

HOODING CEREMONY FOR THE  
*Doctorate in  
Professional Leadership*



Wednesday, May 17, 2023  
5:30 p.m.  
Converse University  
University Center of Greenville

**Doctorate in Professional Leadership  
Hooding Ceremony  
May 17, 2023**

Call to Order ..... Dr. Lienne Medford  
*Dean of Education and Graduate Studies*

Welcome ..... Dr. Boone J. Hopkins  
*University President*

Recognition of Committee Members  
and Special Guests ..... Dr. Joe Wilferth  
*Provost and Vice President for Academic Affairs*

Hooding of Candidates..... Leadership Faculty  
Dr. Keshia Jackson Gilliam  
*Director of Master in Management Program*

Dr. Lee Givins  
*Chair, Leadership Studies*

Dr. Jeff Martin  
*Assistant Professor*

Dr. Lienne Medford

Presentation of Thomas McDaniel Award..... Dr. Lienne Medford  
for Outstanding Doctoral Dissertation

Cohort Presentations..... Candidate Representatives

Reflections and Farewell ..... Dr. Lee Givins

*Honor Cords may be worn by candidates with their regalia. Kappa Delta Pi, an International Honor Society in Education, is signified by a green and purple cord. Phi Kappa Phi, an Interdisciplinary National Honor Society, is signified by a gold and navy cord.*

## **Professional Leadership Faculty**

Dr. Keshia Jackson Gilliam  
Dr. Lee Givins  
Dr. Jeff Martin  
Dr. Lienne Medford

## **Faculty Teaching Leadership Courses**

Dr. Michael Chewning  
Dr. James Hartman\*  
Dr. Jack Knipe\*  
Dr. Ray Royalty\*

## **Converse Faculty & Staff Serving on Committees\***

Dr. William Corder  
Dr. Margaret Lee  
Dr. Shirley Sealy  
Dr. Evan Thomas  
Mr. Wade Woodward

## **Outside Committee Members**

Dr. Cindy Alsip  
Dr. Laura Brooks  
Dr. Rebecca Fowler  
Dr. Bernard Frost  
Dr. Justin Lovelace  
Mr. Brooks Moss  
Dr. Loretta Jo DeAngelis Ramey  
Dr. Carla Tucker  
Dr. Kelly Ann Van Auker Ergle  
Dr. Meagan Wagner  
Dr. Amy Walker

## **McDaniel Award Committee Members**

Dr. Kevin DeLapp  
Dr. Tom McDaniel  
Dr. Jayne Reuben

# Candidates for the Professional Leadership Doctoral Degree

**Catherine Thackston Adams**

Simpsonville, South Carolina

BA, Clemson University

MA, Furman University

Dissertation: *An Examination of Addictive Cultural Elements that Influence Workaholic/Codependent Behaviors in Teachers and the Ability of Authentic Leadership to Enhance or Inhibit those Cultural Elements*

Committee Members:

Dr. Jeff Martin, chair

Dr. Keshia Jackson Gilliam

Dr. Ray Royalty

**Ashley Holland Adkins**

Simpsonville, South Carolina

BA, Furman University

MSEd, Arkansas State University

Dissertation: *How Generation Z Teachers Experience Enhancers and Inhibitors to Teacher Retention in South Carolina's Public Schools*

Committee Members:

Dr. Keshia Jackson Gilliam, chair

Dr. Lee Givins

Dr. Cindy Alsip

**Reggie Jermaine Browning**

Spartanburg, South Carolina

BS and BA, University of South Carolina

MBA, Webster University

CPA, State of South Carolina

Dissertation: *Influences that Lead to Effective and Successful Fundraising for South Carolina Private Higher Education Institutions*

Committee Members:

Dr. Jeff Martin, chair

Dr. Lee Givins

Dr. Justin Lovelace

**Natalie Abrams Childs**

Spartanburg, South Carolina

BS, Wofford College

MLIS, University of South Carolina

SLIS, University of South Carolina

Dissertation: *School Librarian Leadership: Perceptions and Practice*

Committee Members:

Dr. Lee Givins, chair

Dr. Shirley Sealy

Dr. Rebecca Fowler

**Holly Lauren Duncan**

Greenville, South Carolina

BS, Bob Jones University

MS, Bob Jones University

MBA, Emory University

Dissertation: *Organizational Embeddedness and the Roles of Support and Psychological Safety for Caregiving Senior-Level Employees Experiencing Work-Family Conflict*

Committee Members:

Dr. Jeff Martin, chair

Dr. Keshia Jackson Gilliam

Dr. Ray Royalty

**Denise Hicks Eubanks**

Union, South Carolina

BA, Limestone University

MEd, Converse University

Dissertation: *A Meta-Analysis of the State of South Carolina End-of-Course Examination Outcomes in Algebra I and Biology I in Virtual Schools versus Traditional Schools*

Committee Members:

Dr. Lee Givins, chair

Dr. Keshia Jackson Gilliam

Dr. Amy Walker

**Austin McDonough Fisher**

Charleston, South Carolina

BS, College of Charleston

MBA, West Chester University

Dissertation: *Systematic Review Of The Four-Day Workweek*

Committee Members:

Dr. Keshia Jackson Gilliam, chair

Dr. Lee Givins

Dr. Jack Knipe

**Elena Victoria Ghionis**

Aksuek, Kazakhstan

BA, University of Sociology and Psychology  
MEd, University of Sociology and Psychology  
MS, Arabaev University  
MAT, Converse University

Dissertation: *Autism Spectrum Disorder Professional Development and Special Education Teacher Self-Efficacy*

Committee Members:

- Dr. Lee Givins, chair
- Dr. Lienne Medford
- Dr. Kelly Ann Van Auker-Ergle

**Kathleen Mayes Hines**

Mayesville, South Carolina

BA, Converse College  
MA, Southern Methodist University

Dissertation: *A Qualitative Meta-Ethnography of Classical Learning and its Intersections with Critical Thinking, Reflection, and Leadership*

Committee Members:

- Dr. Lee Givins, chair
- Dr. James Hartman
- Dr. Jack Knipe

**Amy Shaw Hiott**

Fountain Inn, South Carolina

BA, University of South Carolina Upstate  
MEd, Converse University

Dissertation: *South Carolina Special Education Administrator Credentialing With CASE Standards At Its Core: Creating High Quality Leadership*

Committee Members:

- Dr. Jeff Martin, chair
- Dr. William Corder
- Dr. Meagan Wagner

**Helen Elizabeth King**

Lexington, South Carolina

BS, University of South Carolina  
MAT, University of South Carolina  
MEd, University of South Carolina

Dissertation: *Gender Issues in Educational Leadership: A Meta-Ethnography*

Committee Members:

Dr. Jeff Martin, chair  
Dr. Keshia Jackson Gilliam  
Dr. Margaret Lee  
Dr. Loretta Jo DeAngelis Ramey

**Bakita Stinnett Knebel**

Duncan, South Carolina

AA, Spartanburg Community College  
BA, University of South Carolina Upstate  
MAT, Converse College  
MEd, Coastal Carolina University  
EdS, Converse University

Dissertation: *A Systematic Review of the Effects of a Continuous Improvement Model based on Lean Six Sigma Processes Methodology as it Translates over to be a Successful Reading Continuous Improvement Model used in Education*

Committee Members:

Dr. Jeff Martin, chair  
Dr. James Hartman  
Dr. Carla Tucker

**Meredith Linyard Lockamy**

Statesville, North Carolina

BS, East Carolina University  
MAT, Converse University

Dissertation: *Impact of the COVID-19 Pandemic on the Mental-Emotional Health of Public School Personnel*

Committee Members:

Dr. Lee Givins, chair  
Dr. Evan Thomas  
Dr. Shirley Sealy

**Constance Margaret McCarley**

Spartanburg, South Carolina

BA, Converse College  
MLA, Converse College

Dissertation: *A Phenomenological Study of Teacher Approaches to 1:1 Technology Implementation in Instruction and its Effect on Student Engagement*

Committee Members:

Dr. Jeff Martin, chair  
Dr. William Corder  
Dr. Laura Brooks

**Pamela Brogden Morgan**

Gaffney, South Carolina

BA, University of North Carolina - Wilmington  
MEd, Winthrop University  
BA, King University

Dissertation: *Using Leader-Member Exchange to Explore Relationship Outcomes Related to Job Satisfaction and Turnover Intention for Leaders and Followers in Nonprofit Child Advocacy Centers: A Phenomenological Perspective*

Committee Members:

Dr. Jeff Martin, chair  
Dr. Keshia Jackson Gilliam  
Dr. Brooks Moss

**Jennifer Joy Wright**

Greenville, South Carolina

MLIS, University of South Carolina  
MS, Western Governors University

Dissertation: *An Analysis of the Reactions Toward Diversity of Hiring Managers in Libraries in the United States*

Committee Members:

Dr. Lee Givins, chair  
Dr. Keshia Jackson Gilliam  
Mr. Wade Woodard

---

Our graduate and doctoral students are innovative leaders, and creative thinkers who are ready for the next step in their professional journey.

Learn more!  
[converse.edu/graduate](http://converse.edu/graduate)

