

# CEPA

## **Collaborative Educational Programs for the Americas Leadership Conference**



**Addressing the Challenges of Education:  
Bringing back civil discussion, debate and the conflict of ideas**

***El Tropicano Riverwalk Hotel***  
***San Antonio, Texas***



San Antonio Famed Riverwalk

**September 27, 2019**

CEPA Leadership Conference  
“Addressing the Challenges of Education:  
Bringing back civil discussion, debate and the conflict of ideas”  
September 27, 2019, San Antonio, Texas



Dear Friends:

Welcome to the CEPA Leadership Conference. This year's theme addresses the question of how to inspire a new generation of leaders to innovate.

There is consensus among educators and others that the design and structure of education must change fundamentally if we are to compete successfully in today's rapidly changing global community. Innovation, futuristic thinking and collaboration are needed to prepare leaders to meet the national and international challenges of tomorrow. This conference provides an opportunity for leaders to learn to be visionary, become risk-takers, and break away from traditional paradigms to implement and sustain positive reform and change.

The conference goals are: 1) to encourage, mentor and support new and upcoming leaders in diverse fields of interest, 2) to improve leadership through collaboration, and 3) to maintain a focus on humanistic values and ethical practices. At this conference we are also interested in developing independent, innovative and creative thinkers.

The universities represented at this year's event are campuses that have encouraged young thinkers to take advantage of all learning opportunities to enhance essential skills, such as critical thinking and communicating effectively, important attributes in the development of ethical leadership. We applaud their commitment to the overall education of our future leaders.

Conferences like CEPA that deal with strategies and policies for the 21<sup>st</sup> century have never been more important!

Cordially,

*Fred J. Rodríguez*

Fred J. Rodríguez, Ph.D.  
President, CEPA

## **Schedule at a Glance**

### **Thursday, 9/26**

4:00 pm-7:00 pm                      Registration

### **Friday, 9/27                      Conference Main Event**

8:00 am - 10:00 am                      Registration

9:00 am - 10:00 am                      General Opening Session

10:15 am - 12:15 pm                      Conference Presentations

12:15 pm - 1:00 pm                      Lunch

1:00 pm - 2:30 pm                      Panel of Deans and Scholars

2:45 pm - 5:15 pm                      Conference Presentations

5:15 pm - 5:30 pm                      Closing Remarks and Recognition

## **CONFERENCE LEADERSHIP ACTIVITIES**

- **Keynote speakers**
  - **Informative sessions**
    - **Poster presentations**
      - **Panel discussions**
        - **Networking and mentoring**

## **Acknowledgements**

*Special thanks to all of the following whose time and energy have made this conference possible:*

### **Conference directors**

Dr. Meghan A. Carmody-Bubb, Our Lady of the Lake University  
Dr. Phyllis Duncan, Our Lady of the Lake University  
Dr. Theresa Garfield, Texas A&M University-San Antonio

### **Journal of Collaborative Leadership Editorial review board**

#### **Editors-in-Chief:**

Dr. Meghan A. Carmody-Bubb, Our Lady of the Lake University  
Dr. Phyllis Duncan, Our Lady of the Lake University

#### **Conference advisory council members**

Dr. William Brownsberger, Dean, College of Arts & Sciences, Our Lady of the Lake University  
Dr. Meghan A. Carmody-Bubb, Professor, School of Business and Leadership Studies, Our Lady of the Lake University  
Dr. Phyllis Duncan, Professor, School of Business and Leadership Studies, Our Lady of the Lake University  
Dr. Theresa Garfield, Associate Professor, College of Education, Texas A&M University-San Antonio  
Dr. Julia Mahfouz, Assistant Professor, College of Education, Health & Human Sciences, University of Idaho  
Dr. Heidi Reeder, Professor, College of Innovation & Design, Boise State University  
Dr. Bruce Rosenthal, Dean, School of Business and Leadership, Our Lady of the Lake University  
Dr. Carl Sheperis, Dean, College of Education & Human Development, Texas A&M University-San Antonio



Our Lady of the Lake University Class of 2019  
Doctoral Students

***Benefits of CEPA conferences include***

- National and International Exposure, Networking and Outreach Opportunities
- Involvement with Political Officials and Prominent Individuals from Academia, as well as Business, Civic, Law Enforcement, and Military Leaders
- Attendant Positive Recognition and Publicity
- A Natural Forum to Discuss a New Vision on Leadership for the 21st Century
- Increased Communication and Building on a Cooperative Approach for Continued Dialogue, and Information Exchange
- Access/Links to CEPA and other Organizations Broadening Collaborative Horizon

## Program

### Thursday, September 26

4:00 pm-7:00 pm

Registration



### Friday, September 27

#### Conference – Monte Cristo Conference Rooms

8:00 am - 10:00 am

Registration Check-in – La Habana Foyer

9:00 am - 10:00 am

#### Conference General Opening Session – Monte Cristo A

Dr. Fred J. Rodriguez, President/CEO  
Collaborative Educational Programs for the Americas

Welcome Address

Presentation of Colors: St. Mary's University ROTC Department



National Anthem – Performed by John Hyland  
San Antonio Symphony Mastersingers

Master of Ceremonies

Dr. Meghan Carmody-Bubb, Our Lady of the Lake University  
Dr. Phyllis Duncan, Our Lady of the Lake University  
Dr. Theresa Garfield, Texas A&M University San Antonio

9:30 a.m.- 10:00 a.m.      Keynote Speaker

## **Featured Speaker**



**Dr. Heidi Reeder, Professor & Renowned Author**  
Author of *Commit to Win* (2014)  
Director of the Leadership Certificate Program  
College of Innovation and Design  
Boise State University

10:00 a.m.- 10:15 a.m.      Coffee Break

## **Conference Breakout Sessions**

### **Conference Presentations and Roundtable Discussions**

**NOTE: For complete listing of breakout sessions go to (Online):**  
**[http://www.cepa2000.org/cepa\\_2015-2020\\_presentations\\_bo.html](http://www.cepa2000.org/cepa_2015-2020_presentations_bo.html)**  
**(View on screen or download and print)**



## **10:15 a.m. – 10:45 a.m. Breakout Sessions**

### **Creating Leaders with Experiential Learning**

Jeannie J. Scott, Ph.D., Associate Dean and Professor, H-E-B School of Business and Administration, University of the Incarnate Word

Monte Cristo A

### **Future Ready: A study on the Role of Leadership in the Evolution of Service Industries through the Lens of Technological, Workforce and Global Impacts**

Marisol Weymouth, Our Lady of the Lake University

Monica Schlueter, Our Lady of the Lake University

Brad Wallace, Our Lady of the Lake University

Doyle Edeni, Our Lady of the Lake University

Monte Cristo B

## **10:45 a.m. – 11:15 a.m. Breakout Sessions**

### **Place-based STEM Teacher Leadership**

Dr. Lourdes Viloria, Texas A&M International University

Dr. Marcela Uribe, Texas A&M International University

Dr. Weam Al-Tameemi, Texas State University

Monte Cristo A

### **Perceptions of Government Corruption in the United States**

Cisco Iguaran, Our Lady of the Lake University

Belinda De la Rosa, Our Lady of the Lake University

Judith A. Canales, Our Lady of the Lake University

Cynthia Hernandez, Our Lady of the Lake University

Monte Cristo B

## **11:15 a.m. – 11:45 a.m. Breakout Sessions**

### **Leadership: The Global Virtual Reality**

Brian A. De Leon, Our Lady of the Lake University

Melissa L. Williams, Our Lady of the Lake University  
Lydia C. Hamner, Our Lady of the Lake University  
Tiffany G. Bryson, Our Lady of the Lake University

Monte Cristo A

**Ecuadorian Foreign Policy Xenophobic Responses to the Massive Migration of Venezuelans**

Dr. Claudia Donoso, St. Mary's University

Monte Cristo B

**11:45 a.m. – 12:15 p.m. Breakout Sessions**

**Global Leaders and their Moral Compass: Does Culture and Economic Disparity Shape Decision-making of Governments?**

Lisa A. Batchelor, Our Lady of the Lake University  
Johnny R. Campos, Our Lady of the Lake University  
Juan A. Quintanilla, Our Lady of the Lake University  
Stephanie A. Sanchez, Our Lady of the Lake University

Monte Cristo A

**Fear and Evaluating Threat, School Shootings and Violence in the U.S.**

Dr. Stephen Benigno, Texas A&M International University

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**12:15 pm - 1:00 pm Lunch**



**CEPA 2016 Delegation**

**ALL DAY POSTER SESSION: LA HABANA FOYER**

**1:00 p.m. –2:30 p.m. Panel of Scholars: Coaching for Futuristic Leadership**

**Moderators**

Dr. Meghan Carmody-Bubb, Our Lady of the Lake University  
Dr. Phyllis Duncan, Our Lady of the Lake University  
Dr. Theresa Garfield, Texas A&M University-San Antonio

**Panelists**

Dr. William Brownsberger, Dean, College of Arts & Sciences,  
Our Lady of the Lake University

Dr. Julia Mahfouz, Assistant Professor, College of  
Education, Health & Human Sciences, University of Idaho

Dr. Heidi Reeder, Director of the Leadership Certificate  
Program, College of Innovation & Design, Boise State  
University

Dr. Bruce Rosenthal, Dean, School of Business and  
Leadership, Our Lady of the Lake University

Dr. Carl Sheperis, Dean, College of Education & Human  
Development, Texas A&M University-San Antonio

**ALL DAY POSTER SESSION: LA HABANA FOYER**

**2:30 p.m. –2:45 p.m. Break**

**Breakout Sessions Continued...**

**NOTE: For complete listing of breakout sessions go to (Online):**  
**[http://www.cepa2000.org/cepa\\_2015-2020\\_presentations\\_bo.html](http://www.cepa2000.org/cepa_2015-2020_presentations_bo.html)**  
**(View on screen or download and print)**

**2:45 p.m. – 3:15 p.m. Breakout Sessions**

**Through the Lens of a Glass Ceiling - Women in Leadership**

Patricia del Toro, Our Lady of the Lake University  
Diana Martinez, Our Lady of the Lake University  
Dora Ann Garcia, Our Lady of the Lake University

Clara Ramirez, Our Lady of the Lake University

Monte Cristo A

**Social Networking: Cyber Hate Allows No Safe Space**

David R. Garcia, McNair Scholars Program, Our Lady of the Lake University

Monte Cristo B

**3:15 p.m. – 3:45 p.m. Breakout Sessions**

**The Age Crises in Leadership: Preparing Leaders for an Aging Multi-generational Workforce**

Claudia Ayala, Our Lady of the Lake University

Michael Boeding, Our Lady of the Lake University

Jillian Ojeda, Our Lady of the Lake University

Brian O'Grady, Our Lady of the Lake University

Monte Cristo A

**How Internalized Racism Impacts College Enrollment in Underserved Neighborhoods of San Antonio**

Kathy M. Garcia, McNair Scholars Program, Our Lady of the Lake University

Monte Cristo B

**3:45 p.m. – 4:15 p.m. Breakout Sessions**

**Creating Cultures of Learning to Address the Current Crisis in School Safety**

Dr. Meghan Carmody-Bubb, Our Lady of the Lake University

Monte Cristo A

**China's Culture and its Effects on China's International Economic Decision-making**

Alberto Peña, Our Lady of the Lake University

Hollie Garcia, Our Lady of the Lake University

Joseph Grant, Our Lady of the Lake University

Monte Cristo B

**4:15 p.m. – 4:45 p.m. Breakout Sessions**

***La Cultura, la Convivencia, y el Cambio: Criando Hijos Sanos***

Dr. Kathryn Bartlett Anderson, Our Lady of the Lake University

Patricia Castillo, Our Lady of the Lake University

Monte Cristo A

**Service Learning Curriculum and Collaboration as Tools for Teaching Servant Leadership**

Dr. Carol Z. Rownd, Our Lady of the Lake University

Dr. Esther S. Gergen, Our Lady of the Lake University

Monte Cristo B

**4:45 pm – 5:15 pm**

**Breakout Session**

Silencing Stereotypes

Dr. Esther Gergen, Our Lady of the Lake University

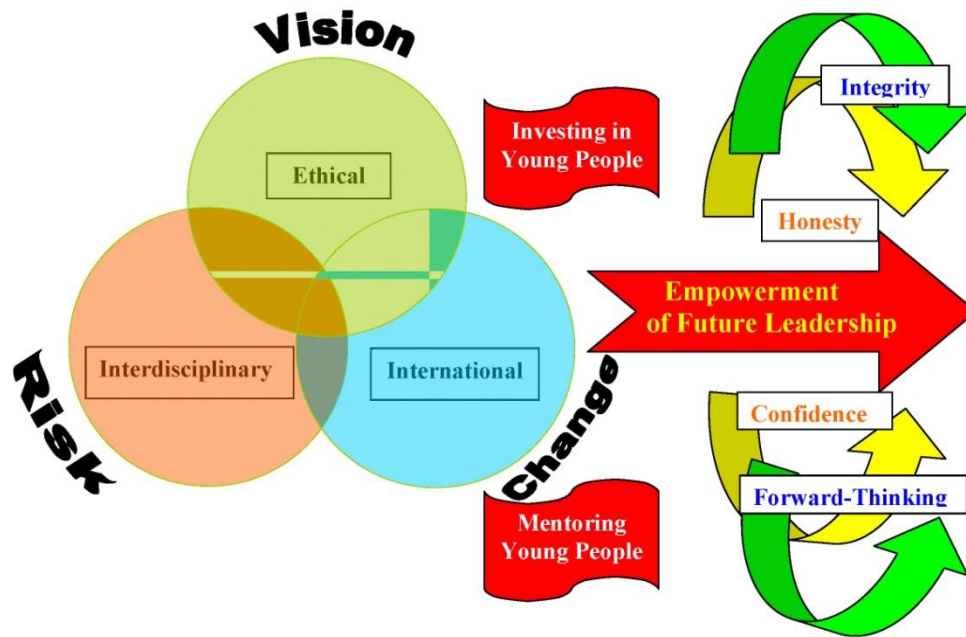
Monte Cristo A

**5:15 pm – 5:30 pm**

**Closing Remarks**

# PLATFORM FOR UNDERSTANDING LEADERSHIP

## THE CEPA MODEL



# **Future Leaders**



**Boise State University**  
**Students in Training**  
**Alternative Spring Break Program**

# RECOGNITION

## Featured Speaker



**Dr. Heidi Reeder, Professor & Author**  
College of Innovation & Design  
Boise State University

Dr. Heidi Reeder is the author of *Commit to Win: How To Harness The Four Elements of Commitment To Reach Your Goals*. She holds degrees in Communication from the University of Oregon, Stanford University and Arizona State University and has authored articles for leading communication and social psychology journals. As a Carnegie Foundation award-winning professor at Boise State University, she serves as the Director of the Leadership and Human Relations Certificate program in the College of Innovation and Design.

In *Commit to Win*, Heidi Reeder, Ph.D., unpacks over forty years of research by psychologists and economists to show that the key to reaching any goal, whether it's to hit the gym more often or to finally quit that dead-end job, isn't motivation, willpower, or determination. It's commitment.

Busting the myths most of us believe about commitment, Reeder shows that it all comes down to four variables:

- Treasures: the benefits we get from working toward a goal.
- Troubles: the difficulties we have to deal with.
- Contributions: the time, money, and effort we invest.
- Choices: the number of good alternatives we have.

## Master of Ceremonies



Dr. Meghan A. Carmody-Bubb, Professor  
School of Business and Leadership Studies  
Our Lady of the Lake University

Dr. Meghan Carmody-Bubb is a Professor in the School of Business and Leadership at Our Lady of the Lake University in San Antonio, where she teaches in the Leadership Studies Doctoral Program. She holds a Bachelor of Science degree from Texas A&M University and a Doctorate of Philosophy in Experimental Psychology from Texas Tech University. Her areas of interest include conflict management, cognition and decision-making under stress, and the role of meaning in coping and resilience.

Dr. Carmody-Bubb is co-founder of the *Journal of Collaborative Leadership*, a refereed journal published by CEPA. The inaugural publication is slated for February, 2017.



Dr. Phyllis Duncan, Professor  
School of Business and Leadership Studies  
Our Lady of the Lake University

Dr. Phyllis Duncan, co-founder of the *Journal of Collaborative Leadership*, is a Professor in the School of Business and Leadership at Our Lady of the Lake University in San Antonio, where she teaches in the Leadership Studies Doctoral Program.

She earned a Ph.D. in Organizational Leadership from the University of the Incarnate Word, an MBA from the University of Arkansas, a Master of Science in Industrial Engineering from Southwest University, and a Bachelor of Science in Business Administration from University of the Ozarks.



**Dr. Theresa Garfield**  
Associate Professor  
Texas A&M University-San Antonio

Dr. Garfield currently serves as an associate chair/associate professor in the Department of Educator and Leadership Preparation at Texas A&M University San Antonio. She earned her doctorate from the University of Texas at San Antonio and completed post-doctorate work in special education at Northcentral University.

## **Opening Ceremonies**



**John Hyland**  
Opera singer, Purple Heart recipient  
San Antonio Symphony Mastersingers

John Hyland is a North Carolina native and an alumnus of UNCSA School of Music. He began taking singing lessons at UNCSA's Community Music School with Martha Teachey, who recognized his talent and encouraged him to pursue a career in opera.

He has sung the national anthem at Madison Square Garden and at other prestigious occasions. Most recently, Hyland performed with Opera San Antonio and made his solo career return, singing Petite Messe Solennelle with the San Antonio Symphony's Mastersingers.

Prior to moving to San Antonio Hyland served in the Army. In October 2006, Corporal Hyland was deployed to Iraq, where he was stationed with B Troop, 6th Squadron, 9th Cavalry Regiment, at Forward Operating Base Normandy. His team of Scouts searched for combatants in enemy territory. On a mission near Baghdad on Sept. 11, 2007, Hyland was the gunner in a vehicle that was hit by an improvised explosive device, or IED. He sustained extensive pelvic and back injuries and lost his left leg below the knee. Doctors told him he would never be able to walk on his own again. He is a recipient of the Purple Heart.

## **Speakers and Panelists**



Dr. William Brownsberger, Dean  
College of Arts & Sciences  
Our Lady of the Lake University

Dr. William Brownsberger, STD, recently joined the university as the dean of the College of Arts and Sciences (CAS). He brings with him 17 years of experience with Catholic institutions that give him excellent grounding in the type of values and spirit that shape OLLU. He previously held positions at Holy Trinity Catholic Seminary and University of Dallas. He comes to OLLU from Conception Seminary College where he served as Academic Dean. "We are proud to have Dr. Brownsberger join the OLLU family," said Dr. Marcheta Evans, OLLU provost and vice president for academic affairs. "He brings with him experiences and vision that will be integral to the continued growth of the College of Arts and Sciences."

Dr. Brownsberger earned his Bachelor of Arts in Philosophy from the University of Dallas, Irving, and his Master of Arts in Theology from The Catholic University of America. He earned his Licentiate in Sacred Theology and Doctor of Sacred Theology from Pontifical Gregorian University, Rome.



Dr. Julia Mahfouz, Assistant Professor  
College of Education, Health & Human Sciences  
University of Idaho

Dr. Julia Mahfouz is an assistant professor in the Educational Leadership program, Department of Leadership and Counseling at the University of Idaho. She has a Ph.D. from the Pennsylvania State University in Educational Leadership with minors in Comparative International education and Curriculum & Instruction. Her research agenda has been shaped by her educational work as an international educator in the capacity of high school teacher, principal (K-12), and curriculum coordinator.

Mahfouz's research interests include exploring the social and emotional dynamics of educational settings and their effect on school climate. She is also focused on improving principal preparation programs and enhancing the principals' social-emotional competencies and their capacity to cultivate a supportive learning environment for improved student outcomes and over-all school improvement.



Dr. Bruce Rosenthal, Dean  
School of Business and Leadership  
Our Lady of the Lake University

Dr. Rosenthal joined the university as the dean of the School of Business and Leadership (SBL). As SBL dean, Dr. Rosenthal will provide leadership and strategic vision for OLLU's longstanding business and leadership programs including information

systems and security, business administration, accounting and organizational leadership.

“We are thrilled to welcome Dr. Rosenthal to the OLLU family,” said Dr. Marcheta Evans, OLLU provost and vice president for academic affairs. “His wealth of experiences in the United States and abroad will allow him to bring new vision, an entrepreneurial spirit and solid leadership to our School of Business and Leadership.”

Dr. Rosenthal comes to OLLU from St. Peter’s University where he served as the founding dean of the School of Business. At St. Peter’s University, he helped create new master’s degree programs in sustainable business and consumer analytics. He also served as the director of the School of Business at Alfred University in New York, as the director and chair of Business Programs at Chatham University in Pennsylvania, and as the director of the MBA program and director of international programs at the University of the Sciences in Philadelphia.

Prior to his time as an academic leader, Dr. Rosenthal held various roles including as a teacher in the Japanese educational system, in strategic planning with Merrill Lynch and as a senior representative within Kyodo News at Dow Jones/Telerate.

Dr. Rosenthal earned his BFA from Syracuse University, his MBA in International Business from Rutgers University, and his PhD in Health Policy from the University of the Sciences in Philadelphia.

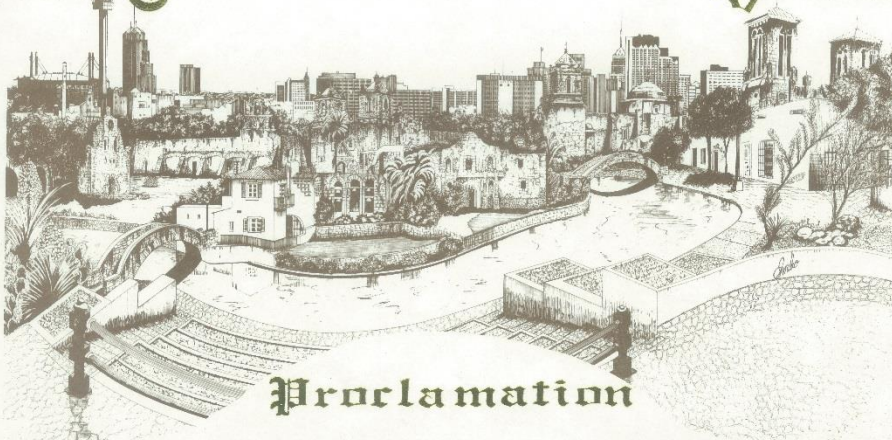


Dr. Carl Sheperis, Dean  
College of Education & Human Development  
Texas A&M University-San Antonio

Dr. Carl J. Sheperis serves as the dean of the College of Education at Texas A&M University-San Antonio. His professional life has spanned more than 20 years. He is committed to the advancement of professional counseling through mentorship, teaching, research, and service. He has over 100 professional publications and has authored seven textbooks, including *Assessment Procedures for Counselors and Helping Professionals* (8th ed.), *Counseling Research: Quantitative, Qualitative, and Mixed*

*Methods* (2nd ed.), and *Clinical Mental Health Counseling: Fundamentals of Applied Practice*. His textbooks are used at hundreds of universities throughout the world. Dr. Sheperis has received numerous awards for his work, including the ACA Counselor Educator Advocacy and the SACES Outstanding Counselor Educator Award. Dr. Sheperis conducts research on pediatric mental health and has obtained over \$2 million in research funding. He is currently focusing on the neuroscience of autism. Dr. Sheperis is considered an expert in pediatric mental health and autism intervention. He has been cited in *The Denver Post*, *Disney Family*, *Parenting*, and other media outlets.

# City of San Antonio



## Proclamation

**WHEREAS,** THE COLLABORATIVE EDUCATIONAL PROGRAMS FOR THE AMERICAS (CEPA) CONSORTIUM LEADERSHIP CONFERENCE WILL BE HELD OCTOBER 9-11, 2014, AT THE EL TROPICANO RIVERWALK HOTEL, IN SAN ANTONIO, TEXAS, AND THIS YEAR'S THEME IS *"MILLENNIAL GENERATION: DEVELOPING TOMORROW'S LEADERS"*; AND

**WHEREAS,** CEPA IS A NON-PROFIT PUBLIC BENEFIT CORPORATION, AND AN INNOVATIVE APPROACH FOR DEVELOPING FUTURE LEADERS IN CONJUNCTION WITH THEIR FORMAL ACADEMIC PROGRAM; AND

**WHEREAS,** CEPA PROMOTES FORMING PARTNERSHIPS WITH AN INTERDISCIPLINARY GROUP OF PROFESSIONALS TO INITIATE A DYNAMIC INTERCHANGE OF IDEAS WITH THOSE DEDICATED TO A COMMON MISSION AND PHILOSOPHY; AND

**WHEREAS,** THE GOALS OF THE EVENT ARE TO ENCOURAGE, MENTOR AND SUPPORT NEW AND UPCOMING LEADERS IN DIVERSE FIELDS OF INTEREST; IMPROVE LEADERSHIP THROUGH COLLABORATION; MAINTAIN A FOCUS ON HUMANISTIC VALUES AND ETHICAL PRACTICES; AND DEVELOP INDEPENDENT, INNOVATIVE AND CREATIVE THINKERS.

NOW, THEREFORE, I, IVY R. TAYLOR, MAYOR OF THE CITY OF SAN ANTONIO, IN RECOGNITION THEREOF, DO HEREBY PROCLAIM OCTOBER 9-11, 2014, TO BE

***"CEPA CONFERENCE DAYS"***

IN SAN ANTONIO, TEXAS.

IN WITNESS WHEREOF, I HAVE HEREUNTO SET MY HAND  
AND CAUSED THE SEAL OF THE CITY OF SAN ANTONIO  
TO BE AFFIXED THIS 9TH DAY OF OCTOBER 2014.



*Ivy R. Taylor*  
\_\_\_\_\_  
IVY R. TAYLOR  
MAYOR

**OUR LADY OF THE LAKE UNIVERSITY**  
SAN ANTONIO • HOUSTON • RIO GRANDE VALLEY

**BACHELOR'S • MASTER'S • DOCTORAL**  
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# **Advance your career** **Balance your life**

Our Lady of the Lake University offers degree programs to help you become a leader in your field, and scheduling options that let you balance career, family and school.

## **DOCTORAL PROGRAMS**

Counseling Psychology  
Leadership Studies

## **MASTER'S PROGRAMS**

Accounting  
Business – MBA  
Communication and Learning Disorders  
Education  
English  
Human Sciences  
Information Systems and Security  
Organizational Leadership  
Nonprofit Management  
Nursing  
Psychology  
Social Work

## **UNDERGRADUATE PROGRAMS**

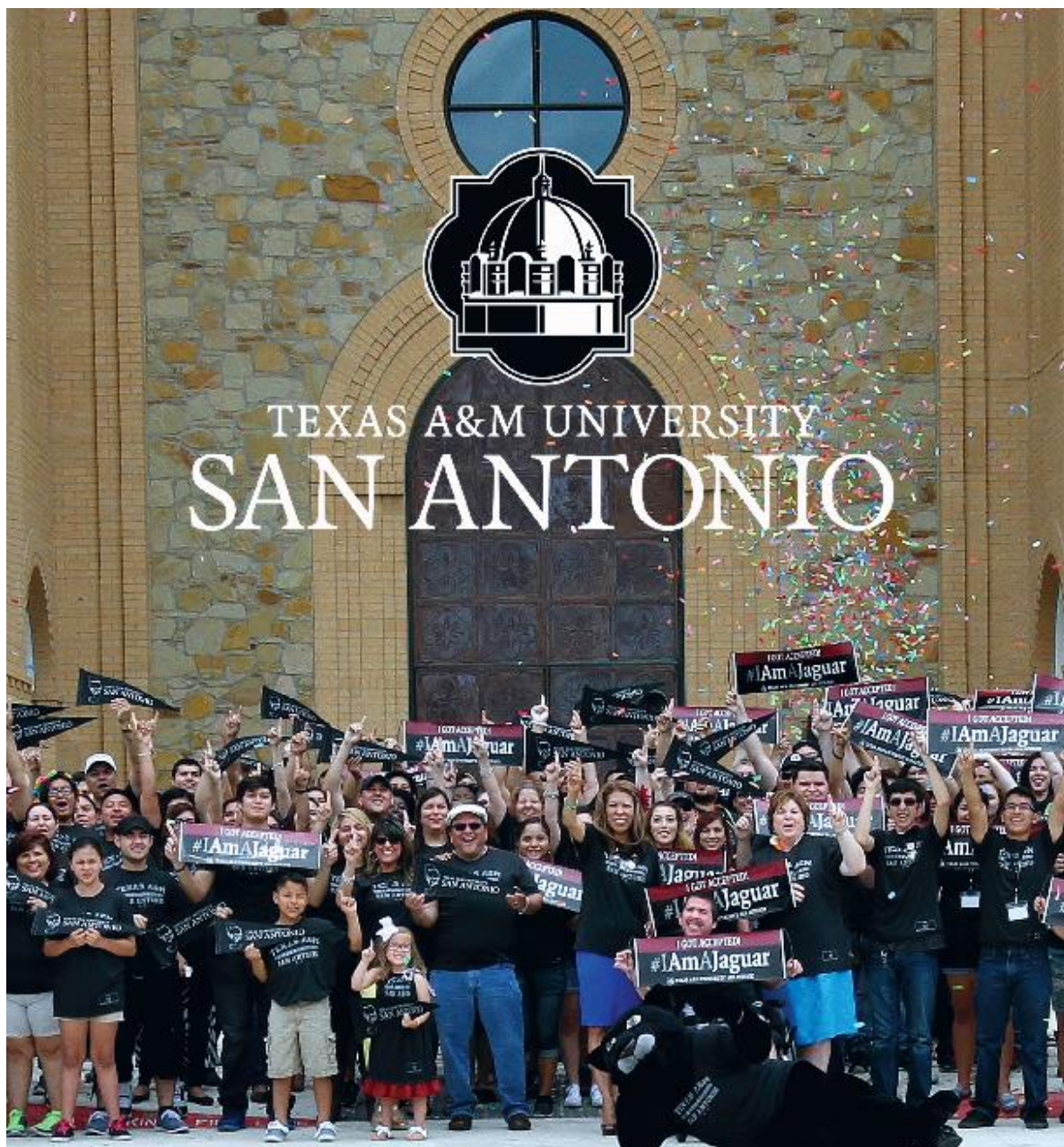
More than 30 undergraduate majors and minors offered in business, pre-med, arts and sciences, psychology, communications disorders, cyber security (certified by National Security Agency), education, healthcare administration, mass communications and social work.



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## **Celebrating Our 75<sup>th</sup> Season with the Symphony!**



### **MAHLER'S RESURRECTION Symphony No. 2**

September 20 & 21, 2019, 8PM  
Sebastian Lang-Lessing, conductor

### **MOZART REQUIEM MOZART: Requiem in D minor, K. 626**

November 22 & 23, 2019, 8PM  
David Danzmayr, conductor

**Handel's Messiah**  
December 8, 2019, 3PM  
University United Methodist Church  
John Silantien, conductor

### **BRAHMS FIRST BRAHMS: Song of Destiny, OP. 54 WAGNER: Selections: Die Meistersinger von Nürnberg**

Friday, January 10 & 11, 2020, 8PM  
Christian Reif, conductor

**17<sup>th</sup> Annual  
Musical Shower of Roses**  
Basilica of the Little Flower National Shrine  
Sunday, May 17, 3PM