-stakes assessment, accreditation, and budget cuts, I dedicate this work. I also dedicate this dissertation to my husband, life-partner, and fellow teacher educator, Steve, without whom I would not have survived these past years. He has been my staunchest supporter in word and action; doing everything possible so that I could focus on each step of this journey.

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surrounded me with family, friends, and colleagues who have supported me and my journey. May this work be used in His service and to His glory.

Carol F. Rocker

Dissertation Title  
FATIGUE AND THE NURSES’ PERSPECTIVE OF WORKING THE NIGHT SHIFT: A QUANTITATIVE CORRELATIONAL STUDY

Abstract
Nurses working the night shift may well respond to fatigue in different ways. The purpose of this quantitative correlational study was to determine through statistical analysis if any significant relationship existed between the dependent variable of fatigue and the independent variable of willingness of nurses to work the night shift. The specific population consisted of 234 nurses working in two acute care hospitals. Using a survey questionnaire that was first established by the Australian Council of Trade unions the study sought to identify the beliefs, attitudes, and opinions of nurses working night shifts in relationship to fatigue. The study’s findings described relationships between fatigue and risk of falling asleep while driving to and from work, problems sleeping in daytime hours, and night work leaving the nurse with a sense of abandonment from family, community, and social activities. Other findings included reported health problems, continual tiredness, inability to concentrate, unaware of declining performance levels, and increased risk of patient errors. A Spearman’s rank correlation determined that there is a relationship between fatigue and the nurses’ willingness to work night shifts. Implications of the study findings, recommendations for leaders, limitations of the study, and suggestions for future research were acknowledged.

Dedication
This dissertation is dedicated to my family—Jim, Jennifer, and Samantha whose patience and assistance helped me through this exciting journey of learning. First, I would like to thank my husband Jim for his support and recommending that I attend the University of Phoenix. To my daughter, Jennifer, thank you for the supportive phone calls, interest, and encouraging words as I pursued my doctoral journey. To my daughter, Samantha, thank you for letting me share my educational endeavors with your equestrian activities. I really did see you and the horse jump over the rails as I glanced up from my e-books.

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Maud I. Pruiett

Dissertation Title  
CALIFORNIA FINANCIAL SERVICES INDUSTRY ETHICS TRAINING: LIVED EXPERIENCES OF HUMAN RESOURCE MANAGERS

Abstract
This qualitative transcendental phenomenological study explored the human resource manager’s role in ethics training programs in the financial services industry in California. As the primary deliverers and facilitators of the firm’s leadership and ethical standards, human resource managers are tasked by firm leadership to convey the ethical standards of the corporation. Six HR managers in the California financial services industry volunteered to be interviewed. Major themes found through the research were presented: HR confidence in the role as conveyors of ethics programs; Need for
additional industry regulation; and Need for ethical leadership in the finance industry. This study's contribution highlighted the personal experiences and perceptions of those tasked with the oversight of moral decision making of others. Instead of an expected focus on staff's ethical or unethical behaviors, conclusions drawn by HR managers in this research study specifically call for more leadership modeling of ethical principles in the industry. Recommendations by HR managers included additional ethics instruction and regulation for individuals comprising financial industry leadership. Recommendations for further study could include quantitative studies focusing on the rank-and-file employees' distaste for financial industry leadership's self-interested misdirection of financial services consumers.

Dedication
This dissertation and the effort behind it are dedicated to my late husband, Mitchell Wayne Pruiett (1945-2008), whose belief, trust, and confidence in me were reflected in our loving marriage.

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Camille Ramirez
Dissertation Title GENERATION-Y LEADERSHIP: A QUALITATIVE PHENOMENOLOGICAL STUDY OF VIRTUAL SOCIALIZATION RELATIONSHIPS

Abstract
This qualitative phenomenological study examines and compares general ideas, perceptions, themes, and understandings related to the development of generation-Y leadership relationships based on virtual socialization. Ten participants holding management roles or seeking leadership advancement in technological, health care, and self-owned businesses were interviewed to assess their perspectives regarding the roles of generation-Y future leaders. Five major themes emerged: (a) clashes between older generation and generation-Y leaders, (b) issues of entitlement, (c) factors related to personality versus those that are generational, (d) variations in decision-making styles, and (e) styles of collaboration at lower levels of organizational hierarchies. Other common themes that emerged from the study, and which are potential topics for future research, include (a) opportunities for generation-Y future leaders to adopt and embrace changes afforded by technological advancements, (b) the need for Generation-Y leaders to establish relationships based on face-to-face interactions, and (c) obstacles to workplace socialization caused by a rapidly evolving teleworking environment, which inhibits development of social interactions and bonds between team members. Results of the present study may prove useful to future generation-Y individuals aspiring to hold leadership roles involving management of a multiple-generation workforce. Organizations may find the outcomes of the study beneficial in their continuing efforts to cultivate and develop generation-Y leaders who will lead and be responsible for high levels of organizational performance and success.

Dedication
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Nancy L. McWilliams

Dissertation Title DIFFERENCES IN SELF-PERCEIVED LEADERSHIP CHARACTERISTICS BETWEEN HETEROSEXUAL AND HOMOSEXUAL FEMALE LEADERS: A QUANTITATIVE CORRELATIONAL STUDY

Abstract

While extensive research has been conducted on gender stereotyping and the attainment of leadership positions, few investigators have examined the effects of sexual orientation on the self-perception of leadership characteristics. Evidence has shown that some women have a higher “glass ceiling” than others and that homosexual women earn 30% more than similarly qualified heterosexual women (Berg & Lien, 2002). These findings suggest the existence of other factors beyond gender stereotyping that may influence the underrepresentation of women within leadership positions. This current quantitative correlational study was conducted to analyze the differences in self-perceived leadership characteristics between heterosexual and homosexual female leaders. The sample was comprised of 45 female leaders—25 heterosexual and 20 homosexual women—who completed the Bosner’s Student Skills Perception Survey via an Internet site. The results indicated that heterosexual and homosexual female leaders rate themselves higher in leadership characteristics than they rate a typical man or typical woman or members of the opposite sex. Data analysis did not manifest evidence of a relationship between group membership (i.e. sexual orientation) and the dependent variables (i.e. ratings of leadership characteristics). No evidence was found that heterosexual and homosexual female leaders rate themselves differently in leadership characteristics.

Dedication

I dedicate this dissertation to my partner, Ruthie, and my two daughters, Naomi and Carmen, whose love and unconditional support have kept me sane through this process. We did it!

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Donna Rena Moore
Dissertation Title UNDERSTANDING THE GAP BETWEEN STUDENTS EXITING HIGH SCHOOL AND COLLEGE READINESS: A MODIFIED DELPHI STUDY

Abstract
The purpose of this Modified Delphi study was to discern the appropriate profile of an incoming freshman and the essential knowledge and skills freshmen need for academic success beyond high school. This study was conducted to examine the specific problem that the structure of public high school curriculum and the current college standards in the Dallas Fort Worth Metroplex in Texas are not sufficiently aligned with higher education institutions, although many high school students anticipate having college preparedness upon graduation. A literature review exhibited critics’ claims that some higher institutions have had to lower admission standards while other educational experts have affirmed that a high percentage of incoming freshmen students are required to attend remedial courses. Recent reforms represent attempts by the state of Texas to measure students’ academic performance in required core courses and incorporate into graduation requirements. Since the outcomes from the recent reforms would not be available prior to the completion of this research study, the gap between exiting high school graduates and college readiness standards still existed at the time of this study. This Modified Delphi study involved collecting data from high school teachers and college faculty via electronic surveys. Participants were invited to share their expert opinions concerning the specific knowledge and skills college freshmen need to be successful in a college setting. The researcher identified the appropriate profile of a college freshman student and recommended partnership models to strengthen the PK-16 pipeline. The results from this study verified that incoming freshmen students need additional college preparation as a foundation for success beyond high school expectations and success in a college learning setting.

Dedication
I would like to dedicate this dissertation to everyone who listened to me whether you wanted to or not ramble about the constant struggles I endured to complete this monumental task. I am grateful that God gave me the strength and perseverance to keep going when all I wanted to do was give up. I also dedicate this dissertation to my family. Without their constant love and continued support, I would have never had the courage or confidence to know I could accomplish this goal.

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Anthony John Campo
Dissertation Title CHARACTERISTICS OF EFFECTIVE CEO’S AND THEIR LEADERSHIP TEAMS: A PHENOMENOLOGICAL STUDY

Abstract
The lack of clarity in identifying characteristics of effective CEOs and other senior executives becomes an issue when
promoting, recruiting, or appointing senior executives in an organization. The purpose of this qualitative, phenomenological research study was to obtain and analyze the lived experiences and perceptions of 20 C level and other senior executives related to causes believed to have contributed to the phenomenon. One-on-one interviews were conducted with senior executives working for companies, public and private, with annual revenue ranging from $100 million into the billions of dollars in the northeastern area of the United States. Four themes surfaced from the analysis of data: succession planning (95%), relationships/team dynamics (95%), effective leadership characteristics (80%), and leadership style (70%) as main factors associated with characteristics of effective CEOs and their leadership teams. Of the four primary themes other subthemes further surfaced from the data. Areas of concern related to characteristics of executives and organizational results emerged from the study, including the absence of a formal succession plan and the importance of effective team dynamics. A majority of participants agreed that the most effective leadership characteristics included valuing employees, intelligence and experience of the executive, along with honesty, integrity, and trust with a democratic/empowering leadership style. The results of the study also supported the ineffectiveness of the good ole’ boys club between senior executives and the CEO.

Dedication
I would like to dedicate this research study to the people who made a big difference in my life. First, I dedicate this dissertation to my deceased mother, Helen Campo. In spite of our family situation and social surroundings, she encouraged me to do my best, obtain an education, and strive forward. Without her encouragement throughout my childhood, I would have never made it this far in life. I would also like to dedicate this dissertation to my wife, Genevieve, and son, Nicholas, who endured the sacrifices and hardships associated with this long and arduous journey. Their love, support, tolerance, and encouragement helped me every step of the way. My hope is that this journey will inspire my son and his future children to follow the same path. May God bless everyone who touched my life and made all this possible: you made me what I am today and I am grateful.

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Paulette Andrea Howell
Dissertation Title A MIXED-METHODS STUDY OF THE EFFECTS OF EDUCATIONAL ENTITLEMENT ON AN ACADEMIC SETTING

Abstract
American culture is experiencing a shift from social awareness to self-entitlement. Self-entitled behavior manifests itself in different ways and across the lifespan. In the academic setting, particularly in college courses, various reports suggest that grade entitlement has created tension and often hostility in the classroom. The student assumption that grades are given and do not have to be earned is interfering with the learning process and affecting students far past college. Using a mixed-method research design, the current research study examined the dilemma of entitlement in a Florida community college nursing classroom and attempted to identify the potential reasons why the behaviors exist in a community college nursing environment and the potential ways to address this new way of thinking. The goal of the current study is to provide information that community college nursing faculty and campus administrators can use to enhance student learning.

Dedication
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Sheila C. Payne

Dissertation Title PERCEPTIONS OF PSYCHOLOGICAL AND PHYSICAL SAFETY ENVIRONMENTS OF INFORMATION TECHNOLOGY EMPLOYEES: A PHENOMENOLOGICAL

Abstract
A qualitative phenomenological study was conducted to gain a deeper understanding of psychological and safety environments of an oil and gas multinational enterprise. Twenty information technology professionals were interviewed to explore their feelings, perceptions, beliefs, and values of the phenomenon. The interviews elicited data about facets of psychological and physical safety that emerged through an extensive review of related literature—job demands, relationships, teamwork, psychological safety, change management, safety programs, motivations, values, and beliefs. For this study, Moustakas’ qualitative phenomenological research method and design was considered appropriate. The findings resulted in recommendations surrounding seven major emerging themes: (1) multinational enterprise workplace experiences contribute to the employees’ psychological and physical safety environments, (2) multinational enterprise lacks the same emphasis on psychological safety environment as reflected on the physical safety environment, (3) multinational enterprise team relationships contribute to a psychological safety environment, (4) multinational enterprise employees’ values and beliefs have no influence in the psychological and physical environments, (5) multinational enterprise employees’ motivation influences psychological environment, (6) multinational enterprise employees’ social needs influence the psychological and physical environments, and (7) multinational enterprise workplace changes contribute to the psychological and physical environments. The study filled the gap associated with the psychological safety climate, placed in the context of the work-related conditions of IT employees within a multinational enterprise, and the associated physical safety concerns of those IT employees within the multinational enterprise. These work-related conditions concerned the behavior, actions as well as the physical and psychological safety perceptions of the IT employees. An analysis and discussion of the foundation of physical and psychological safety enabled a deeper understanding of the themes and factors that needed to be a focus of further studies.

Dedication
This dissertation is dedicated to my son, James C. Payne, II. Without his continued support, encouragement, and love throughout the past years, I could not have completed this dissertation. I thank him for the man he has grown to be, and the strong role model to his wife, his daughter, and me. With my love and respect, I dedicate this work to him.

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Florence Mary Peruso

Dissertation Title AN ANALYSIS OF FACTORS AFFECTING STUDENT PERCEPTIONS IN A BLENDED LEARNING ENVIRONMENT

Abstract
The current quantitative study measured the perceptions of students towards online-only learning and towards blended-hybrid learning. Descriptive statistics were implemented to analyze the data from a Likert-type survey, administered to students in degree-seeking programs at an institution of higher learning. A t-test and p-value analysis was performed to determine the difference, if any, between related pairs of online learning and blended learning questions. The subsequent calculation of a Bonferroni correction and a Post-hoc Power Analysis indicated that the results of the statistical analyses were inconclusive. However, the results from a qualitative-type comments section expanded upon the survey responses and provided significant insights into the priorities of students as to how and why they choose instructors, courses, and universities. Overall, participant responses to the survey indicated a preference for blended-hybrid courses when they are available because of the enhanced learning experience through face-to-face interaction. Recommendations for further study include a broader investigation of the various types of blended courses available through public and private universities and an assessment of what works and why. A longitudinal qualitative study of student experiences of online and blended courses may produce in-depth results as an extension of quantitative analyses.

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Kathleen Swank Barkley

Dissertation Title ATTITUDES OF TEACHERS ABOUT MIDDLE SCHOOL ACADEMIC DISHONESTY IN GREATER ATLANTA, GEORGIA

Abstract
The purpose of the qualitative phenomenological study was to achieve an understanding of the attitudes of teachers about middle school academic dishonesty in greater Atlanta, Georgia. Data collection involved surveying 37 teachers. Teachers responded to open-ended questions to determine their insight about why academic dishonesty occurs in this population and to suggest ways to reduce it. Through an analysis of the teachers’ perceptions, three themes emerged: proactive strategies, pressure, and reactive strategies. To increase understanding of academic dishonesty, administrators were
interviewed for their perspectives of the themes generated by the teacher questionnaire data. Triangulation of data occurred when the findings from the teacher study, the administrators’ interview responses to those findings, and the literature reviewed were compared. The main conclusion of the research was that students may be influenced to cheat for personal internal reasons, for example, the need for perfection or outstanding grades. Students may also be tempted to cheat by external factors such as peer or parental pressure, the desire to circumvent spurious or time-consuming work, and access to viable opportunities. Teachers and administrators can reduce academic dishonesty with greater understanding of the pressures students may face and by adopting appropriate proactive and reactive strategies. Working collaboratively, teachers and administrators who address these factors may effectively curtail academic dishonesty.

Dedication
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Dayna M. Achilli
Dissertation Title TEACHERS’ PERCEPTIONS OF PROFESSIONAL DEVELOPMENT: A CASE STUDY OF A SMALL RHODE ISLAND DISTRICT

Abstract
The purpose of this qualitative descriptive case study was to examine teachers’ perceptions of the effectiveness of their professional development opportunities at a suburban Rhode Island middle school. Twenty-one full-time teachers were interviewed using one-on-one semi-structured interviews. Special education teachers spoke about their professional development scheduled by the district’s special education director as well as the professional development scheduled by building and district administrators for the whole faculty. The common threads for effectiveness of the special education professional development were that they (a) had refreshed existing skills and knowledge and (b) had pertinent topics. The third thread is that the professional development opportunities lacked a focus of raising special education students’ test scores. The common threads for the whole-faculty professional development opportunities were that they were ineffective...
due to their content, presenters, and duration. Recommendations for improving professional development were for administrators to allow teachers of the same discipline to work together and to provide teachers with choices of professional development sessions they would like to attend. A recommendation for professional development facilitators is to become knowledgeable of adult learning theories in order to provide relevant and effective professional development.

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