



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

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

# Monthly Faculty & Staff Newsletter



**Dr. Gary Bigham**  
Professor | Dean

### Greetings from the Dean

With the last class day on November 30<sup>th</sup>, we have entered our last month of instruction for the fall semester. Admittedly, I have been unsuccessful at tackling several initiatives I had in mind for the fall semester, but there is nothing preventing me from starting them in the spring. I am often asked how the deanship is going. My typical answer is “Busy, exceptionally busy, but a good busy.” I know we have had our share of challenges this semester, but in the end, I’m upbeat about where we are and I hope the same is true for you.

Thanks again to all of you who took the time to complete the Speed of Trust Index in September. I have received the responses, and I will share some initial results on the page that follows. In short, the trust in our college is good, but not great. Although it will take some time, I am committed to fostering an environment in our college where trust is inspired, communication and collaboration are encouraged, academic freedom is valued, and innovation prevails.

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

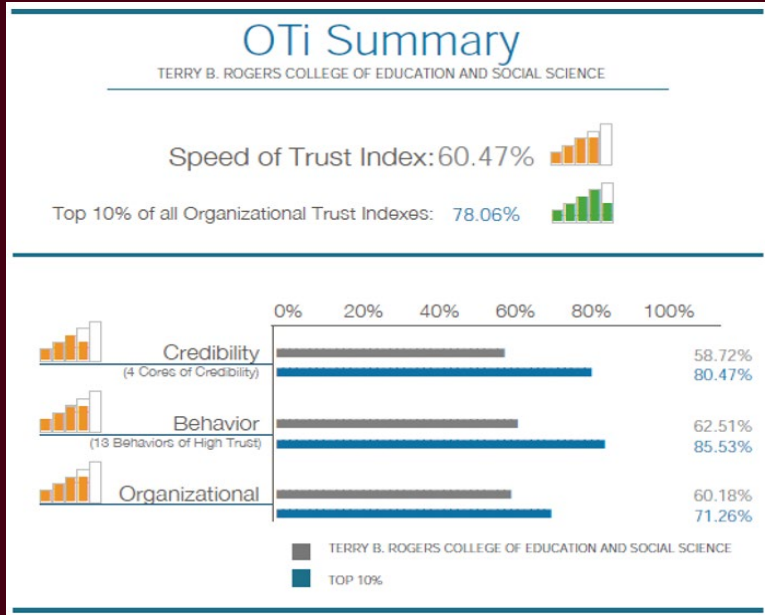
## The Intersection of Leadership, Trust, Environment, and Values

In September, I focused on **trust**. Last month I started moving into **values**. I have alluded to fostering an **environment** where trust is inspired on several occasions, and with my background, I obviously have a passion for **leadership**. I believe this short 2-minute video effectively incorporates all four topics.



# Highlights from the Speed of Trust Survey

When you consider that 54 of our total number of 90 potential respondents, including full- and part-time faculty and staff who were invited to respond did so, with at least three reminders in September, I believe the 60% response rate speaks to the issue of trust before even looking at any of the results.



The overall Speed of Trust Index is a number on a scale of 0-100. The *Top 10%* scores are for comparison to a representative sample of organizations worldwide in the Franklin Covey system. Our college is currently 21.75%, 23.02%, and 11.08% below the Top 10% in measures of credibility, behavior, and organizational trust respectively.

TRUST

## Organizational Trust

How would you describe the culture within the Terry B. Rogers College of Education and Social Sciences?

Scale	Results
No Trust	0%
Very Low Trust	7.4%
Low Trust	7.4%
Some Trust Issues Exist	37%
Trust Is Not an Issue	14.8%
Trust Is a Visible Asset	31.5%
We Have World-Class Trust	1.9%

## Relationship Trust

How would you rate your propensity or bias to trust other people in general? I am...

Scale	Results
Very Suspicious	3.7%
Suspicious	1.9%
Cautious	44.4%
Trusting	40.7%
Very Trusting	9.3%

## Behavioral Trust

In the 13 behaviors of high trust (talk straight, demonstrate respect, create transparency, right wrongs, show loyalty, deliver results, get better, confront reality, clarify expectations, practice accountability, listen first, keep commitments, and extend trust).

How I Rated Myself	How I Rated Everyone Else
92.42%	62.51%

## Associate Degrees Coming Soon

WTAMU is seeking application to award associate degrees in the near future. Preliminary plans are for every student who completes 60 hours, inclusive of the core curriculum, to be awarded an associate degree. Their diplomas will be mailed to them, but there will be no graduation ceremony to recognize associate degree recipients. While WT's focus is not on becoming an associate degree granting institution, the impetus behind moving into this realm is recognizing the degree as a stackable credential, using it as a motivational tool for encouraging undergraduate students to stay committed to completing their bachelor's degrees, and to boost headcount and enrollment. The Terry B. Rogers College of Education and Social Sciences will have two associate degrees, one in education and one in social sciences.

With associate degrees comes the opportunity to offer dual credit to high school students. There are strong possibilities for dual credit offerings in education, political science, psychology, and sociology. If you see opportunities in other disciplines, please identify them. While no definite plans are in place now, please consider where these opportunities may lie and share your ideas with your department heads. Instructors of dual credit courses will need to design them for online offerings.

Again, please realize that we are only in the preliminary phase of this initiative and are not yet approved to even offer associate degrees. My desire is to make sure you are aware and informed that these wheels are beginning to turn.

## Textbook Initiative

As I communicated to the college on 11/2 immediately following the initial convening of the Blue Ribbon Textbook Committee, the charge to the committee is to **recommend strategies for providing zero-cost instructional materials to students in 1000- and 2000-level courses**. Note that the wording of this charge excludes all junior, senior, and graduate-level courses, meaning the zero-cost restrictions for textbooks or other instructional materials for the upper-level undergraduate (3000- and 4000-level) and graduate courses (5000 and above) will not be employed in the Fall 2024 semester as originally announced by President Wendler.

Because President Wendler's desire is for all courses to be phased in over time, please continue your quest for finding low- and zero-cost instructional materials for all courses, including upper-level undergraduate and graduate courses. Several members of our college have found viable low- and zero-cost solutions that I strongly encourage you to move forward with, even in the upper-level courses where it is not mandated at this time.

The goal behind this initiative is to reduce costs to students and lower student debt, while maintaining the exceptional quality of education WT is known for providing.



## Panel Discussion Highlighting Two of Our Faculty

**WT** Office for Engaged Citizenship  
WEST TEXAS A&M UNIVERSITY™

# First-Gen Stories for Success

On October 3<sup>rd</sup>, WT's Office for Engaged Citizenship hosted an event titled First-Gen Stories for Success. Our very own Drs. Lisa Garza and Shanna Peeples were panelists for this event held in Legacy Hall. The Terry B. Rogers College of Education and Social Sciences is proud to have faculty from two of our departments speaking at such an important event!

EVENTS





# Criminal Justice Fair

The Criminal Justice program held a career fair in JBK Legacy Hall on October 4<sup>th</sup>. It was attended by many and was a most successful event!

## Participating Agencies

Amarillo Police Department

Liberal Police Department

Dallas Fort Worth  
International Airport Police

Texas Department of Public  
Safety

Texas Department of Criminal  
Justice

Pantex

Potter County Sheriff's Office

Randall County Sheriff's  
Office

Randall County Juvenile  
Probation / Youth Center of  
the High Plains

Federal Bureau of  
Investigation

Potter, Randall, and  
Armstrong Counties  
Community Supervision and  
Corrections Department

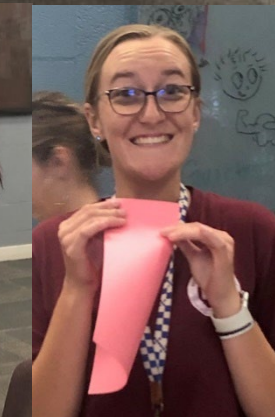
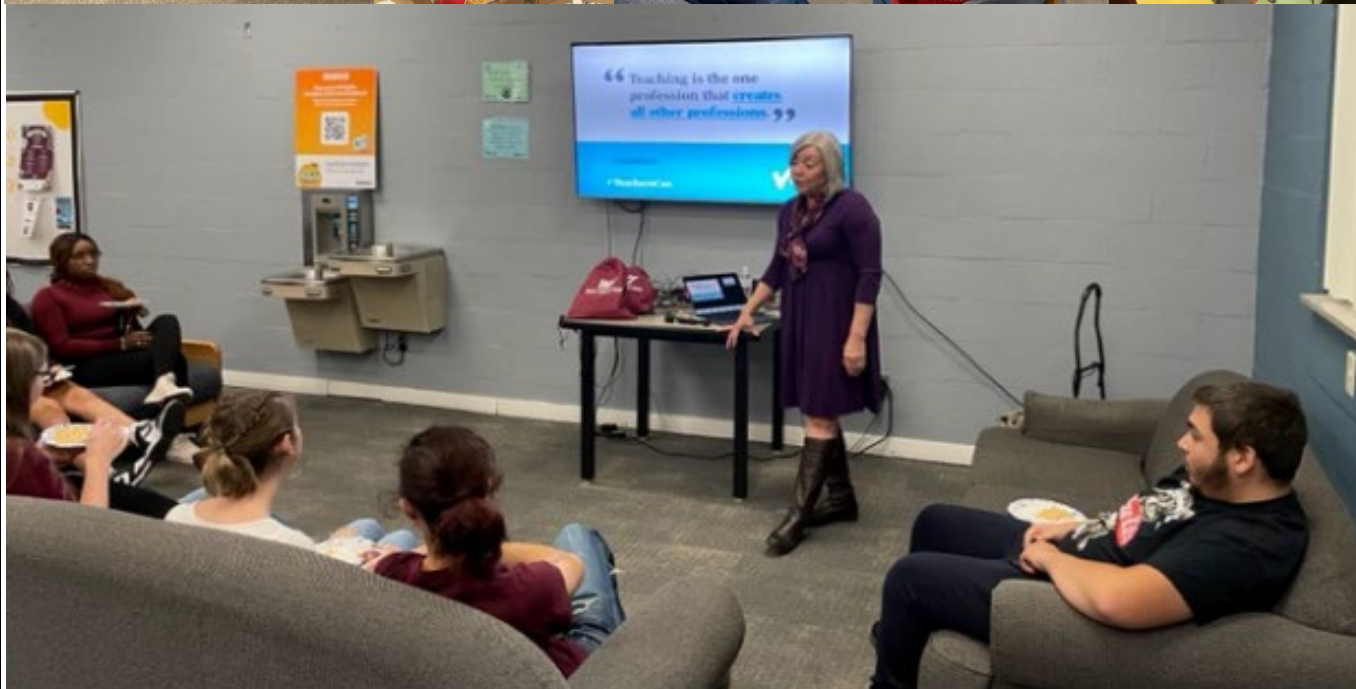
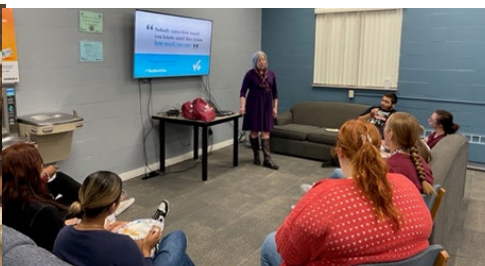
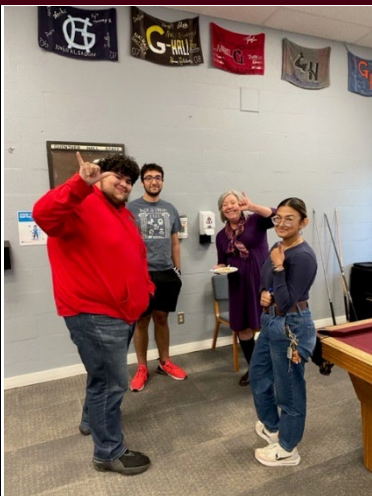


EVENTS



## World Teachers Day

The Department of Education celebrated World Teachers' Day with Community Advisors and teacher candidates in Guenther Hall on October 5th. Everyone enjoyed fried rice from Thai Kitchen, celebrated the noble profession of teaching, and shared discussed why teaching is a valued career. Candidates participated by making a “foldable” with their top three reasons for wanting to become a teacher.



EVENTS

## 11<sup>th</sup> Annual Helen Piehl Lecture Series

The 11<sup>th</sup> Annual Helen Piehl Lecture Series, with Dr. Jack Fletcher, was held on October 5<sup>th</sup> in the JBK Legacy Hall. The title of the lecture was *The Reading Brain: Understanding the Science of Dyslexia*. The lecture was offered both on-site and online. Eighty percent of the 130 in attendance were in-service educators.





## Superintendent Leadership Series

On October 24<sup>th</sup>, the Terry B. Rogers College of Education and Social Sciences hosted the Region 16 Education Service Center and a group of area public school superintendents involved in their Superintendent Leadership Series. Their meeting was held in the Fairley Group Club at the football field. During their time with us, Drs. Wendler and Bigham spoke to them on topics of leadership in institutions of education outside of the public school setting. Additionally, a panel of deans were convened to respond to the superintendents' questions. Many thanks to Drs. Hunt, Mallard, and Pond for serving on that panel.



Additional thanks go to Dr. Pond, who took time out of his day to also guide the group on a tour of the new facilities occupied by the Department of Agriculture.





## Fellowship and Camaraderie

The Social Sciences faculty enjoyed an informal come and go lunch and time of fellowship on October 25<sup>th</sup>. Street tacos, rice, beans, and the “fixings” were served and the conversation among colleagues was enjoyed by all.

FACULTY



## Faculty Accomplishments

### John Shirley Advocacy Award



Dr. Elizabeth Rogers of the TRCOESS's graduate education faculty received the 2023 John Shirley Advocacy Award from the Texas Counseling Association (TCA) at the TCA's 67th annual Professional Growth Conference in Houston.

The John Shirley Advocacy Award recognizes an individual or community organization for excellence in legislative advocacy efforts. Effective legislative efforts require the tireless energy of individuals dedicated to making a difference for the future of the counseling professional and the communities in which they serve. Only through legislative advocacy can counseling professionals educate the state and governmental leaders regarding the importance of mental health wellness. For the 2023 award, the conference program states:

"Dr. Rogers has been a dedicated and passionate advocate for professional and school counselors. Her advocacy services include serving as emerging leader and president of the West Texas Counseling Association as well as president elect of the Texas School Counseling Association. Dr. Rogers encourages others to get involved in the legislative process, particularly when it involves school counseling and

education policy. Dr. Rogers also provides continuing education and training on the Texas Model to education services centers in the West Texas area. Additionally, she serves as a policy liaison for the Texas Counseling Association to the State Board of Educator Certification where she attends meetings and speaks on behalf of school counselors in policy and rules decisions."

Congratulations to Dr. Rogers on this momentous award.

### Grant Funded Research Recently Published

Congratulations to Drs. Hwang and Hindman along with research assistants Elaina Robinson and Karime Cervantes for their recent publication titled *Navigating Challenges in Multilingual Education: Ensuring Equitable Learning for Diverse Students*. The article is published in Volume 7.2 of Texas Educator Preparation (TxEP). Their research was made possible by the Richard and Mary West Traylor Research Grant sponsored by the WTAMU Center for Learning Disabilities.

Citation: Hwang, S., Hindman, J., Robinson, E., & Cervantes, K. (2023). Navigating Challenges in Multilingual Education: Ensuring Equitable Learning for Diverse Students. *TxEP (Texas Educator Preparation)*, vol. 7.2, <https://txep.csothe.com/index.php/txep/article/view/27>





## Reminders

Please remain attentive to regularly updating your information in [Interfolio](#).



### Thanksgiving Holiday

Wednesday, November 22

No Classes, but University is Open

Thursday and Friday, November  
23-24

University is Closed

**Last Class Day: November 30**

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**Dead Day: December 1**

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**Finals Exam: December 2-8**

[Final Exam Schedule](#)

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**Graduation: December 9**

TBRCOESS graduation ceremony is at 10:00 A.M.

[Graduation Ceremony Information](#)

### Final Grade Reporting

**Final Grades Due: December 11th  
@ 9:00 a.m.**



FACULTY

### Winter Intersession

**First Class Day: December 11<sup>th</sup>**

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**University Closed: December 25<sup>th</sup>  
through January 1<sup>st</sup>**

**College Meeting: January 10**

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**Spring 2024 Semester**

**First Class Day: January 16**

## Incompletes

Please recall the following email sent to all faculty from Dr. Amy Andersen on 2/22/23:

The office of Academic Affairs has been working with the Registrar's office and a committee with faculty representation to update our current processes for Incompletes. A review of best practices indicates that allowing a student a full year for an incomplete is not in the student's best interest. They often do not finish or have forgotten much about the parts of the course they did complete by the time their assignments are due. Additionally, there are complications with students being granted access to an online course to finish incomplete assignments as they **MUST** be graded in the original course they were enrolled in to meet current rules and regulations regarding where student grades are housed in the online environment. Grades of incomplete **without** a contract have been issued which further complicates the process. Therefore, policies and procedures for assigning a grade of incomplete have changed. These changes go into effect immediately for the Spring 2023 semester.

- **Professors will no longer 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).
- Professor and student will have a conversation concerning a grade of incomplete.
  - Items to consider when determining if an incomplete should be granted.*
    - Has 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.
    - 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, professor will notify the student that an incomplete contract will be submitted by the professor on behalf of the student. Student will receive an email notifying them the contract is available for student approval.
- 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.
- Student will review terms of the contract. If s/he agrees to the terms of the contract, the student will submit their approval.
 

NOTE: In cases where student is not available to approve contract, professor should work with the Registrar do develop a plan to assist the student.
- After 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 will need 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, 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 convert 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.



## November 2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			<b>1</b> 12:20: <a href="#">The Fair Use Doctrine &amp; Some Interesting Court Cases</a> 2:00: <a href="#">IRB</a> and <a href="#">IACUC</a> Submission Deadline	<b>2</b>	<b>3</b> 11:00: <a href="#">WT AI Hub Workshop</a> <hr/> 1:00: <a href="#">WT AI Hub Workshop</a>	<b>4</b>
<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b> 2:00: <a href="#">Cornette Conversations: ERIC and its Many Faces</a>	<b>9</b>	<b>10</b>	<b>11</b>
<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b> Dean T&P and 3 <sup>rd</sup> Year Review Recommendations -- Due <hr/> 12:20 <a href="#">Critical Thinking in Learning Materials</a> 2:00: <a href="#">IRB</a> and <a href="#">IACUC</a> Submission Deadline	<b>16</b>	<b>17</b> University Curriculum Committee Meeting	<b>18</b>
<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b> Thanksgiving Holiday – No Classes	<b>23</b> Thanksgiving Holiday – No Classes & University Closed	<b>24</b> Thanksgiving Holiday – No Classes & University Closed	<b>25</b>
<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b> 12:20: <a href="#">The 2<sup>nd</sup> Professor</a>	<b>30</b> Last Class Day		

Academic Affairs Calendar

Academic Calendar (Registrar)

## December 2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					<b>1</b> Dead Day Deadline for <a href="#">Spring Graduation Application</a> University T&P Meeting	<b>2</b> <a href="#">Finals</a>
<b>3</b>	<b>4</b> <a href="#">Finals</a>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b> →	<b>9</b> 10:00: TBRCOESS <a href="#">Graduation</a> First United Bank Center
<b>10</b>	<b>11</b> 9:00: <a href="#">Final Grades Due</a> Winter Intersession 1 <sup>st</sup> Class Day	<b>12</b> 2 <sup>nd</sup> Class Day Census	<b>13</b>	<b>14</b>	<b>15</b> August Graduation Application Available	<b>16</b>
<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b> Last day to drop/withdraw with guaranteed X	<b>22</b>	<b>23</b>
<b>24</b>	<b>25</b> University Closed - Holidays	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b> →	<b>30</b>
<b>31</b>						

Academy Affairs Calendar

Academic Calendar (Registrar)