



## Terry B. Rogers College of Education & Social Sciences

Committed to Advancing Society by Developing Professionals to  
**Lead | Serve | Educate**

# Monthly Faculty & Staff Newsletter

### Greetings from the Dean



**Dr. Gary Bigham**  
Regents Professor | Dean

With March upon us, we look forward to spring break. With that also comes a change in seasons from winter to spring (March 20<sup>th</sup> this year). Our mid-term is on the 21<sup>st</sup>, which also coincides with the last day for finals for 8-week courses. Midterm grades for developmental and core courses are due on the 24<sup>th</sup>, and the last day to drop or withdraw from a regular term course with a grade of X is on the 31<sup>st</sup>.

Oh, and by the way, the time changes on the 9<sup>th</sup>, so be sure to spring those clocks forward an hour, that is if you still have clocks that do not change themselves. Suffice it to say March is a pivotal point in the spring semester and time is slipping by rapidly. Do not lose the opportunity to make the most of every moment.

### In This Issue

Why, Values, Beliefs,  
Vision, and Mission

Assessment,  
Accountability, &  
Accreditation

Strategic Planning

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Curriculum &  
Instruction

Faculty and Staff

Research

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### Follow us



[wtamu.edu/coess](http://wtamu.edu/coess)

## Finite and Infinite Games and Mindsets Rehashed

I added “rehashed” to the title because I used this same video in the April 2024 newsletter. We are always striving to be the best (however “best” is defined), but at what cost (1:32-1:42)? Are we guilty of trying to force finite rules to infinite games?



After viewing this video, consider that we are now in the heart of student recruitment season. I challenge you to view the video again from a student recruitment perspective (a finite game 1:44-2:00) and an education perspective (an infinite game .0.27-1.06 and 2:00-2:23). Are we applying the right rules to the games we are playing and are we differentiating between the two?

# Revisoning the Terry B. Rogers College of Education and Social Sciences

## Our Why, How, and What

### Why?

Everything we do in the Terry B. Rogers College of Education and Social Sciences centers on our deep-held belief that knowledge is key to shaping a better future for the people who comprise our society. In short, we do what we do because people matter!

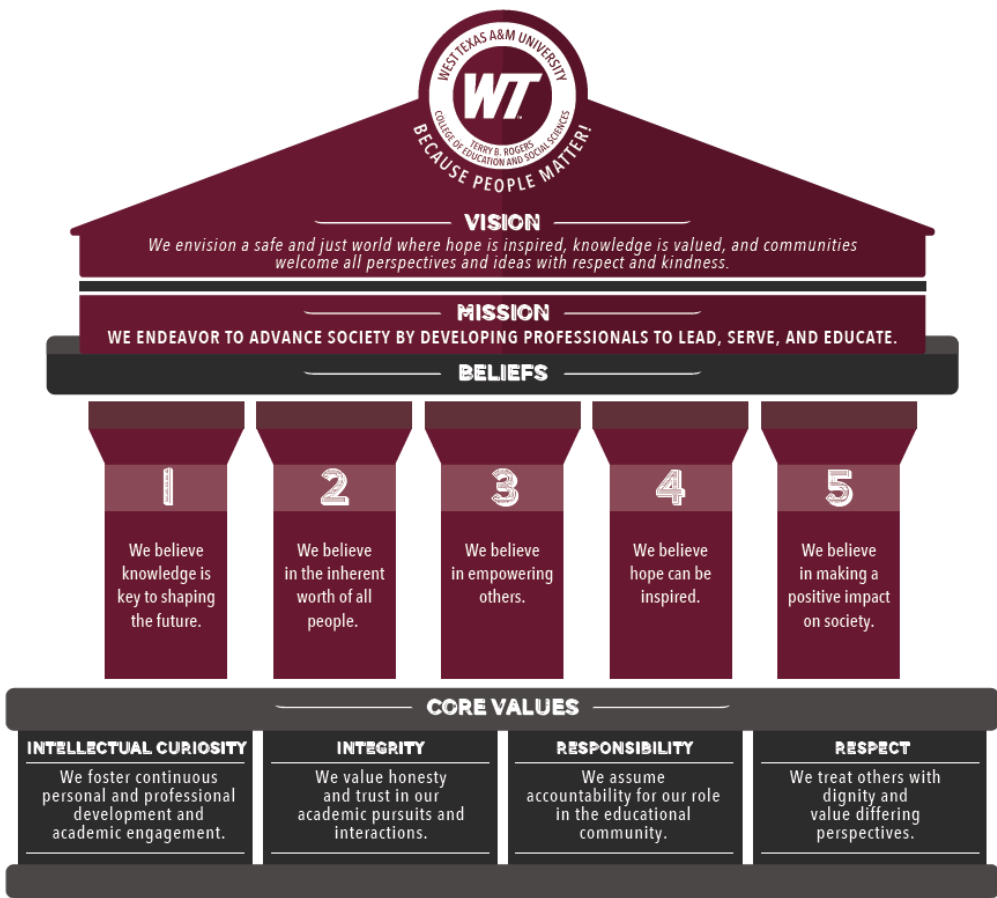
### How?

Through a combination of traditional and online course offerings coupled with meaningful engagement in internships, practicums, clinical experiences, research, and service, we avail opportunities for individuals seeking advanced credentials to positively impact society. We offer high-quality, competitively priced degree and certification pathways for traditional and non-traditional students leading to Bachelor's, Master's, and Doctoral degrees, in addition to an array of professional certificates in Education and the Social Sciences.

### What?

We contribute to the advancement of society by developing professionals to lead, serve, and educate.

WHY | VALUES | BELIEFS | VISION | MISSION



# ALIGNMENT

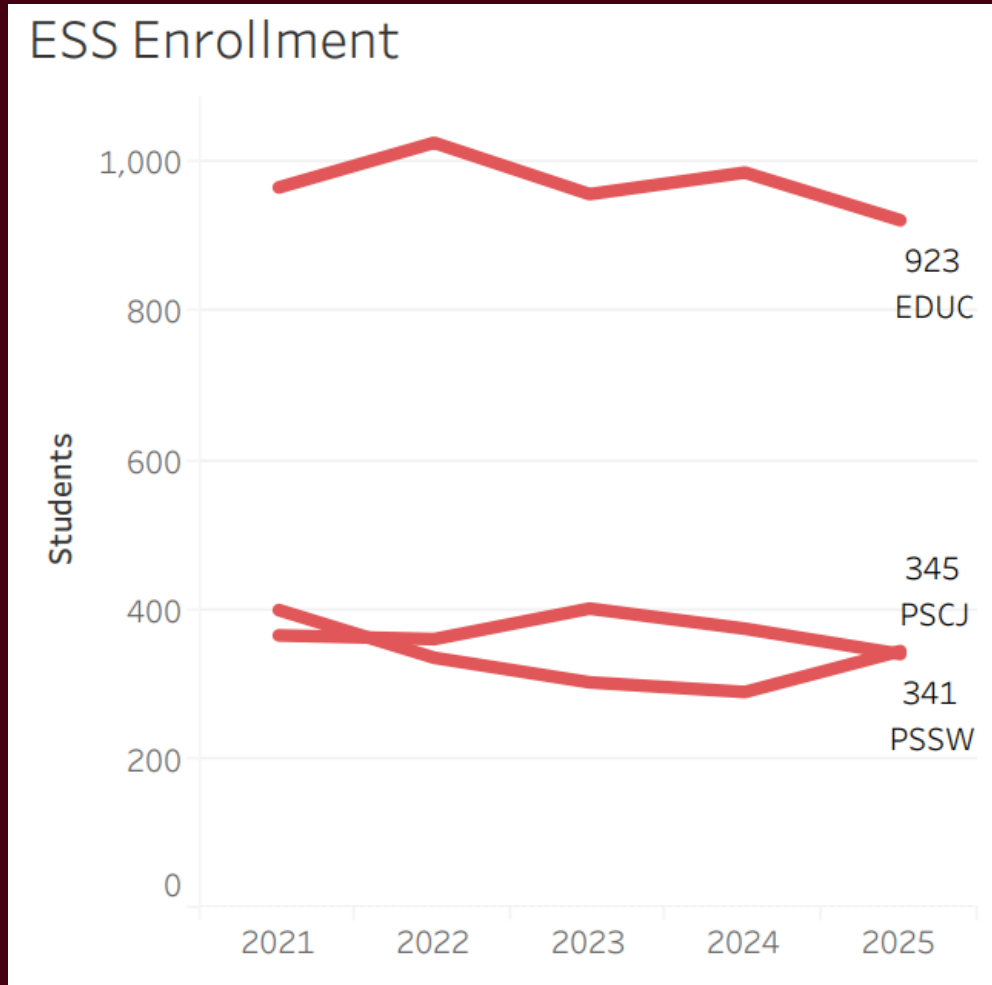
As a college within the university, it is important that our values (and beliefs), vision, and mission align with the university's. However, with a focus on people and society, there is a reasonable expectation that our values, beliefs, vision, and mission as a college may have different, or more specifically defined meanings than those that may be more broadly defined by the university. Consider the following in terms of alignment:

| Terry B. Rogers College of Education and Social Sciences  | West Texas A&M University  |
|---|--|
| <p><b>Our Why:</b> Because people matter!</p> <p><b>Vision:</b></p> <p>We envision a safe and just world where hope is inspired, knowledge is valued, and communities welcome all perspectives and ideas with respect and kindness.</p> <p><b>Mission:</b></p> <p>We endeavor to advance society by developing professionals to lead, serve, and educate.</p> <p><b>Beliefs:</b></p> <ul style="list-style-type: none"> <li>• We believe knowledge is key to shaping the future.</li> <li>• We believe in the inherent worth of all people.</li> <li>• We believe in empowering others.</li> <li>• We believe hope can be inspired.</li> <li>• We believe in making a positive impact on society.</li> </ul> <p><b>Core Values:</b></p> <ul style="list-style-type: none"> <li>• Intellectual Curiosity – We foster continuous personal and professional development and academic engagement.</li> <li>• Integrity – We value honesty and trust in our academic pursuits and interactions.</li> <li>• Responsibility – We assume accountability for our role in the educational community.</li> <li>• Respect – We treat others with dignity and value differing perspectives.</li> </ul> | <p><b>Vision:</b></p> <p>Guided by its pioneering spirit, West Texas A&amp;M University is recognized for its excellence in teaching and learning, and a strong focus on engaging students in experiences that aid in the development of skills, capabilities, and insights. Our vision is to become a Regional Research University responsive to the forces that shape who we are. Our distinctive focus on the people and places of the Panhandle region will be acknowledged throughout Texas, across the country, and around the world.</p> <p><b>Mission:</b></p> <p>The mission of West Texas A&amp;M University is to provide intellectually challenging, critically reflective, regionally responsive, and comprehensive academic programs that discover, interpret, apply, and disseminate knowledge for preparing the next generation of global citizens.</p> <p><b>Core Values:</b></p> <ul style="list-style-type: none"> <li>• Academic Freedom – We champion the free exchange of ideas.</li> <li>• Service – We put the needs of others first.</li> <li>• Pragmatism – We seek to apply what we learn for the betterment of community.</li> <li>• Innovation – We embrace better ways to shape the future.</li> <li>• Respect – We treat others with dignity which flows from the humanity of each individual.</li> <li>• Engagement – We promote citizenship and being part of something larger than oneself.</li> </ul> |

## STUDENT COUNT

### Spring Census Statistics

According to final Spring census numbers obtained from the Office of Institutional Effectiveness, the Terry B. Rogers College of Education and Social Sciences began the Spring 2025 semester with 1609 students. This number is slightly larger than the preliminary numbers reported in last month's newsletter.



By department, from Spring 2024 to Spring 2025, EDUC is – 64 students, PSCJ is + 55 students, and PSSW is – 30 students. This equates to – 39 students for the college from last Spring to this Spring. In our changed narrative ([February newsletter](#), p. 1), we may not be where we desire to be yet, but with the enhanced recruitment and retention efforts (many of which are highlighted in this, and previous newsletters), we are well on our way!

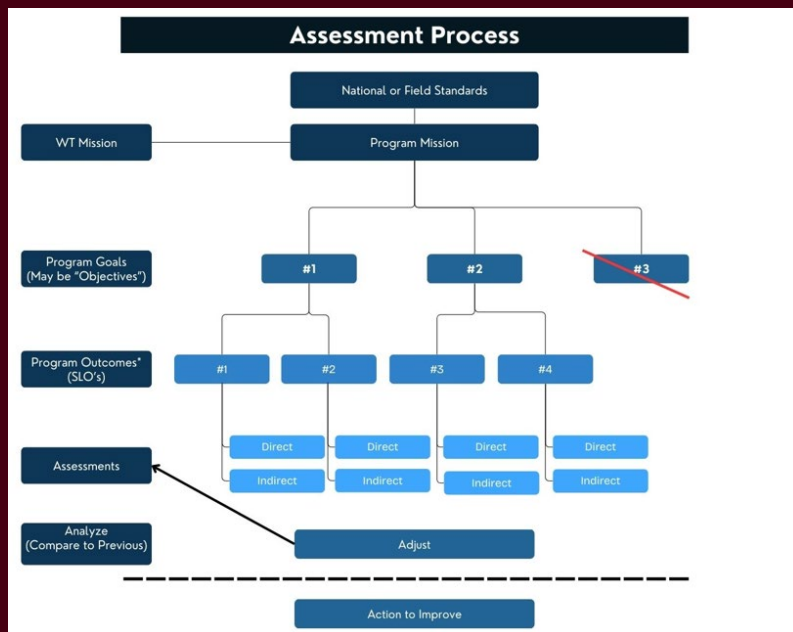
# PROGRAM ASSESSMENT

## Annual Program Assessment Requirement and Process

Dr. Dan Stroud emailed deans, associate deans, and department heads on 2/28 reminding us (and faculty) that assessment time is upon us. In his email, he said, “As a reminder, completion of the General Education/Core assessment Rubrics for the spring semester will come due no later than Monday, May 26, 2025 at 5 PM.”

Dr. Stroud recommends:

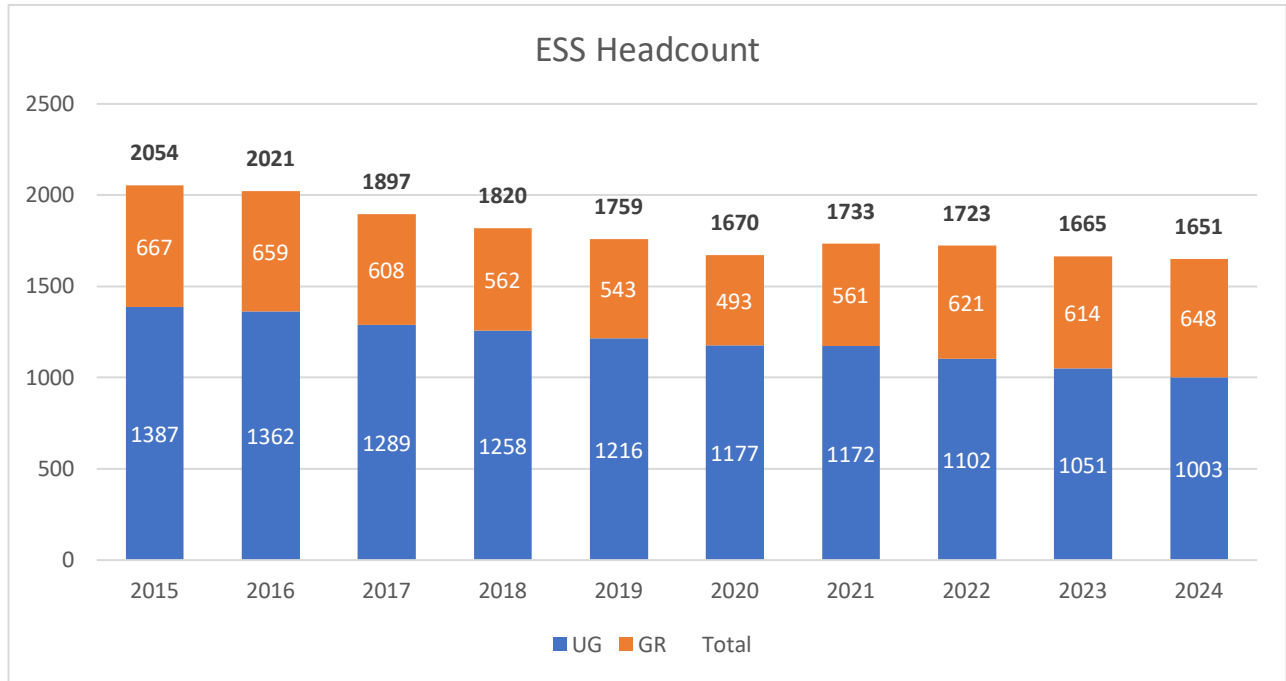
- 1) Begin with a review of your Assessment Scorecard. This feedback is not an analysis of your programs’ successes or failures in the classroom, but a critique used to guide each one through the process for clean and effective assessment.
- 2) You can find your scorecard feedback in either of two places, your programs’ designated Weave folders (see folio attachments sections at the bottom of the webpage folder), or by going directly to the website link. (<https://analytics.wtamu.edu/improvement/index.html> )
- 3) While at the link and when reviewing your scorecard, you will notice buttons designated to the right of each feedback section. If a program is seen to be deficient in a given area, simply click on the corresponding button and it will take you directly to a page with instructions on how to clear up this particular issue. **Using this tool makes it incredibly easy to push all of your programs into the green. Remember use of this button is only possible from the website. It cannot be accessed from the report housed in your Weave folders.**
- 4) Look at the Action/Analysis at the bottom of your programs’ 2023-24 Improvement Narrative. This is where the process for the 2024-25 narrative should begin. What did your program say it was going to do last year, and what were the results of this intervention/action taken. Then build out the narrative from there.



# COLLEGE ENROLLMENT GOAL

## Increasing Headcount

### Needs Assessment Data



### University and College Goals

**WT 125 Goal 3:** Increase university enrollment through student recruitment and degree attainment.

**TBRCOESS Goal:** Increase enrollment in the Terry B. Rogers College of Education and Social Sciences to 2000 (headcount) by AY 2030-31 via active recruitment and retention measures.

### The Math (in round figures)

Annually:  $\frac{2000 \text{ headcount} - 1600 \text{ headcount}}{2030 - 2025} = \frac{400 \text{ headcount target growth}}{5 \text{ years}} = 80 \text{ headcount growth/year}$

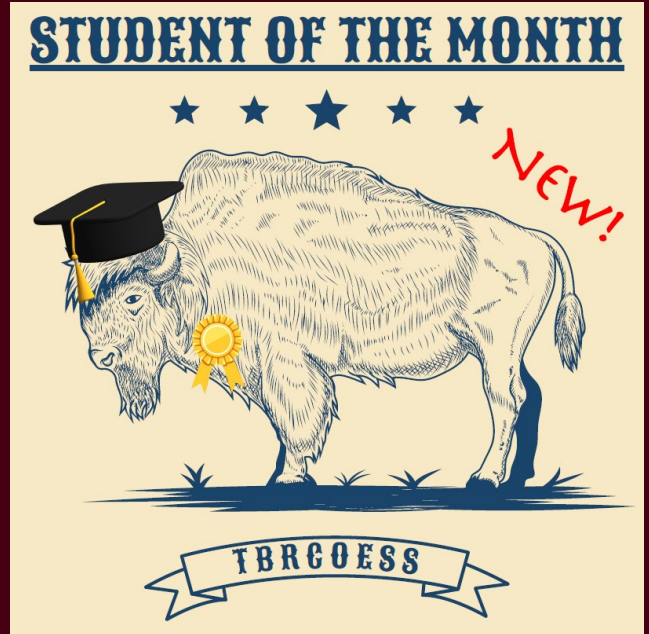
$\frac{80 \text{ headcount growth/year}}{\sim 20 \text{ programs}} = \sim 4 \text{ headcount growth / year / program}$

## STUDENT OF THE MONTH

As a part of our student retention efforts, and in conjunction with our goal to increase student headcount, the Terry B Rogers College of Education and Social Sciences will recognize three undergraduate students each full month of the regular, long semesters for the *Student of the Month*. Students will be nominated by their faculty and/or programs for this recognition, and awards will be chosen by the college leadership team. This recognition will allow the college to highlight undergraduate students and their outstanding performance, encouraging perseverance in their studies.

Students will be nominated by faculty via an online submission. The criteria include (a) GPA >3.25, and (b) outstanding performance (e.g., academic achievement, research productivity, etc.). A student awardee will be chosen from each department (3 total) based on the faculty nominations. College leadership will verify GPA's and will choose awardees if multiple nominations are presented within a department.

Online nominations will be shared and open at the beginning of each full month of regular, long semesters: February, March, and April in the spring and September, October, and November in the fall. Then, awardees will be highlighted in college media and newsletters at the beginning of the following months. At the end of the semester, all awardees (9) will be recognized during a college event.



**The deadline for March nominations is March 21<sup>st</sup>.**

**Faculty: Nominate worthy candidates via the nomination link or the QR code below.**

**Nominate a Worthy  
Student Now**



## February Students of the Month



Karla Salazar, Education EC-6; Sophomore

**Categories:**

- Community Service
- Leadership in Major and/or with Peers
- Leadership in Community and/or Beyond
- Upstanding Character and/or Professionalism

**Nominator comments:** Karla not only co-created the student-led Teacher Troupe, but she is also serving as the TAFE President. She planned and hosted a membership drive with soda floats and led our first official meeting. She is currently leading the group in planning a clothing drive for the clothes closet here on campus.



Kate Fortner, Criminal Justice Policing and Pre-Law Minor; Junior

**Categories:**

- Academic Performance in Coursework/Grades
- Academic Performance in Major
- Academic Achievement Outside the Classroom
- Community Service
- Engagement in Program
- Leadership in Major and/or with Peers
- Leadership in Community and/or Beyond
- Upstanding Character and/or Professionalism

**Nominator Comments:** Kate is an outstanding student in the Criminal Justice Program, maintaining a 4.0 GPA while actively participating in Rogers LEAD. She is a dedicated member of the Criminal Justice Association (CJA) and serves on the executive committee for the Pre-Law Club. In addition to her academic excellence, Kate works at the campus Writing Center and volunteers weekly with Amarillo Bear PAWS, a nonprofit after-school program. Beyond her impressive achievements, what truly sets Kate apart is her kindness, integrity, and unwavering character. She inspires her peers, professors, and everyone around her. She personifies the values of leadership, service, and dedication that the Criminal Justice Program strives to instill in all students. Her commitment to excellence, both academically and personally, makes her truly deserving of this recognition. We are so privileged to have her as a student in the Criminal Justice Program.



Logan Canada, Psychology; Junior

**Categories:**

- Academic Performance in Coursework/Grades
- Academic Performance in Major
- Academic Achievement Outside the Classroom
- Engagement in Program
- Leadership in Major and/or with Peers
- Research Productivity
- Upstanding Character and/or Professionalism

**Nominator Comments:** Logan Canada is a distinguished student in the psychology department, serving as a supplemental instructor for the department's most challenging course, statistics. He also leads as the current president of Active Minds, a student-led organization dedicated to changing the conversation about mental health by empowering young adults to transform mental health norms. His commitment to academic excellence and advocacy reflects his dedication to fostering a supportive and informed campus community. Logan has been a consistently engaged student in my PSYC 3371 course this semester and is doing well academically in the class. Additionally, I have noticed Logan frequently sitting with and tutoring students on the 4th floor of Old Main. In my passing observations of Logan's tutoring sessions, I have been impressed with the level of patience and investment Logan puts out with those being tutored.



## GRADUATION

# Planning to graduate in December 2025?



GRADUATION APPLICATIONS  
**OPENED FEBRUARY 15**



In order to graduate, you **MUST**  
complete a graduate application

**Apply Now!**

### Spring 2025 Commencement

The ceremony for the Terry B. Rogers College of Education and Social Sciences will be at 10:00 a.m. on Saturday, May 17, 2025, at the First United Bank Center (FUB).

[Graduation | Commencement Information](#)

## EDUCATOR PREPARATION PROGRAM SPRING PINNING CEREMONY

The Educator Preparation Program (EPP) held its third pinning ceremony on February 13, 2025 where 23 future teachers were welcomed to the profession of teaching.



Ctrl + Click to view the video

The first pinning ceremony was held last spring, with the intention of becoming a new tradition. The second was held in the fall of this academic year. The aim is to elevate the teaching profession and validate our students' decision to enter an increasingly demanding field that is currently struggling with a nationwide shortage of teachers. Approximately 75% of the educators in the Texas Panhandle region have one or more degrees from WT.



# EDUCATORS EXPO

## **Educators EXPO 2025**

Wednesday, March 26, 2025, 9:00 am - 12:00 pm CDT  
JBK Legacy Hall

### **Career Fair Description**

The **Educators' EXPO** is the perfect opportunity to meet and network with employers who may be interested in hiring you for full-time professional teaching opportunities now or in the future.

Not quite ready to graduate? Come anyway! The district representatives are here to answer your questions about their organizations as well as the world of work. It is a terrific idea to come before you are really searching for a job. This allows you to experience the job fair when the stakes are not so high!

**We will see YOU on March 26th!**

## STUDENT SUCCESS

### McNair Scholars



The psychology program is excited to announce that two undergraduate students, Logan Canada and Riven Robinson, were selected as McNair Scholars! This prestigious program offers them valuable professional opportunities and graduate school/research support. Both students will be working under the advisement of Dr. Alicia Macchione in the Social and Evolutionary Psychology Lab (SEPL). Logan’s research will focus on barriers to success for LGBTQ workers, while Riven will explore strategies to reduce mental health stigma. Dr. Macchione commented, “We are proud of their achievements and look forward to seeing the impact of their important work!”


A graphic with a background of white flowers and a grid pattern. The text is centered and reads: "Faculty-Led Program Proposals Fall/Winter Program". Below this is a white box with the word "Reminder" in a cursive font, flanked by two small star icons. Underneath, it says "Proposals are due APRIL 8TH". At the bottom of the white box is a brown button with the text "For more information contact Itzel Anett". Below the white box is a link icon and the text "Faculty-Led Program Info". At the bottom left of the graphic is the WT logo and the text "Office of Study Abroad and Distinguished Scholars WEST TEXAS A&M UNIVERSITY".

Faculty-Led  
Program Proposals  
Fall/Winter Program

◆ *Reminder* ◆

Proposals are due  
APRIL 8TH

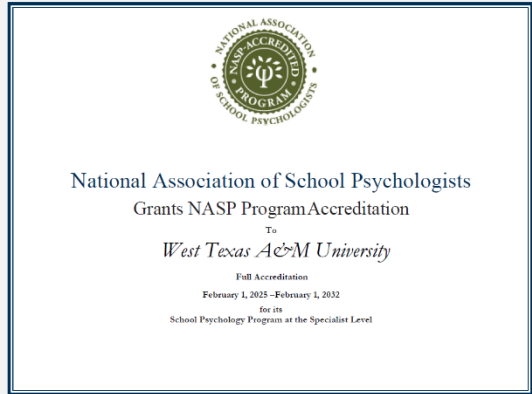
For more information contact  
Itzel Anett

 [Faculty-Led  
Program Info](#)

**WT** Office of Study Abroad and  
Distinguished Scholars  
WEST TEXAS A&M UNIVERSITY

## TEACHING EXCELLENCE

### School Psychology Program Earns National Accreditation



As a follow-up to the announcement in the [February newsletter](#) (p. 6) about the school psychology program attaining full accreditation by the National Association of School Psychologists, the program has been recognized via numerous local, state, and national media channels. Read Chip Chandler's [press release](#) dated February 25, 2025.

CURRICULUM AND INSTRUCTION



# THE TEXAS SCHOOL PSYCHOLOGIST

Winter 2025



#### School Psychology at West Texas A&M

West Texas A&M University's school psychology program was granted full accreditation by NASP, recognizing the quality of training and promoting national standards of practice. This program provides relationships with local schools that allow ongoing real-world training and the ability to put research into practice.

The most recent Texas School Psychologist newsletter by the Texas Association of School Psychologists (TASP) highlights the exceptional work of students, graduates, and faculty from West Texas A&M University's school psychology program. Christy Kennon, President and alumnus, and Kassi Gregory, President-elect, are recognized for their leadership in advancing the profession, contributing to advocacy efforts and student mentorship. Gracelynn Wilson, Graduate Student Representative and alumnus, led an awards ceremony and student discussion at the 2024 annual convention. At the awards ceremony, Brook Roberts (alumnus), was given one of the highest honors for Outstanding Service to the Profession, and Isabel Cadavid (student) and Virginia Gerhardt (student) were acknowledged for their outstanding work and research, showcasing their dedication to improving school-based mental health services. Their contributions reflect the high academic standards and commitment to excellence at West Texas A&M. The university's program continues to support students in gaining hands-on experience, research opportunities, and professional networking. These achievements reinforce the impact of West Texas A&M University's school psychology program in shaping future leaders in the field. Read more: [The Texas School Psychologist](#)

## Educator Preparation Program Pursues Residency Teaching Pathway

In commitment to the mission of the Terry B. Rogers College of Education and Social Sciences, “Advancing society by preparing professionals to lead, serve, and educate,” the Educator Preparation Program (EPP), as first reported on p. 13 of the [November newsletter](#), was accepted into the US PREP coalition.

- Click on the graphic to learn more about US PREP (5-minute video) -



During the first week of February, representatives from Amarillo ISD, Canyon ISD, Dumas ISD and Region 16 Education Service Center joined the Department of Education and EPP faculty and support staff to attend a US PREP Learning Tour in Houston.

## US PREP LEARNING TOUR

The conference included general sessions, breakout sessions, and school visitations to see resident clinical teachers in action in Houston public schools. To provide a sense of the layout, the breakout session topics included:

- Research on residency outcomes
- Governance meetings
- Scaling residency to secondary
- Developing high-quality alternative certification pathways
- Implementing strategic staffing models
- Mentor teacher training
- Building strong pathways: Performance gates for teacher candidate success
- High quality instructional materials implementation
- SBEC residency certificate
- Scaling the site coordinator role
- Paraprofessional pathways
- Building a foundation of faculty collaboration and curriculum design

Following a long day at the conference, complete with general sessions, breakout sessions, and school visits to see resident teachers in action, the group enjoyed a casual dinner together.



Pictured, starting on the left and going around the table are Dr. Darryl Flusche, Canyon ISD superintendent; Mr. Gilbert Antunez, EPP associate director; Ms. Sylvia Hughes, Amarillo ISD ESL/BIL/MEP Coordinator; Dr. Robin Johnson, DOE instructor and EPP advisor; Dr. Stephanie Hart, Asst. Professor of Special Education; Dr. Betty Coneway, DOE Department Head; Dr. Jennifer Denham, Clinical Asst. Professor of Education; Dr. Crystal Hughes, EPP Director; Dr. Amy Carlson, Asst. Professor of Education; Dr. Lynn Pulliam, ESC 16 Senior Director of Field Services; Mr. Stan Stroebel, Dumas ISD Asst. Supt. for Personnel Administration, and Dr. Gary Bigham, Dean of the Terry B. Rogers College of Education and Social Sciences.

### **EPP Applies for Residency Certificate with the State Board for Educator Certification**

In connection with the residency work with US PREP, the EPP applied for the new residency certificate through SBEC. The Texas Teacher Residency Preparation Route is a certification program for teachers who complete a yearlong clinical teaching residency. This route was approved by SBEC in April 2024. With our application for this new certificate, the EPP became an eligible partner for Texas public schools. The immediacy of this application relates to a requirement of a Texas Education Agency grant for school districts seeking to implement residency programs for clinical teachers on their campuses. The grant requires a partnership with an EPP that can offer the residency certificate. We are the only eligible partner north of Texas Tech University. We believe this gives our EPP a competitive advantage.

## Canyon ISD Signs MOU with WT's EPP to Start the First Residency Pilot

Canyon ISD is the first to sign an MOU to engage in the residency approach to teacher preparation. This is an exciting first step as our college leads the charge in changing the culture of teacher preparation in the panhandle.



Pictured beginning on the left and going around the table are Dr. Gary Bigham, TBRCOESS Dean; Mr. Gilbert Antunez, EPP Assoc. Director; Ms. Jordan Ahrend, US PREP Regional Transformation Specialist; Dr. Deidra Collins, US PREP Senior Director of Content Development and Programming; Dr. Betty Coneway, DOE Department Head; Dr. Crystal Hughes, EPP Director, Dr. Darryl Flusche, Canyon ISD Superintendent; Mr. Paul Kimbrough, Canyon ISD Director of Human Resources; and Mr. Blake Hurst, Coordinator of Human Resources.

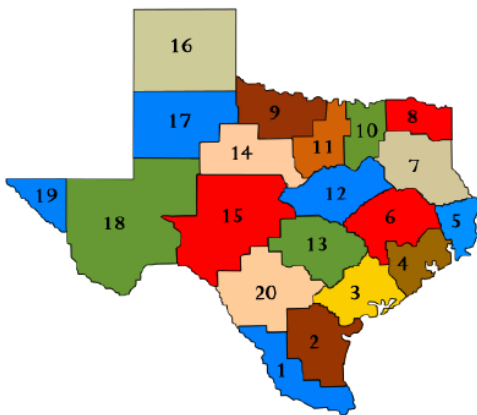


## Why the US PREP and Residency Work is so Important



### The Texas Education Landscape

The Texas Education Agency (TEA) oversees Local Education Agencies (Districts and Charters) in Texas that are diverse in size, setting, and population.



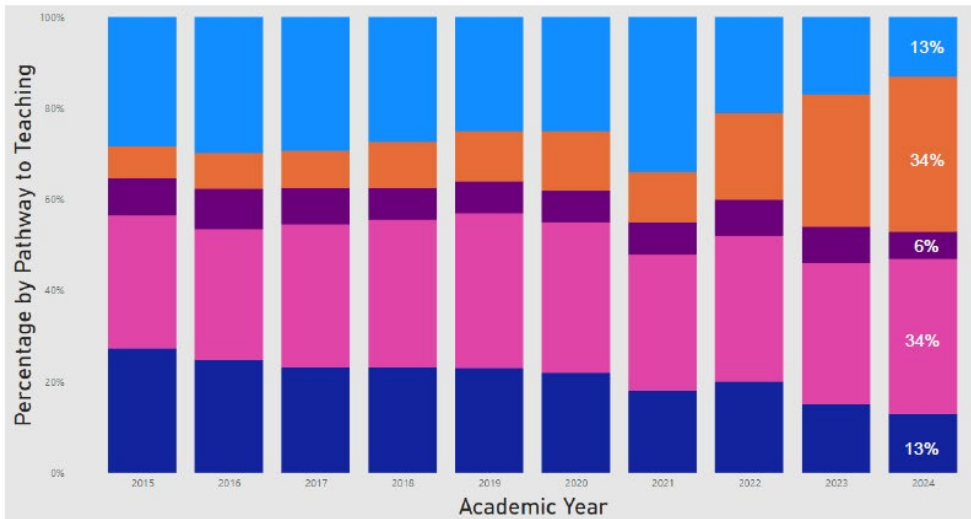
**~5.5M**  
Students

**380,000+**  
Employed Teachers

**1200+**  
Districts and Charters (LEAs)



### A growing percentage of new hires are not certified, but sources are varied



Alternative certification, which includes teacher interns, has declined

Non-certified individuals grew to 34% of newly hired teachers in 2024 – an historic high

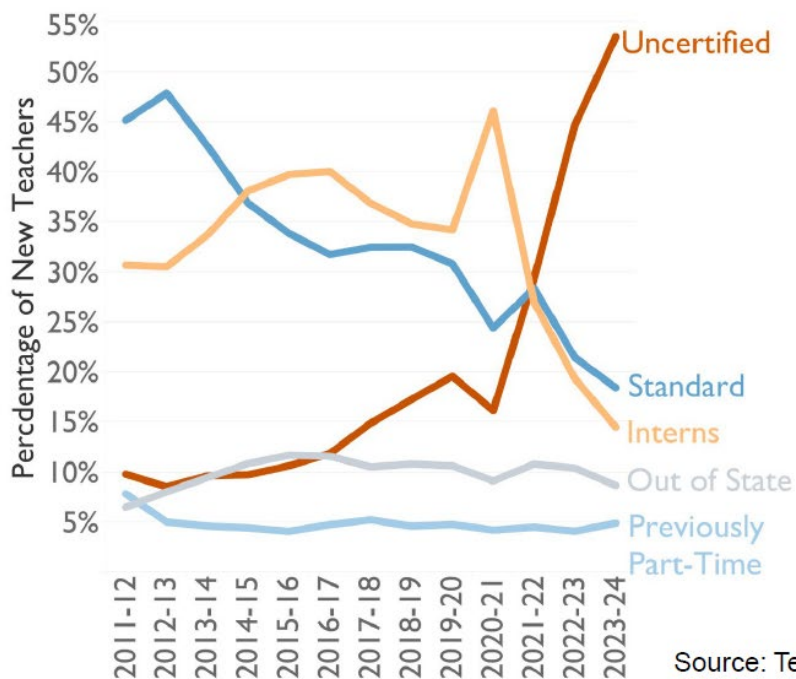
Out-of-State certification remains steady

Re-entry includes individuals not teaching in the prior year and remains consistent

Traditional certification has continued to decline

## Why the US PREP and Residency Work is so Important - Continued

### Uncertified teachers are taking the lead in Texas



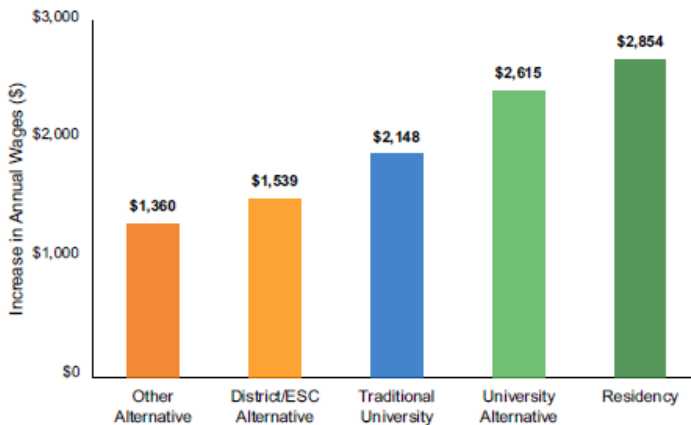
A [Policy Brief](#) authored by Dr. J. Jacob Kirksey speaks to the economic benefits of high-quality teacher preparation in Texas. In the policy brief, Kirksey said, “More than half of first-time, new teacher hires are uncertified...” Key findings are (a) exposure to unprepared teachers impact long-term earnings, (b) well-prepared teachers increase student earnings, and (c) rural students see even larger economic benefits from well-prepared teachers.

I strongly encourage you to read the Policy Brief in its entirety. At a page and a half in length, it is a quick read.

[Access Policy Brief](#)

#### Student Earnings Increase from Replacing Unprepared Teachers

Wage Gains from Replacing 10% of Unprepared Teachers with Those from Other Pathways



## INSTRUCTIONAL TECHNOLOGY

### Canvas Course Migration Training

All summer courses will be in Canvas. Students will gain access to their Summer 1 Canvas courses on May 30<sup>th</sup>. All faculty scheduled to teach online courses this summer should be preparing NOW for the LMS transition from Blackboard to Canvas by completing **all three** Canvas Course Migration Trainings before the end of March.

**The first three workshops, in sequential order, are listed below:**

- ① First Steps in the WTClass Canvas Migration Workshop
- ② WTClass Canvas: Understanding and Preparing Migrated Content Workshop Part 1
- ③ WTClass Canvas: Understanding and Preparing Migrated Content Workshop Part 2

#### Clean-up of online course migrations WILL BE NECESSARY.

Although IT is doing everything they can to cleanly transfer data for a smooth transition, it will not be a perfect mirror image of your Bb courses and you will need time to clean them up **before** the summer term begins. Click on the PDF icon to access the workshop calendar document and click the registration button to enroll in the trainings you need.



[Register for Training](#)

As a reminder:



① Is for ALL faculty, even those who do not teach online.

② Is for faculty who teach online and faculty who use WT Class extensively.

③ Is for faculty who teach online and faculty who use WT Class extensively.

Faculty **not teaching this summer** have the convenience of delaying enrollment in the *First Steps in the WTClass Canvas Migration Workshop* until April through July.

## Ramifications of Bb to Canvas Migration on Incompletes

ATTENTION!

The migration from Bb to Canvas will affect students with incompletes and faculty who assign grades of I. Faculty and students with incompletes will lose all access to any Blackboard content after Aug. 31<sup>st</sup>. This means faculty will have to migrate and develop the content housed your Spring Bb course to Canvas so students can continue to access content. Accordingly, faculty should strongly consider the implications of agreeing to assign incompletes this semester. If an incomplete is justified, faculty are advised to set a completion date on the Incomplete Contract no later than **June 30<sup>th</sup>**. This will allow you two weeks to complete your grading in Bb with a small amount of cushion remaining before access to Bb is lost.

## Procedures for Assigning Incompletes

Procedures for assigning a grade of incomplete changed in the Spring 2023 semester. The procedure is as follows:

- Professors will not submit a grade of incomplete when posting grades at the end of the semester. The Registrar's office will post the grade of Incomplete once a contract form has been completed (see below for more detail about the process).
- The professor and student will have a conversation concerning a grade of incomplete.
  - Items to consider when determining if an incomplete should be granted.*
    - Has the student completed a significant (60%) portion of a course, but still needs to complete a project, an assignment or two, take an exam, etc.)?
    - Is the student currently passing the course? If not, is a grade of incomplete a realistic option?
    - A grade of incomplete cannot be issued prior to the drop/withdrawal date for the semester.
    - An incomplete cannot be issued when a student will need to retake the entire course.
    - Incompletes must be approved by the department chair/direct supervisor.
    - The student will not be allowed to drop the course and may not receive a grade of X once an incomplete has been granted.
    - There is a place on the contract to allow WTClass access for course completion.
    - **The student will have no more than 4 months to complete the contract.**
    - During this conversation, the professor will notify the student that an incomplete contract will be submitted by the professor on behalf of the student. The student will receive an email notifying them the contract is available for student approval.
- The professor will submit an incomplete contract via the Contract for Incomplete Form that will be added soon to the [Registrar's Office website](#). Staff from the Office of the Registrar will post the grade of incomplete that will expire within 14 days should the student not accept the terms of the contract.
- The student will review the terms of the contract. If s/he agrees to the terms of the contract, the student will submit their approval.
 

NOTE: In cases where the student is not available to approve contract, the professor should work with the Registrar to develop a plan to assist the student.
- After the student agrees to the terms of the contract, the Department Chair/Direct Supervisor will receive a notice via email and will need to approve the incomplete contract.
- Department Chair/Direct Supervisor approval sends the contract to the Registrar's Office where the expiration date will be updated according to the terms of the contract.
- If the student needs access to WTClass, a copy of the contract will be sent to ITSC for granting access, the student and professor will be notified when the course is available.
- Once the student completes the terms of the incomplete, the professor will submit a grade change form found at [grade change form](#).
  - If a grade change is not submitted by the time the incomplete grade expires, the grade will be converted to an F.

**Department Chair/Direct Supervisor:** If you deny an incomplete, contact the professor to discuss the reasons for the denial, what steps s/he should take to notify the student and that a [grade change form](#) will need to be submitted to post the official grade.

# Appreciation for Valued Colleagues, Past and Present

## Farewell to a Colleague and Friend



Susan Coleman, a long-time member of the Criminal Justice faculty and colleague to many in the Department of Political Science and Criminal Justice passed away on February 19, 2025. Her services were at 2:00 March 2<sup>nd</sup> in Amarillo.

### Professor Coleman's Obituary

## Dr. Adam Weiss Spotlited in HR Happenings



Dr. Weiss joined West Texas A&M University seven years ago as an assistant professor and has since become a vital member of the Education Department. He currently serves as an Associate Professor, chairs the Scholarship Committee, and coordinates the Leadership in Curriculum and Instruction for the Master's Program. Beyond these significant roles, Dr. Weiss has authored an OER textbook that is utilized at WTAMU and several nearby colleges. His favorite aspect of the job is witnessing the growth and development of his students. He takes pleasure in helping them evolve into confident leaders ready to excel in their

future professions. His love for education and helping others was instilled in him at an early age by his dad, a College Professor himself, and mom, a Licensed Clinical Psychologist. Dr. Weiss began his teaching journey after earning his Undergraduate Degree from Duke University. During his time as a K-12 and ESL teacher, he pursued and obtained a PhD from Vanderbilt University. His experience in a public school environment sparked his passion for intellectual challenges, motivating him to explore teaching positions at a university that would offer research opportunities. When he considered WTAMU, he was attracted to its friendly and collaborative atmosphere, which he continues to value. He also expressed gratitude for the chance to work with exceptional supervisors who lead by example, including Dr. Janet Hindman and currently, Dr. Betty Coneway. One distinctive feature of Dr. Weiss's research is the wide-ranging focus he maintains across various fields. He has relished the opportunity to collaborate with fellow professors like Dr. Lezlie Ramos and Jillian Yarbrough, particularly in their thorough examination of cyberbullying in higher education. Their findings have been published and can be found on ResearchGate. Additionally, Dr. Weiss enjoys taking students on educational trips to Mexico.

Beyond his professional achievements, Dr. Weiss takes great pride in his family. He and his wife are the proud parents of three children who keep them actively engaged. As a family, they often enjoy outings to the Discovery Center and traveling to visit relatives in Arlington, TX, and Mexico. Dr. Weiss and his wife nurture a bilingual household, speaking both English and Spanish with their children. A fun fact about Dr. Weiss is his passion for salsa dancing in his leisure time! He can be best described in three words: curious, kind, and friendly. This is reflected in his life mantra: "Be the change you want to see in the world." Despite his many accolades in higher education, Dr. Weiss cherishes one significant achievement from his K-12 career: being named Teacher of the Year. This honor allowed him to recognize his personal growth from his first day as a teacher to the moment he received the award two years later. Looking ahead, Dr. Weiss aspires to visit Israel and Australia with his family, as well as explore every continent. In conclusion, he wishes to express his gratitude to fellow faculty and staff for their dedication to fostering a supportive environment, encouraging students to build confidence while providing a safe space for inquiries and personal growth. He deeply respects the commitment of many students who balance their educational pursuits with work and family responsibilities. Dr. Weiss eagerly anticipates the continuation of his and the college's mission toward achieving a 100% success rate! We are blessed to have such passionate faculty here at WT!

FACULTY AND STAFF

**WT** Office of Human Resources  
and Payroll Services  
WEST TEXAS A&M UNIVERSITY

# HR HAPPENINGS

February 2025 | Vol. 3, Issue 2



TEXAS A&M AGRILIFE EXTENSION AND WELL WT INVITE  
YOU TO JOIN US IN

# WALK ACROSS

An 8-Week walking challenge amongst WT Faculty and Staff

# TEXAS

## PRIZES!\*\*

Teams with 4-8 employees are eligible

Must work together to beat the highest mile-average per walker

Top Male & Female walker prize!

Top 3 Teams Prizes!

Weekly Drawings!

Participation drawing at the end!

# 2025

Starts March 3rd!  
Get your teams ready now!  
Ends April 27th

Submit your  
Captains Request  
[HERE!](#)

Questions? Please contact Pam Young at [pyoung@wtamu.edu](mailto:pyoung@wtamu.edu)

\*\*Prize eligibility: must be a WTAMU benefits eligible employee; weekly prize drawings only offered to those who submit distance each week; Top walker is defined as the individual who walked the most miles during the entire competition; Top teams are judged on highest average miles walked per person per team; participation drawing eligibility is only for benefits-eligible employees who have submitted miles. Zero mile participants are not eligible. Participation T-Shirts provided to all walkers who submit size request by March 21, 2025.

Ctrl + Click to register

## FACULTY DEVELOPMENT

### Distinguished Lectures



Dr. Łukasz Korporowicz  
Director of the Centre for Anglo-American Legal Tradition  
Associate professor, Department of Roman Law, Faculty of Law and  
Administration  
University of Lodz

Thursday, April 3, 2025; 7:00 to 8:00; JBK Thunder Room 35

**WT** Distinguished Lecture Series  
WEST TEXAS A&M UNIVERSITY™



TEXAS A&M UNIVERSITY  
Education &  
Human Development



**Dr. Mark Berends**  
*University of Notre Dame*

DEAN'S DISTINGUISHED LECTURE SERIES PRESENTS

### Over a Decade of School Vouchers in Indiana: What Have We Learned?

**Wednesday, March 26, 2025**

**10:00am–1:00pm**

**Rudder Forum or Zoom**

Join us as Dr. Berends presents his findings on school choice and voucher systems. Pulling from a decade's worth of research on the Indiana Choice Scholarship program, he highlights the ins and outs of voucher programs and discusses how these results affect the growth and adaptation of similar programs in other states.

[Learn More & Register](#)

[Calendar Event Page](#)



## Council for Academic Technology and Innovative Education (CATIE)

To help support the accessibility initiatives across the Texas A&M University System, the CATIE work group on Accessibility & UDL is providing training sessions on accessibility tools for all system members. These trainings are free and led by digital instructional material accessibility experts within the TAMU System. These trainings will be offered the third Friday of each month from 11am-12pm via Zoom. For the SP25 semester, the following training sessions are scheduled:

All sessions can be accessed with the same Zoom link:

<https://tamu.zoom.us/j/92997929942?pwd=3OUJaaqIZvZlyMnVkky9UVrExZF4Dr.1>

| Date & Time                | Topic (possible)                                     | Trainer   |
|----------------------------|--|---|
| Friday, 2/21/25, 11am-12pm | Overview of available tools                          | Dr. Justin Carrell (Tarleton State University)<br>Dr. Kelley Shaffer (Texas A&M University) |
| Friday, 3/21/25, 11am-12pm | (Office) 365 Accessibility Checkers & Export Options | Major Stewart (Prairie View A&M University)   |
| Friday, 4/18/25, 11am-12pm | Acrobat Pro/PDF Remediation                          | J.J. Hernandez (Texas A&M International University)   |

Please send your questions to:

Kelley Shaffer, Ph.D.  
Director of Distance & Digital Education  
Texas A&M University  
979-845-5545 Office phone  
[Kshaffer2@tamu.edu](mailto:Kshaffer2@tamu.edu)



## COMPLIANCE CORNER

### Artificial Intelligence (AI)

The use of AI platforms for audio capturing and transcribing meeting proceedings for minutes, notes, etc. is restricted to only university approved platforms. Those platforms include: Microsoft Teams, Zoom, and Cisco Webex.

### Accessibility

ADA accessibility compliance reaches beyond online class materials. All publicly accessible documents must be compliant.

Note the accessibility trainings offered in March and April by TAMUS CATIE on the previous page.

### External Employment

Procedures must be followed and permissions must be granted BEFORE engaging in paid work external to the university. Per the [Human Resources/Payroll Important Information](#) page, “Texas A&M governs all external employment of employees of the Texas A&M University System other than faculty covered by System Regulation [31.05.01](#) and includes external employment by faculty members that is not directly related to their professional discipline. Members have a duty to ensure that external employment by its employees does not interfere with the duties and responsibilities of the employees’ positions of appointment.”

[External Employment Form](#)

[System Regulation 31-05-02](#)

# SCHOLARLY PRODUCTIVITY

## Presentation

Drs. Brigette Whaley and Teri Bingham presented their work titled “Enhancing Literacy Education: Empowering Teachers and Learners through AI” at the Texas Association for Literacy Education Conference in Midland in February.



RESEARCH

Saturday,  
February 22,  
2025

Breakouts  
10:00 AM -  
11:00 AM

**Dr. Brigette  
Whaley  
Dr. Teri  
Bingham  
Room A**

### **Empowering Literacy Everywhere: Leveraging AI to Inspire Digital Literacy Across Grade Levels- Digital Literacies (General)**

This session will explore the integration of AI-driven tools in literacy education, inspiring digital literacy across diverse classrooms. Educators will learn to use AI platforms that support reading and writing instruction across grade levels, fostering personalized learning and empowering students for success. The session includes tools for both teachers and students, adaptable to varied educational contexts.

## Psychology Faculty and Students Co-Present at the Southwest Popular / American Culture Association Conference

Drs. Macchione and Pinkham, along with current Psychology graduate student Kiley Clendennen and former undergraduate student Jordan Smith, recently attended the Southwest Popular/American Culture Association Conference in Albuquerque, New Mexico.



Together, they presented a multi-paper session exploring the relationship between gender and popular culture. This marked the first conference presentation for both students. According to Dr. Macchione, "They absolutely nailed it!"

## Twanna Powell Distinguished Fellow Award

Dr. Terry is formally inviting applications for the Twanna Powell Distinguished Fellow Award. The award will include up to \$50,000 in funding to support research, and the University will offer two courses of release time (i.e., the expectation is for one course in the fall and one in the spring but can be adjusted if there are reasons to combine in one semester). The donors are open to supporting research topics across all academic fields. In addition, there is no preference on how the funds are used (e.g., spend on equipment, use as summer compensation, hire student assistants, purchase data, or whatever else might be an appropriate expense for specific research). The donors' goal is to support and highlight research at WT, hoping to fund a wide variety of projects over time. **Applications are due to the college dean no later than March 25th.** There is no formal application, but a letter of interest should include a research proposal abstract, a brief discussion of methods or design to achieve stated research goals, and a preliminary use of funds plan. The final selection is by a committee defined by the donor instrument. The formal announcement and recognition of the award will be at the spring graduation ceremony.



Congratulations to Dr. Maxine DeButte for winning the inaugural award last year. Dr. DeButte would be a good resource for questions. Faculty members with active research portfolios are highly encouraged to pursue this opportunity.

Email your applications to me ([gbigam@wtamu.edu](mailto:gbigam@wtamu.edu)) and copy [Dr. Kenneth Denton](#).

### Presentation Opportunity

CHANCELLOR'S CONFERENCE ON ACADEMIC TECHNOLOGY

**CELEBRATING  
OUR SUCCESSES:**  
*Looking Back As We  
Leap Forward*

JUNE 9 & 10, 2025 AT RELLIS CAMPUS  
JUNE 12, 2025 ONLINE

Hosted by:  
THE TEXAS A&M  
UNIVERSITY  
SYSTEM

**CATIE** Council on  
Academic Technology  
and Innovative Education

Ctrl + Click on graphic for additional information



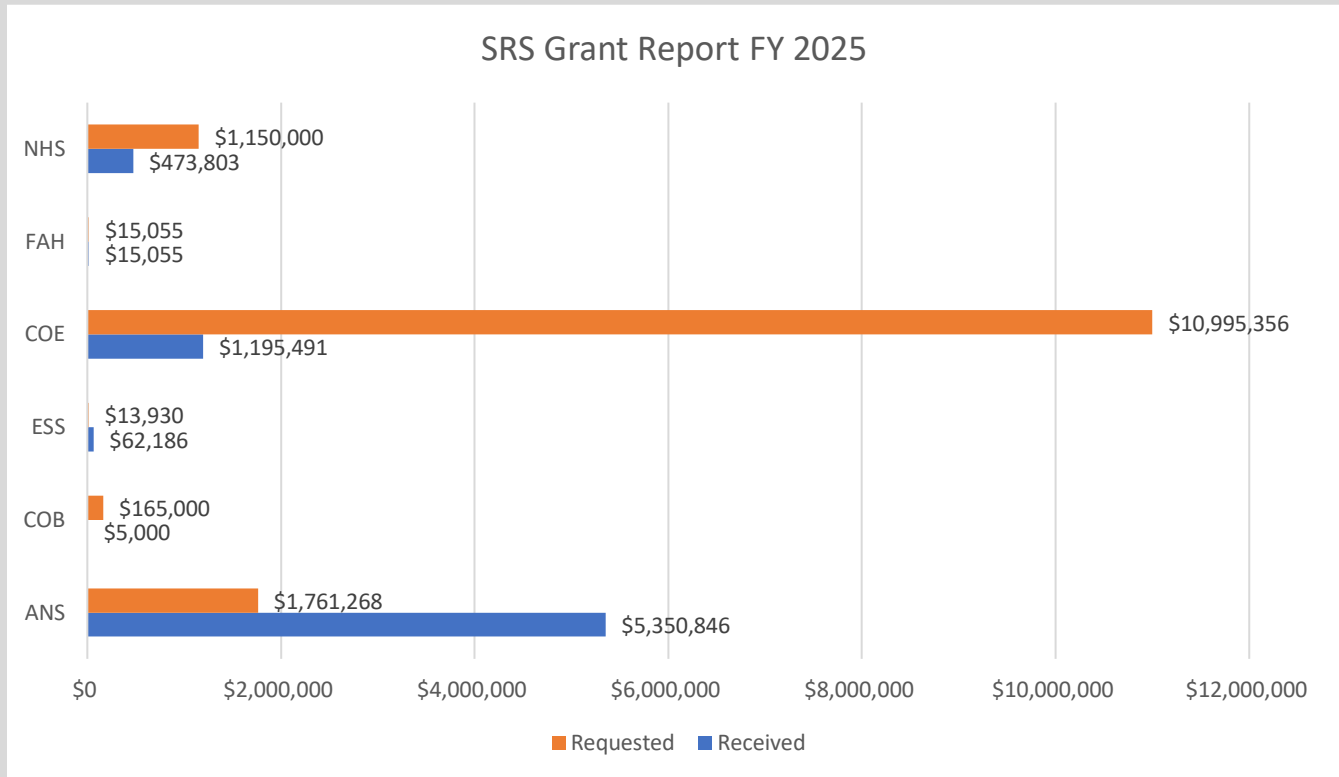
## Schedule

- 11:00 am – 11:15 am Welcome and Opening Remarks
- 11:15 am – 12:00 pm Guest Speakers
  - This is the 20<sup>th</sup> anniversary of the poster session and to mark the occasion, we want to celebrate the history of the event through our guest speakers by providing a historical perspective in addition to talking about a variety of aspects related to research such as involving students and funding.
  - Dr. Syed Anwar, Professor of Marketing, will provide a historical perspective of the poster session as a founding member of the planning committee.
  - Dr. Naruki Hiranuma, Associate Professor of Environmental Science, will talk about ways he incorporates and involves students in his externally funded research, how he integrated research and teaching, and what it means to do research at a primarily undergraduate institution/minority-serving institution.
  - Dr. Stephen Karaganis, Associate Professor of Biology, will provide a brief overview of WT funding opportunities and the processes of applying for and carrying out research funded by Killgore Grants. He will also discuss strategies for recruiting and mentoring of student collaborators and reflect on the role of internal funding in supporting basic research.
- 12:00 pm – 2:00 pm Presenters at posters

To preview some of the posters, check out the [2025 Poster Session Videos](#). To learn more about the event overall, visit the [event guide](#). Please encourage your students to attend as well.

## Sponsored Research Services Grant Report

Steve McLean, Director of Sponsored Research Services, reported the following for FY 2025:



Note: FY 2025 proposal and award activity spans September 1 through February 28, 2025

## OUTREACH

### Center for Learning Disabilities

The Center for Learning Disabilities (CLD) hosts Community Workshops throughout the academic year. The line-up for 2025 is as follows:

|         |  |
|---------|--|
| March 3 | Practical Tips to Support Students with Learning Differences at Home                               |
| April 7 | Differentiation in the Classroom for Students with Learning Differences                            |
| May 5   | Transition to College Panel: Advocacy and Recommendations from College Students' Lived Experiences |

## RECRUITMENT EFFORTS



The Why Teach conference attracted approximately 250 high school students from area high schools who have expressed an interest in teaching as a career choice.



## Canyon ISD Hosts First-Ever Trade Day Event

On Tuesday, February 4<sup>th</sup>, Canyon ISD held its inaugural Trade Day event. The Criminal Justice Program, EMA, and Social Work had the privilege of engaging with bright and enthusiastic seniors from Canyon, Randall, Midway, and West Plains high schools.



Dr. Bang had fantastic conversations about the exciting opportunities within the Criminal Justice Program and was inspired by the students' passion for the field. He also discovered that students love to pound the gavel!





## Recruitment Event Held in Old Main

On February 8<sup>th</sup>, high school students enrolled in the Upward Bound Program from Dimmitt, Tulia, and Hart visited WT to learn about majoring in Criminal Justice, Emergency Management Administration (EMA), or Social Work.

Upward Bound is a federally funded program that provides students with support, motivation, and opportunities to complete high school and pursue postsecondary education.

PROFESSIONAL SERVICE



Dr. Bang has stepped up recruitment efforts for Criminal Justice, incorporating some of the more engaging aspects of the field to capture students' interest. Be on the lookout for these potential future Criminal Justice majors!"

# EPIC

EXPLORING PATHWAYS INTO CAREERS

THURSDAY, FEBRUARY 20<sup>TH</sup>, 2025 11:40 AM - 1 PM, AMARILLO CIVIC CENTER

Dr. Bang attended the "Epic Career Fair" at the Civic Center in Amarillo, where he met with hundreds of high school students from around the Panhandle to discuss the Criminal Justice Program and WT. He also tried out several new recruitment materials—including a megaphone, police lights, and evidence bags—and took more than 100 mugshots of potential students!



## Upcoming Recruitment Opportunities

|            |          |          |          |          |
|------------|----------|----------|----------|----------|
| DALLAM     | SHERMAN  | HANSFORD | DEKATUR  | LIPSICOM |
| HARTLEY    | MOORE    | ROBERTS  | HEMPHILL |          |
| OLDHAM     | POTTER   | CASSON   | GRAY     | WHEELER  |
| DEAF SMITH | MARSHALL | DEWILEY  |          |          |
| PARMER     | CASTRO   | TERRELL  | BRISCOE  | HALL     |



**WORKFORCE SOLUTIONS**  
**PANHANDLE**

A proud partner of the [americanjobcenter](http://americanjobcenter.com) network

[www.wspanhandle.com](http://www.wspanhandle.com)



Join us **March 6th, from 8 AM – 4 PM** for the **AmTech Career Fair**; an interactive exploration of careers in the Texas Panhandle and the pathways that lead to them. Employers and Educators are encouraged to create interactive activities to engage the over **4,500 student participants** in exploring the knowledge and skills behind the job titles. This is NOT your average career fair!

**AmTech Career Fair**



**2025 Spring Amarillo Job Fair**  
TUESDAY, APRIL 8<sup>th</sup>, 2025 10 AM - 2 PM, AMARILLO CIVIC CENTER

Join us **April 8th, from 10 AM - 2 PM** for the **2025 Spring Amarillo Job Fair!** At the last job fair, more than **100 businesses** participated offering job opportunities ranging from entry-level positions to professional careers. With an **average job seeker attendance rate of 1,400**, employers are able to make contact with dozens of candidates in a single afternoon. This is the perfect opportunity for your business to fill vacant or new positions and showcase your business to the community.

**Where: Amarillo Civic Center**

**When: April 8, 2025 10 AM – 2 PM**

Booth Price on or before March 31, 2025 – \$100

Booth Price on or after April 1, 2025 – \$125

Lunch will be catered, the cost for each boxed lunch is \$10.00.

**2025 Spring Amarillo Job Fair**

## March 2025

| Sunday    | Monday   | Tuesday   | Wednesday                              | Thursday   | Friday  | Saturday  |
|-----------|--|-----------|--|--|---|-----------|
|           |  |           |  |  |   | <b>1</b>  |
| <b>2</b>  | <b>3</b><br>2:00: <u>IRB and IACUC</u><br>Submission Deadline<br><u>CLD Workshop</u> | <b>4</b>  | <b>5</b>                               | <b>6</b><br>Faculty and Student<br>Research Poster Session and<br>Research Fair; Cornette<br>Library | <b>7</b><br>Buffalo Roundup   | <b>8</b>  |
| <b>9</b>  | <b>10</b><br><br>Spring Break  | <b>11</b> | <b>12</b>                              | <b>13</b>  | <b>14</b><br>University Closed  | <b>15</b> |
| <b>16</b> | <b>17</b><br>2:00: <u>IRB and IACUC</u><br>Submission Deadline                       | <b>18</b> | <b>19</b>                              | <b>20</b><br><br>Finals for 8 wk classes   | <b>21</b><br>Buffalo Roundup<br>Midterm<br>IT Maintenance                         | <b>22</b> |
| <b>23</b> | <b>24</b><br>Midterm grades due for<br>developmental and core<br>courses             | <b>25</b> | <b>26</b><br>8:40: Educators EXPO; FUB | <b>27</b>  | <b>28</b><br>Buffalo Roundup<br><br>11:00: Induction/Mentoring<br>Meeting; OM 218 | <b>29</b> |
| <b>30</b> | <b>31</b><br>Last day to drop/WD with<br>grade of X                                  |           |  |  |   |           |

Academic Affairs Calendar

Academic Calendar (Registrar)

## April 2025

| Sunday              | Monday  | Tuesday   | Wednesday                                   | Thursday  | Friday   | Saturday  |
|---------------------|---|---|---|-----------|--|---|
|                     |   | <b>1</b><br>Registration opens:<br>Graduate Students<br><hr/> 2:00: <a href="#">IRB</a> and <a href="#">IACUC</a><br>Submission Deadline      | <b>2</b><br>Registration opens: Seniors     | <b>3</b>  | <b>4</b><br>Buffalo Roundup<br><hr/> Registration opens: Juniors<br><hr/> Transfer student registration<br>day                           | <b>5</b>  |
| <b>6</b>            | <b>7</b><br>CLD Community Workshop<br><br>Registration opens:<br>Sophomores | <b>8</b>  | <b>9</b><br>Registration opens:<br>Freshmen | <b>10</b> | <b>11</b><br>Buffalo Roundup<br><br>IT Maintenance →   | <b>12</b>   |
| <b>13</b>           | <b>14</b>   | <b>15</b><br>2:00: <a href="#">IRB</a> and <a href="#">IACUC</a><br>Submission Deadline<br><br>Financial Aid Application<br>Priority Deadline | <b>16</b>                                   | <b>17</b> | <b>18</b><br>Good Friday; No Classes;<br>University Open   | <b>19</b><br>Fall Graduation Application<br>Available |
| <b>20</b><br>Easter | <b>21</b>   | <b>22</b>   | <b>23</b>                                   | <b>24</b> | <b>25</b><br>Buffalo Roundup<br><hr/> Application Deadline:<br>Undergraduate Admissions<br>11:00: Induction/Mentoring<br>Meeting; OM 210 | <b>26</b>   |
| <b>27</b>           | <b>28</b>   | <b>29</b>   | <b>30</b>                                   |           |  |   |

[Academic Affairs Calendar](#)

[Academic Calendar \(Registrar\)](#)