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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Phaedra Weiler  
Dissertation Title  EMOTIONAL INTELLIGENCE ASSOCIATED WITH ACCOUNTABILITY OF INDIVIDUAL CORPORATE BOARD OF DIRECTORS: A QUANTITATIVE STUDY  

Abstract  
The quantitative study focused on accountability by individual board of directors. The paradigm of measuring for decision-making, ethics, and other critical knowledge phenomenon in leadership proved to be interesting. The study involved using two surveys, the EQ-i-short and the Accountability, to determine the correlation between Emotional Intelligence and Accountability. Sixty-three individual board members participated in the research. Two elements of EI and accountability showed a strong positive correlation, adaptability, and intrapersonal intelligence. The results of the study support that individual board members using the two strongest emotional connectivity EI, intuitiveness and self-awareness, may help the members understand the consequences of one's actions and the importance of making informed financial decisions, which in turns helps the organization remain competitive.

Dedication  
People make a difference in one’s life, but it takes an inner emotion or awakening to accomplish such an ardent journey. I dedicate this Dissertation to my grandmother, Anne V. Zielinski, and Reverend Barry McDermott, as they continued to rest on my shoulders as I finished this doctoral journey and move forward, make decisions, and build a career with this knowledge.

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This ardent journey would not have happened without the encouragement, support, commitment, and friendship of my chair, Dr. Kevin McFarlane, throughout the final year of the doctoral journey. The patience and dedication of the long road of this doctoral journey that my committee member, Dr. Ann Deaton stood by, worked with me, and helped refine the dissertation was very important and meaningful. At the last minute, as a committee member, Dr. Michael Lindquist was upbeat, informative, knowledgeable, and very encouraging.
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Finally, to all of my cohort members and facility instructors. Teamwork, newsgroup discussions, and friendships were the most important part of the University of Phoenix Online learning process. Challenging each other through this passionate process increased the level of knowledge, writing ability, and respect for the dedication through the doctoral journey. Passion, teamwork, and focus are keywords that I used through the journey and will continue to use as a motto.

Mohd Khairi
Dissertation Title MASTER DATA MANAGEMENT MODEL EFFECTIVENESS IN INFORMATION TECHNOLOGY COMPANY

Abstract
The purpose of this quantitative with expert testimonies design method study was to identify and to further understand the Master Data Management (MDM) professionals’ preferences and experiences with the suitable MDM models (Centralized Data Model or Federated Data Model) for an organization using 21 factors. The goal was to determine the best architectural model for managing master data; and help organizations to select the architectural model to bridge the gap between its divisions, technologies, and their stakeholders. A quantitative with expert testimonies design research model was developed to examine the effects of 21 factors on MDM’s model selection. The study also addresses a significant gap in existing IT research related to MDM models. Information technology leaders must understand the impact of factors such as cost, quality, and availability on the MDM models. The results of quantitative study indicated that all factors except for Training, Reliability, Scalability, and Maintainability were found to be significantly contributed to the selection of the MDM architectural model. A review of the Expert Testimonies (ETs) reveals the effect of factors on selecting MDM models. This study will help leaders to better understand the factors that influence the MDM models and understand the expert testimonies and surveyed participants’ points of view on selecting a model with respect to each factor such as cost, performance, and availability. Recommendations for advancing this research include analysis into the relationship between these factors with respect MDM model. For example, the relations between the delivery factor and the performance factor.

Dedication
To everyone who help me in completing this journey. Specially my Dissertation Chair Dr. Ali Shaykhian.

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Throughout this journey I have had several helpers. I will be forever grateful to Sharon Hernandez. Her quality feedback in editing and APA was great. Thanks Sharon! I could not have completed this journey without the help and guidance of my dissertation committee. Special thanks go to Dr. Shaykhian, my mentor, who provided quality editing advice, prayers, and nonstop support. I will be grateful to Dr. Breault and Waters, who always provided quality and timely feedback. This was truly a dissertation team. Thanks!

Omar Lindsey
Abstract
Principals’ perceptions, particularly in special education, have an effect on the quality of education provided by the school, and can either benefit or harm the school system as a whole. Principals should be knowledgeable in the laws and policies that affect special education services since they must act as coordinators for special education services. The purpose of this study was to investigate principals’ perception of special education law inclusion programs and how their knowledge is affected by their demographic characteristics. Seventy-two principals were asked to complete a short survey on the seven principles of the special education law inclusion provision. Results of the one-way ANOVAs revealed that the principals’ age ($F = 6.662, p = .002$), experience as a teacher ($F = 8.935, p < .001$), education ($F = 15.313, p < .001$), school type ($F = 8.342, p = .005$) and graduate school specialization ($F = 7.025, p < .001$) account for statistically significant differences in the knowledge scores of the principals who participated in the study. It was also determined that the knowledge level of the principals who participated in the study is rated as below average, with the mean scores of the participants ranging from 14 – 21 out of the highest possible score of 30. As a result, it is recommended that focus be given to strengthening principals’ knowledge of special education law, particularly of the special education law inclusion provision, in order to provide the best possible educational experience for children.

Dedication
The completion of this study is dedicated first and foremost, to my family, who has served to be my inspiration in the tough times. This is also dedicated to the mentors who have so kindly guided me from this study’s conception to its completion.

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Casandra L. Holliday

Abstract
African-American males need a great presence in higher education institutions. There is an urgent need to understand the reasons African-American males go to university. The purpose of this phenomenological study was to explore the lived experiences of 20 African-American males who have successfully advanced into university. Understanding how those students feel about university provides information needed to understand the support systems and interventions considered necessary to potentially help more African-American males attend, and be successful in university. By increasing the awareness of African-American males’ perspectives of university, influential people, events, and circumstances surrounding their university enrollment and graduation, proactive measures may be taken to increase the number of African-American males attending university. The goal of the study was to identify reasons African-American males go to university so that higher education institutions can work toward increasing the number of African-American males in higher education.

Dedication
This study is dedicated to African-American males everywhere.
You are important. You matter in this society.
Your experiences, concerns, and thoughts need to be shared.
This study is also dedicated to all the men in my life:
Ronnie, Sam Jr., Sam Sr., Larry, Maurice, Corey, L .J. Sr., Lamont Sr.
Lamont Jr., Lamont III, Todd, Steve, Randy, Andre,
Kevin Sr., Kevin Jr., Terrance, Jordan, Jacari, Jamar, Greg, and Brian,
You all helped shape my life.

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Thank you God for your inspirational words I would like to share with the world: Be Strong, Be strong, Be strong (Haggai 2:4). Rejoice in our confident hope. Be patient in trouble, and keep on praying (Romans 12:12).

My wonderful husband Ronnie, you promised my parents I would have time to complete my schooling and you kept your word. You have been a rock for me to lean on and a shoulder to cry on. You pushed me when I was ready to stop and you believe I can make anything happen. Thank you! I love you forever with all my heart. You are the best husband any woman could hope for. Bobbie and Jordan Sr. thanks for having such a great son!
Kailie and Kaylen you have always believed your mom can make anything happen. I want you to know that only with God’s help is this possible. You two ladies have a drive that is important in getting things done. Use that drive to take yourselves further than me. Be better and wiser and don’t stop at anything until you reach your goal. I love you and all the nights I spent working on this dissertation was for you to have no excuse in going further in your own life. You are always in my heart and in my thoughts.

To my parents: Mom you are the inspiration that kept this going. I completed this dissertation for you so that you could be proud and stay reminded that I am a woman of integrity and I learned this from you. You have prayed and worried for me so many nights. Thank you for your love, sweat and tears, thank you. For the days you stood in for me thank you. I love you and keep believing in me. I plan to use everything you have taught me to make a difference. Just like the difference you made for me. Daddy, you are forever in my heart. I miss you and love you and I know you are smiling in heaven as I reach for the stars.

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this process. You are a part of a new season that will always help me remember that last miles are the most difficult but having someone running beside you makes the uphill journey a little easier and obtainable. Thank you.

Barbara Christe
Dissertation Title THE EXPERIENCES OF RETAINED FIRST-YEAR ENGINEERING TECHNOLOGY MAJORS: A PHENOMENOLOGICAL STUDY

Abstract
Attrition from engineering technology majors is a profound and complex challenge. The purpose of this phenomenological study was to explore and document the authentic lived experiences of retained freshman engineering technology students at a Midwestern urban university in order to explore the factors associated with learner persistence in the discipline. The data collection method consisted of semi-structured interviews with 13 engineering technology learners who successfully completed the first year of study. The data was analyzed and seven themes emerged: personal goals, classmate collaboration, faculty relationships, uneasy beginning, work effort, adaptability, and campus involvement. Learners demonstrated a strong commitment to either degree achievement or the engineering discipline. Students collaborated extensively with their peers for academic purposes but few sought social relationships with classmates. Goal focus and the disinterest in social activities were unique to engineering technology students in comparison with broader groups of college students. Findings characterized the lived experiences of persisting engineering technology learners. Educators could support first-year student activities that cultivate a desire for self-improvement and competence, with a focus on degree achievement in a discipline. Educators may find the results useful to guide decisions and interventions to support academic success.

Dedication
I dedicate this work to my family and friends who encouraged me to pursue this dream. My children, Evamarie, Andrew, and Ryan sacrificed a great deal to support a mother who worked full-time and studied full-time. I am grateful to my parents for their encouragement throughout this arduous journey. I am in your debt.

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Linda M. Moss
Dissertation Title BENEFITS OF SCHOOL BAND PROGRAMS ON ENGLISH LANGUAGE ACQUISITION AMONG ENGLISH LANGUAGE LEARNERS: A QUANTITATIVE STUDY

Abstract
Immigrant and refugee students who have been entering the United States have a pressing challenge and that challenge is the learning and comprehension of the English language. School administration and faculty have struggled to meet the needs of immigrant and refugee students in urban schools. The purpose of the quantitative correlational study was to test the hypothesis that sixth, seventh, and eighth grade immigrant and refugee band students scored higher on the Arizona Instrument to Measure Standards (AIMS) test than did junior high immigrant and refugee non-band students in the reading and comprehension of the English language, as assessed by the 2010 and 2011 reading and 2011 writing test scores of the AIMS. The target population consisted of the immigrant and refugee student population in three junior high schools in the A1 district, a Title 1 district in Phoenix, Arizona. The federal government created and developed Title 1 schools in the United States for students who were living at or near poverty and who may have been at risk of failure. The data clerks, faculty, and administrative members collected the reading and writing scores of the band and non-band sixth, seventh, and eighth graders of the three junior high schools were collected from the Microsoft Excel® program of the A1 District and the data were input into the Microsoft Excel program, then into the Statistical Package for the Social Sciences® (SPSS) program and analyzed. Two-tailed t-tests were conducted to analyze differences in the reading and writing scores between the band and non-band students in three junior high schools in Central Phoenix. A statistically significant difference in reading and writing scores was found between those students who were band participants and those who were not.

Dedication
This dissertation is dedicated to members of my family who have supported me in many ways. I am indebted to my parents. Although my father did not graduate from high school or my mother from college, they always encouraged me in my musical and academic endeavors and exhibited a strong work ethic, which I have tried to emulate. I am grateful for the
belief they conveyed to my sister, Edith and myself that a person’s life may change and improve through work and education.

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Kimberly Moyer-Driver
Dissertation Title THE RELATIONSHIP BETWEEN INFORMAL MENTORING AND A WOMAN’S POTENTIAL FOR JOB SATISFACTION

Abstract
The purpose of this quantitative descriptive study was to determine if informal mentoring impacted an individual’s career in obtaining job satisfaction (i.e. career advancement and professional development). The sample used for this study was employees who work for a government organization in the state of Virginia (VAGO a pseudonym for the Virginia government organization) and held a supervisory or higher position. The data were collected and analyzed to ascertain if acquiring an informal mentor was a factor in the success of women in the workforce. A significant number of women were taking part in informal mentoring and were satisfied in their jobs. Correlation results indicated that the small sample size limited the external validity of the study. Additional studies are recommended to validate the present findings.

Dedication
There are many special people without whom this journey would have been impossible. This dissertation is dedicated to people in my life who influenced my decision to pursue this degree and who supported me throughout my journey. First and foremost, I dedicate this dissertation to my primary inspiration my son, Joshua. May this dissertation serve as a lasting reminder that all dreams are possible; set your expectations high and never give up, keep reaching for the stars even when the rain gets in your eyes. To my best friend, Bob who encouraged me to pursue my educational dreams and who provided the motivation and support that I needed to maintain my focus when the obstacles became too much to handle. To my parents and my brother Richard, who modeled perseverance and a strong work ethic throughout my life, which I strive to follow in all that I do. To my cousins Gail and Deborah; dear friends Lindsay, Leigh, David, and Skylar who showered me with support through the many twist and turns of my journey. To my Aunt Janis and Uncle Bill, who I lost along this journey, even when you were so very, very ill you still had time to remind me to get my work completed and of the importance of higher education. To the youngest members of the family Cole, Ella, Kaitlyn, and Jordan may this dissertation serve as a reminder of the importance of education and may your journey in education open your mind, enlighten your heart and bring you as much joy as my journey has brought me. I dedicate this dissertation to all of you with deep love and appreciation.

This dissertation is proof that all things are possible with the support of family and friends. You are my inspiration in life!

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Theresa J. A. Turner
Dissertation Title THE PRACTICE OF FINANCIAL PROJECT MANAGEMENT IN THE CONSULTING ENGINEERING INDUSTRY

Abstract
The purpose of this qualitative phenomenological study was to understand more clearly the challenges that practicing project managers in the consulting engineering industry face in trying to avoid project overruns. Practicing project managers in the Commonwealth of Virginia who had experienced projects with overruns participated in semi-structured interviews and data from those interviews was used to identify emergent themes and patterns. Eight thematic categories emerged from the data: (a) motivation, (b) challenges of project managers, (c) perceived effect of challenges to work performance, (d) experience with project overruns, (e) experience with no project overruns, (f) causes of project overruns, (g) professional development opportunities, and (h) suggestions to improve work performance of project managers. The research revealed specific elements in the practice of financial project management that were contributory factors in project overruns. The recommendation is that consulting engineering organizations and academia may benefit from the results of this study and have a consideration for training and education that prepares project managers in advance for the challenges they face. This may lead to enhancements in strategy planning to address those challenges and potential benefits of improvements in the practice of financial project management that improve the financial and competitive position of the organization.

Dedication
I would like to dedicate this dissertation to Ruby Turner, my mom, who passed away during this journey. I can only imagine the sense of pride she would have felt upon completion based on the endless encouragement she offered.

Claudia Gutierrez
Dissertation Title PARENTAL INVOLVEMENT IN THE IMMIGRANT COLOMBIAN COMMUNITY

Abstract
Parental expectations, attitudes, and behaviors and parent-teacher relationships have been shown to positively impact student learning and achievement (Hill, 2001; Hoover-Dempsey et al., 2005; Jeynes, 2005; Olivos, 2006). Theories and
research have failed to create interventions that reverse the downward trend of Latino students (Olivos, 2004; Wong & Hughes, 2006). The purpose of this qualitative phenomenological study was to explore the lived experiences of Colombian parents who immigrated to the United States within the past 5 years. Five thematic categories emerged from the analysis of the 10 interview data from the participants of the study. These categories centered on the following topics: (a) parental participation, (b) difference between the U.S. and Colombia, (c) suggestions to increase parental participation, (d) barriers, and (e) concern about American education. The recommendations were centered on the following topics: (a) language policies to accommodate parents who are not proficient in English, (b) scheduling flexibility, (c) student outcome comparisons, and (d) effects of language policies on parental involvement.

Dedication
The research study is dedicated to my children, Erika and Franklin. Thank you for allowing me to work through this journey. You both had to do without many things because of this journey. To my parents, thank you for caring for Erika and Franklin when I was away, teaching me about tenacity and the tireless work for our immigrant community. Grandpa, thanks for watching over me as I typed.

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Ann McDaniel-Echols

Dissertation Title HURRICANE KATRINA SURVIVORS’ PERCEPTIONS OF RECOVERY, SERVICE AGENCY LEADERSHIP, AND GENDER: A PHENOMENOLOGICAL STUDY

Abstract
During any disaster crises, there is a need for help and assistance. In spite of all the disasters that the United States has encountered, Hurricane Katrina was one of the most devastating. The purpose of the proposed qualitative phenomenological study was to explore the lived experiences of Hurricane Katrina survivors’ and their perceptions of their interactions with male or female service providers during their recovery process. The participation during this study suggests that many bad decisions were made during this hurricane. There is a constant need for persistent disaster management among emergency personnel. Using NVivo 8, data were analyzed to indentify common themes. The findings from the study indicated bias and misperceptions, possibly due to race. Among these participants, gender has proven to not be factor in the recovery of Hurricane Katrina victims. Disaster management leadership has a need for reform and it will be a challenge to future lawmakers, government, policymakers, and local city leaders. The McDaniel-Echols recommended Transformative Model of Leadership and Recovery for Disaster Victims was designed to help leadership reassess current practices in disaster recovery.

Dedication
First, I give praise, honor, and glory to God Almighty! Without his love and my faith in him, I could not have accomplished this work or overcome any other obstacles in life. To my special friends: Oko Usun, Ernest J. Johnson Jr., Yolanda M. Brown, Mr. Frank Jamison, Mr. Jesse Lee Echols Sr., Pamela L. Randall and Barbara J.Harrell, who supported me before, during, and after this journey, you made my life learning experience possible and provided motivational guidance as usual. I also dedicate this work to my deceased mother, Catherine Ophelia Perkins McDaniel; son, Christopher Lee Echols; and great aunt, Olivia Weston. This is truly possible because of all the sacrifices, talent, skills and educational tools and faith in God my mother, Catherine Ophelia McDaniel gave me. Most importantly, I would like to thank my spiritual advisors, who have given me the extra faith and strength to finish this journey. Also, my doctoral classmates and cohorts, who I have contacted during these years; we gave each other the strength to endure when personal times were difficult. Finally yet
importantly, I would like to thank, LOVE, of all my past and present co-workers and friends who I meet during my transition phases as a Hurricane Katrina survivor. Those friends who reminded me often of a strong will to adapt to and endure in life no matter the circumstance or obstacle. You all have motivated me, and I love you truly!

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Angela R. Robinson
Dissertation Title AN EXPLORATION OF THE INFLUENCE OF GENDER-ROLE ORIENTATION ON PERCEPTIONS OF SUCCESSFUL LEADERSHIP

Abstract
The slow ascent of women into the senior level positions has affected their levels of power and influence and has minimized their ability to attain many of the benefits afforded their male counterparts. Research supports that a company experiences higher return on equity and total return to shareholders when women are in senior level positions. The study sought to determine the relationship between the gender-role orientation of individuals and their perception of successful leadership, and determine to what extent men and women with similar gender-role orientations perceive successful leadership. This quantitative correlational study consisted of conducting surveys using self-reporting, validated instruments to collect data, and using statistical procedures to analyze the data. The Schein Descriptive Index assessed perceptions of leadership and the Bem Sex-Role Inventory determined gender-role orientation. The analysis of the data for both research questions entailed a three-step process consisting of one-way ANOVA tests with eta coefficients, retaining the dependent variables with the largest eta coefficients, and performing Scheffe post hoc tests on the retained dependent variables. The findings from the study suggest that there was no significant relationship between gender-role orientation and perceptions of leadership. An unforeseen finding of the study was that previous gender stereotypes of women and leaders were not present and the characteristics ascribed to women leaders contained traits Schein identified as male traits. The implication of the findings is that there may be an evolution in the views about men, women, and leadership. Recommendations for future research include (a) increasing the sample size by contacting organizations directly for support, (b) target individuals in key decision-making positions such as those on search committees for executives or with the authority to promote, and (c) use Q-methodology to examine the subjective opinions of individuals and discover patterns that may exist.

Dedication
To my wonderful daughter, Ashley, I dedicate this study. She has served as an inspiration to me thorough out the process. Thanks for understanding the times that I was away from home or busy pursuing the dream.

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To my UoP Cohort I say, “It is finished!” We have all crossed the threshold.

To all my family and friends who journeyed with me and kept me lifted up in prayer, this accomplishment is another example of how the prayers of the righteous avail much. Thank you!

Alexander S. Odemba
Dissertation Title CORRUPTION IN SUB-SAHARA AFRICA: A PHENOMENOLOGICAL STUDY

Abstract
A qualitative phenomenological study was conducted to identify and describe the challenges of government leaders with regard to addressing corrupt practices in sub-Saharan Africa. Twelve senior government leaders were interviewed to explore their perceptions on corrupt practices in Sub-Saharan Africa. A qualitative phenomenological research method developed by van Kaam and modified by Moustakas was the selected research design. Interview data collected resulted in five themes encompassing the need for change in education and behaviors among citizens, media freedom, government transparency, election reform, and global sanctions. The findings led to recommendations to assist government leaders in the combat of corruption: (a) civic education of ethics, (b) reform of the legal and political system, (c) improvement of procurement procedures, (d) stringent court and departmental punishment, and (e) engagement of civic organizations in the war against corrupt practices. Research papers have explored incidences of corruption in sub-Saharan Africa; however, few have directly sought the point of view of leaders with regards to challenges of corrupt practices and within this grouping, none has ever sought leader's own responses on lived experiences pertaining to corrupt practices. The findings of this study filled this void. The study findings provide a fresh perspective of challenges of corrupt practices particular to leaders in sub-Saharan Africa that extend beyond the prevailing theories of corruption.

Dedication
I dedicate this study to my wife and friend Beatrice, and my adorable children Imelda, Yvonne, and Amedeus for appreciating and supporting me even when they had seen the worst of my low moments. To you my special family, this degree is as much mine as it is yours! Most of all, this dissertation is dedicated to all those resilient leaders who have fought corruption in all its forms in sub-Saharan Africa, daring to swim against the tide.

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Eugene Taylor Jr.
Dissertation Title A STUDY OF DIVERSITY OF HOME OWNERSHIP IN COMPTON, CALIFORNIA

Abstract
Foreclosure was a local problem for minorities before foreclosure became a national problem. Dishonest lenders took advantage of African American and Latino families, contributing to the 2007 economic downturn. Huge gaps persisted in homeownership between minorities and non-minorities. The specific problem was minority homeownership was 26% less than non-minority homeownership. This quantitative correlational study compared survey questionnaires from 109 Compton, California, residents. Quantitative designs used statistics to compare variable association, track trends, and interest levels to determine if the dependent and independent variables were associated with the homeownership gap. This quantitative research examined relationships between discrimination, income, education, predatory lending, credit history, and wealth of homeowners and non-homeowners in Compton, California. Analysis of the six hypotheses determined that a relationship existed between income, education, and wealth. The results indicated that significant relationships existed between the variables but this study did not conclude any variable as the reason for the homeownership gap. The conclusions of this research suggested that additional research was necessary to determine the relationships that contributed to the homeownership gap. This study recommended the variables of home tenure choice, negative equity effects, and inter group comparisons were added to previous variables to develop adequate conclusions about the homeownership gap between minorities and non-minorities.

Dedication
I dedicate this dissertation to those who supported me through this life-changing journey. I dedicate this dissertation to the LORD, who gave me the health, strength, and mental toughness to endure. I dedicate this dissertation to my loving wife, Dauphne Taylor, for her support and encouragement that helped me continue when I wanted to quit. Last, I dedicate this dissertation to my parents. They were here when I started this journey but were not here to see me finish but made it possible to pursue higher education.

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made it possible to achieve my education dream. Last, I acknowledge University of Phoenix staff for their continued support throughout the entire program.

Carolyn A. Scales  
Dissertation Title THE AFRICAN AMERICAN WOMAN’S LEADERSHIP EXPERIENCE IN CORPORATE AMERICA: THE INFLUENCE OF RACE AND GENDER

Abstract  
Women have increasingly entered senior-level leadership positions in corporate America. However, a disparity has existed regarding the number of African American women in senior-level leadership positions (Combs, 2003). African American women represented 5.3% of all people employed in management, professional and related occupations in 2009 and 5.2% in 2007 (Catalyst, 2008, 2010). In 2009, women of color held 3.2% board seats, as opposed to white women holding 12.2% and men holding 84.8% (Catalyst, 2010).

The goal of the current qualitative, phenomenological study was to explore lived experiences of 16 African-American women leaders employed in corporate America. The five themes found in the study that contributed to the underrepresentation of African American women in senior level leadership were mentoring, work harder and outperform exclusion from informal social networks commonly available to male executives, exposure, and dual bias of race and gender. The three sub-themes were family commitment, importance of education, and leadership styles. Responses to the interview questions described participants’ methods for succeeding in dominant culture organizations. Consistent answers to interview questions were able to form a basis for conclusive analysis of the experiences.

Gender studies have focused on women, women of color, and the glass ceiling to describe women’s leadership experience within senior-level leadership positions in corporate America (Castilla, 2008; Jordan, Clark, & Waldron, 2007). The lived experiences of African American women in senior-level leadership positions in corporate America required an intersectionality analysis. African American women’s leadership experience within dominant culture organizations served as a catalyst for exploring identity negotiation within gendered and raced organizational frameworks (Beal, 2008; Castilla, 2008; Parker, 2005).

Organizational leaders, researchers, scholars, and practitioners may use the findings of the study by focusing on inclusive theoretical frameworks that address race and gender in organizations and leadership practices (Hillman, Shropshire, & Canella, 2007; Parker, 2005). Executive leadership may use the findings to determine the positive relationship between diversity in leadership and financial performance.

Dedication  
I dedicate this study to all African American women who have visions of becoming leaders of organizations today and in the future.

The verse below reflects the strength and value African American women must see in themselves. The poem is a description of the African American woman who values herself as a woman of color and a leader.

I Am the Ocean

“…I am your future  
When the waters embrace me…when the moon glows down…you clearly, see me shining…  
I …Am….A Jewel…I shine  
I am Priceless…Incomparable…Undeniable…Wonderful Me” ~ Nikki Giovanni

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James Pickett
Dissertation Title THE SELF-PERCEPTIONS OF SAINT LEO UNIVERSITY ADJUNCT FACULTY CONCERNING THEIR INSTITUTION

Abstract
This quantitative study was designed to determine job satisfaction within the adjunct faculty members at Saint Leo University in Florida. The study was conducted using an electronically delivered questionnaire that consisted of both a demographic and a faculty survey. The demographic questionnaire consisted of 10 multiple choice questions and one open-ended response question, and the faculty survey consisted of 11 multiple choice question and four open-ended response questions. The study revealed that most adjunct faculty members have a very positive level of job satisfaction; however, the group employed on the main campus showed significantly lower levels of satisfaction than their counterparts teaching in the online environment and at the continuing education centers. Recommendations from the study include rerunning the study in the fall or spring terms when greater numbers of adjunct faculty are working, and conducting further research into why the main campus results were so much lower than the other two work environments.

Dedication
This study is dedicated to my friends and family who have stood by me throughout this process, and to the men and women who work daily as adjunct faculty across the country in an effort to improve the lives of their fellow citizens.

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Arlen M. Griffey

Dissertation Title
INFRASTRUCTURE DISASTER MANAGEMENT: INSIGHT FROM SMALL BUSINESS LEADERS AFTER A MEGA DISASTER

Abstract
During the 2005 storm season, hurricanes Dennis, Katrina, and Rita significantly disrupted business infrastructure along the American Gulf Coast. In New Orleans alone, the aftermath of the mega-disaster closed 18,000 businesses and caused over 1,300 deaths. The mega-disaster also closed thousands of businesses in coastal Alabama, Florida, Louisiana, and Mississippi with damage estimated between $40 and $50 billion. The quantitative, correlational study investigated relationships between the availability of business infrastructure during the mega-disaster and Gulf Coast small business leaders’ perceptions of disaster management. The study examined perceptions of Gulf coast small business leaders who sustained business operations during the 2005 storm season. A statistically significant correlation emerged between small business leaders’ perceived pre-disaster planning and perceived severity of actual events. The correlation between the perceived severity of actual events and small business leaders’ perceptions of the post-disaster response was insignificant. Findings suggested that perceptions about the severity of the actual disaster were disconnected from participants’ perceptions about the post-disaster response. Although small business leaders perceived there was major damage from the hurricanes, the data did not reflect perceptions that a disaster response that was similar to the major damage along the Gulf Coast. Results from the study suggested businesses have different needs based on whether operations are traditional brick and mortar or Internet-based organizations. Study findings suggested a need for segmented disaster planning to avoid generic disaster approaches, disaster planning incorporating local community insight, and further research leading to improvement in disaster planning or disaster response.

Dedication
This work is dedicated to my wife, my mother, and my family. My wife, Imelda Griffey, preserved, encouraged me, and served as an inspiration throughout the doctoral journey. I cannot imagine a better partner in life. My mother, Patricia Gardner, gave me the gift of reading and the love of learning to satisfy my curiosity throughout my life. My family never begrudged the missed weddings, holidays, family reunions, and other typical life events I missed through this journey and continually supported the doctoral effort.

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James Edward Clemonts Jr.

Dissertation Title
LEADERSHIP PERSPECTIVE ON MIDGRADE OFFICER RETENTION IN THE UNITED STATES ARMY: A PHENOMENOLOGICAL STUDY

Abstract
Since 2001, Army Reserve (Army Reserve) personnel have been called upon to deploy in support of Department of Defense (DoD) initiatives for the Global War on Terrorism and other domestic and international security requirements. A shortage of available midgrade commissioned officers in the Army Reserve has created a challenge for DoD leaders in terms of balancing the force. The purpose of the qualitative phenomenological study was to explore the lived experiences of senior leaders during single or multiple deployments, and as policy makers covering the years 2006 through 2009. Capturing and understanding the senior leader’s feelings, perceptions, and attitudes during the lived experience of counseling midgrade officers in a combat environment is the essence of the phenomena. Twenty Department of the Army
Dedication

This work could not have been completed except by the grace of God. I am perpetually grateful to my Heavenly Father for His unyielding faithfulness. God opened doors and provided me with a “dream team” of supporters that exceeds what the mind can comprehend. God is awesome! I dedicate this dissertation to the “dream team.” In honor of my parents, James and Katie Clemons, the first people on the team who instilled in me the value of lifelong learning, because of them I am motivated to never stop learning. Next on the team is my beautiful wife Olivia, a Godly woman, exceptional mother, and my dearest friend. Olivia made a daily sacrifice of praying for me and taking on my daddy duties as she encouraged me to chase my dreams. Olivia never once complained; she is a phenomenal woman. I give a special “shout out” to my children, Jamine (the explorer), James III (the conqueror), and Kimberly (the investigator) for standing by me and continuing to love me through all the mistakes I made as a father. Finally, this dissertation is dedicated my cheerleaders, the many wonderful people who have been a positive influence in my life, people who deliberately said positive things and provided Godly counsel to encourage me and were willing to boost me by allowing me to stand on their shoulders. I will always remember them for their kindness and words of inspiration. You know who you are, but just in case you are: my step-mother, my aunt and uncle, my sisters, my brothers “shout out to you Ivan,” my cousins, and a host of friends (Chief Oscovitch) I met along life’s journey.

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Donnisha T. Beverly

Dissertation Title LEADERS’ EMOTIONAL INTELLIGENCE AND SUBORDINATE CONTEXTUAL PERFORMANCE: A QUANTITATIVE STUDY

Abstract

The purpose of the quantitative research study was to identify correlations of the relationship between information technology leaders’ emotional intelligence and subordinate job performance within the Association for Information Technology Professionals (AITP) and the Information Technology (IT) Specialist group in LinkedIn, a business-oriented network website. The study employed a quantitative, correlational approach by administering two validated quantitative instruments—the Emotional Quotient Inventory (EQ-i) and Van Scotter and Motowidlo’s (1996) measures for contextual performance (interpersonal facilitation and job dedication)—to information technology leaders. The findings indicated that there is a positive relationship between IT leaders’ emotional intelligence scores and subordinates’ job performance ratings. Specifically, higher IT leaders’ general mood scores, and optimism scores are associated with subordinates’ higher interpersonal facilitation and job dedication scores. Furthermore, IT leaders’ higher impulse control scores are associated with subordinates’ higher job dedication scores. However, IT leaders’ emotional self-awareness and stress tolerance are negatively associated with subordinates’ job dedication scores, but only when optimism and emotional self-awareness are simultaneously included as predictors.

Dedication

I dedicate this study to my family: my love Monte, my mother Denise, my sister Tiffany, my brother Lawrence, my nephews Jamal and JahKai, and my grandmother Delorse. Thank you all for being patient, encouraging, and understanding through
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Gary David King
Dissertation Title PUBLIC WORKS DIRECTORS’ PERCEPTIONS OF THE EFFECTS OF STAKEHOLDERS ON ENVIRONMENTAL POLICIES IN CALIFORNIA CITIES

Abstract
The current triangulation mixed methods study focused on the perceptions of 79 public work directors on the effects of stakeholders on new or revised environmental policies. Developing a policy cost more than $54,000 and used more than 500 hours of staff time. Seventeen percent of these policies were stopped or placed on hold because of external stakeholders. Directors indicated that just under 30% of the stakeholders had no knowledge of the policies when the policy was implemented. Analysis of variance (ANOVA) was used to compare quantitative responses of directors from large and small cities indicated no significant difference between these groups. In open-ended responses, directors identified communication and education with stakeholders as important for successful development and implementation of environmental policies. Directors indicated that communication and over communication with stakeholders were important to obtaining approval of an environmental policy. Triangulation of quantitative and qualitative data indicated governing boards could be influenced by stakeholder groups to delay or stop an environmental policy. Members of a governing board are sensitive to stakeholders and stakeholders can stop an environmental policy using tactics such as disinformation. Stakeholders, the governing board, and public work directors are sensitive to the actions of each other. Changes, whether communicated or not, can provoke positive and negative reactions that can affect the development and implementation of an environmental policy.

Dedication
This study is dedicated to family and friends, my mentor, and my committee members who provided support during the dissertation process. In addition, this study is dedicated to the leaders and staff of government who continue to do the right
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