About the Contributors

Joël Lewis received a Bachelor of Science in Human Resource Management, Master of Science and Ph.D. in Instructional Design and Development from the University of South Alabama. Joël is currently an Associate Professor at the University of South Alabama, College of Education in Instructional Design and Development. She is a Co-Director of the Center for Design and Performance Improvement, Co-Chair of the College of Education Diversity Committee, and is sponsor of the IDD Graduate Student Association. She has received awards such as the Lisa Mitchell Bukstein Foundation Scholarship for Developing Faculty in Education, Pillans Middle School Leadership and Service Award, Mortar Board: National College Senior Honor Society Top Professor Award, Leadership Alabama Initiative Participant, and Mobile Bay Monthly’s Forty under Forty Inaugural Class. Her research interests include diversity, leadership development, and technology integration.

André Green, an Associate Professor of Science Education in the College of Education at the University of South Alabama, earned his B.S. and M.S. degrees in Chemistry from Alabama State University (1995) and Hampton University (1998), respectively, and an Ed.S (2001) and Ph.D. (2006) in Science Education from Virginia Tech. Dr. Green also holds an appointment in the Department of Chemistry at USA. He is an experienced Principal Investigator with who has received approximately $5M in grants management from the National Science Foundation (#09344829 and #1135621), Alabama State Department of Education, and various foundations and other governmental agencies since his arrival at the university in 2006. His research interests focus on minority access to the STEM disciplines, the training of STEM teachers, STEM teacher leadership, mentoring, and the induction of educators into the profession. He has extensive experience in working with minority students from urban environments and has developed educational programs of community outreach to improve the academic achievement of economically challenged students.

Daniel Surry is a Professor in the Instructional Design and Development program at the University of South Alabama in Mobile, Alabama. He teaches courses in Instructional Design, Performance Technology, Educational Psychology, and Educational Research. He has also been on the faculty at the University of Southern Mississippi and the University of Alabama and served as Instructional Technologist at California State University, Fresno. He holds a Doctor of Education in Instructional Technology from the University of Georgia, a Master’s of Science in Instructional Design from the University of South Alabama, and a Bachelor’s of Arts in Mass Communication from the University of Alabama. His research and consulting interests focus on how technology, organizations, and social systems influence each other. He currently serves as the Editor-in-Chief of the journal TechTrends and was previously the North American Corresponding Editor for the British Journal of Educational Technology. He has written numerous articles and book chapters and presented his research at local, regional, national, and international conferences.
About the Contributors

**Carol M. Archer** is the creator of the Culture Bump communication system (theory, methodology, and approach). For the past 32 years, Dr. Archer has taught ESL and cross-culture communication at the Language and Culture Center at the University of Houston. Dr. Archer has consulted with multi-national corporations, universities, and governments worldwide. Dr. Archer has conducted extensive ethnographic research into inter-personal, intercultural communication, resulting in publications and video productions.

**Dorothy Guy Bonvillain**, Educator, Business Coach, Consultant, and Facilitator, earned a PhD in Educational Administration and International Education from American University in Washington, DC. A writer, speaker, and facilitator, she specializes in transformational leadership, personal growth and development, and Cross-Cultural Competence (3C). Her experience crosses a global spectrum—from high school principal in Arizona to leading an international research team as Special Consultant to the Minister of Education in the Sultanate of Oman. She managed programs in Washington, DC, for the Royal Embassy of Saudi Arabia, the National Council on US-Arab Relations, and lectured at Foreign Service Institute. Before co-founding LBL Consultants, she was trainer/curriculum developer for General Dynamics Information Technology and Chief of Partnership for the TRADOC Culture Center, U.S. Army. Her published works include *Traditional Handicrafts of Oman* as well as several published articles in professional journals.

**Butler Cain** is an Assistant Professor in the Department of Communication at West Texas A&M University and advises the student newspaper. He received his Ph.D. in Media History from The University of Alabama. Before coming to WTAMU, Butler spent a decade as News Director of Alabama Public Radio in Tuscaloosa, Alabama. He then moved to South Korea, where he taught English language writing and literary analysis. Butler is a member of the Society of Professional Journalists and serves on SPJ’s Journalism Education and International Journalism committees. He is also a founding member of SPJ’s Texas Panhandle Professional chapter.

**Lemuria Carter** is an Assistant Professor at North Carolina Agricultural and Technical State University. Her research interests include technology adoption, e-government, and online trust. She has published in several top-tier information journals, including the *Journal of Strategic Information Systems*, *Information Systems Journal*, *Communications of the ACM*, and *Information Systems Frontiers*. She has served as track and mini-track chair for the Americas Conference on Information Systems and the Hawaii International Conference on System Sciences. In addition, Dr. Carter’s initial study on e-government adoption published in *Information Systems Journal* (ISJ) in 2005 is one of the most cited papers on the topic, with more than 263 Google citations and 75 ISJ citations. It was reported as the most cited paper in the history of ISJ as of January 2008 (in 2009 the journal stopped reporting this information).

**S. Raj Chaudhury** joined the Biggio Center at Auburn University as Associate Director in February 2009. His interests are in the Scholarship of Teaching and Learning and the application of advanced learning technologies in the teaching of science. He holds a B.A. in Physics from Vassar College and received both his M.S. and his Ph.D., also in Physics, from the University of California, Los Angeles.
Elizabeth Culhane, PhD, is the Senior Research Psychologist at DEOMI for the Dr. Richard Oliver Hope Research Center for Human Relations. Dr. Culhane received her PhD and M.S. degree in Industrial/Organizational Psychology from Florida Institute of Technology and her B.S. degree in Psychology from the University of Toledo. Dr. Culhane primarily works in simulation and technology at DEOMI and focuses her research efforts on equal opportunity, employment equal opportunity, training, and cross-cultural competence.

Peter M. Eley is an Assistant Professor of Mathematics Education at Fayetteville State University (FSU) with a specialty in middle school mathematics. Prior to joining the faculty at FSU, Dr. Eley worked at Winston-Salem State University and Saint Augustine’s College. He holds North Carolina teacher certifications in middle grades and high school mathematics and taught public school at Eaton Johnson Middle (Henderson, NC) and South Granville High (Creedmoor, NC). Dr. Eley holds 4 degrees, a Bachelor’s of Science in Pure Math (Elizabeth City State University), Master’s of Science in Applied Math, Master’s of Science in Math Education, and Doctorate of Philosophy in Math Education (North Carolina State University). Dr. Eley’s current research interests are in equity/policy and using technology to teach mathematics. He is currently conducting research projects that provide professional development utilizing the Common Core Standards. In these workshops teachers learn how to utilizing real world problems to engage students. He can be reached at http://www.drpeterEley.com and via Twitter @drpetereley.

Kathy Evans is an Associate Professor and Program Coordinator of the Counselor Education Program at the University of South Carolina. She teaches for both the entry level and doctoral level counseling degree programs where she emphasizes the acquisition of social justice skills and multicultural competence in counseling and supervision. She has held numerous leadership positions at the local, regional, and national levels. Dr. Evans’ research interests and presentations focus on multicultural, career, and feminist issues. She has authored/co-authored four books, the latest of which is Experiential Approach for Developing Multicultural Competence.

David Russell Faulkner was born in Baton Rouge, Louisiana, but spent most of his life in the Mobile, Alabama, area. After graduating from W.P. Davidson High School in Mobile, he completed a B.S. in Biology at the University of Mobile and a M.S. in Zoology from the University of Southern Mississippi. While running a diagnostic lab the University of South Alabama (USA), he earned an M.S. in Instructional Design. While at USA, he taught Media at the University of Mobile, and then moved to serve as a Media Specialist and Instructor at Mary Holmes College in West Point, Mississippi. After a semester-long visit to the doctoral program at the University of Alabama, David entered the doctoral program in Instructional Design and Development (ID&D) at the University of South Alabama, completing his Ph.D. in 1999. In 1998, while working on his dissertation, David began work as an instructional systems designer at Lockheed Martin in Pensacola. Since then, he has worked for several notable organizations, the most recent being JHT, Inc. David has been a Designer, Evaluator, Analyst, Program/Project Manager, and Consultant. He is also an accomplished violinist, fiddler, guitarist, mandolinist, and composer.

Mike Guest is currently the Chief Research Scientist for the Dr. Richard O. Hope Human Relations Research Center at the Defense Equal Opportunity Management Institute. Dr. Guest received a Ph.D. in Applied Experimental and Human Factors Psychology from the University of Central Florida in Orlando. Additionally, he holds a M.A. degree in Experimental Psychology (Human Factors) from the University
of Alabama in Huntsville, and a B.S. degree in Psychology from Auburn University at Montgomery. He has previously worked at the Army Research Institute, investigating virtual reality training applications and cognitive modeling for simulated environments. Dr. Guest has an extensive user research and usability engineering background, including positions with companies such as Microsoft, IBM, Siebel, and eBay/PayPal. More recently, Dr. Guest was a Research Psychologist at the Naval Aerospace Medical Research Lab in Pensacola, FL, focusing on selection and training program development for Unmanned Aircraft Systems (UAS).

Michelle Hale holds an MS in human environmental sciences, interactive technology emphasis, and is an adjunct instructor with the University of Alabama, College of Human Environmental Sciences Programs. She is currently pursuing her PhD in instructional leadership, instructional technology emphasis, at the University of Alabama. Ms. Hale’s research interests include all facets of cognition as it relates to computer-mediated learning, distance/asynchronous learning, generational differences in the use of technology, as well as social media as an element of a classroom or business plan. Ms. Hale serves as consultant to various businesses and schools, providing guidance and direction toward integrating technology into their existing educational, communication, and marketing plans.

Charlotte Hunter, a retired Navy veteran, serves as a Senior Research Analyst with the Defense Equal Opportunity Management Institute (DEOMI), where she studies cultural issues within the Department of Defense, with particular attention given to policy issues regarding religious accommodation and discrimination in the military and federal workplaces.

Andrea M. Kent is an Associate Professor of Literacy Education in the Department of Leadership and Teacher Education, and the Director of Field Services in the College of Education at the University of South Alabama. As a former elementary education teacher and reading coach, she enjoys working with preservice and inservice teachers, mentoring and developing best practices in teaching. She is an experienced staff developer with the Alabama State Department of Education, and local school districts. She spends much of her time in schools, recognizing that they are her laboratories. Her research interests include literacy development in all content areas, teacher leadership, mentoring and induction, and meaningful technology integration.

Eugene G. Kowch is an Associate Professor of education in the leadership and technology group at the University of Calgary. His interdisciplinary professional work includes senior level experience as a corporate development engineer for major international energy companies, K-12 teaching and principalships, and service as the deputy superintendent of a school district. With a Doctorate in Educational Administration (Policy), Dr. Kowch and his graduate students research organization, leader, and system development for the knowledge era by considering the people, institutions, and macro environments who work to lead technologically engaged organizations. He advises several university and public corporate boards and editorial boards, including the British Journal of Educational Technology, the European Society for Systemic Innovation, the Canadian Journal of Learning and Technology, and the Canadian Journal of Educational Policy. He has published over 100 articles on education policy, leadership, change, and innovation around the world.
Susan Ferguson Martin is Assistant Professor of Education at the University of South Alabama in Mobile, Alabama, where she is the advisor for English Education, English as a Second Language Education, and Foreign Language Education. She also teaches basic grammar and oral communication skills to international undergraduate and graduate students. Dr. Ferguson’s graduate program in ESOL education is fully online, serving students across the United States and in multiple countries. Her focus is in training content area classroom teachers and preservice teachers to better serve the needs of English language learners, as well as preparing educators for teaching English abroad.

Daniel P. McDonald is the Executive Director of Research, Development, and Strategic Initiatives for the Defense Equal Opportunity Management Institute (DEOMI). Under his leadership, the research and development functions at DEOMI have expanded tremendously in depth and scope, which now include vital work in the areas of cultural capabilities, diversity management, and strategic planning. He has authored over one hundred reports, articles, or book chapters that examine equal opportunity, diversity, human, team, or organizational performance topics. He has worked nearly 20 years in support of the U.S. DoD, including being Research Fellow for the Army Research Institute, a Research Psychologist for the Naval Aviation Enterprise, and in his current capacity as a Senior Social Scientist at DEOMI in support of the U.S. Office of the Secretary of Defense.

Anna C. McFadden is a partner in emTech Consulting and holds the position of Associate Professor at the University of Alabama, College of Human Environmental Science, in the Institute for Interactive Technology. Dr. McFadden’s research areas include the use of mobile technologies, online media, evaluation of student appliances, and faculty integration of technology in higher education. She has co-authored textbooks, chapters in textbooks, and numerous articles for professional journals, including a recent chapter on podcasting and RSS, appearing in *The Handbook on Research on Computer-Mediated Communications*. She has also served as a consultant for The U.S. Department of State, Office of Overseas Schools, the U.N., and a range of other international organizations, working extensively overseas since 1980. She was nominated as part of a for the 2010 Blackmon-Moody Outstanding Professor Award.

William Gary McGuire is currently employed as a Department of Air Force Civilian working at the Defense Equal Opportunity Management Institute (DEOMI) as the Deputy Dean of Education and Training. Dr McGuire was born in Mobile, Alabama, and after graduating from C.F. Vigor High School, he joined the Army, retiring after 29 years of service. He is a graduate of the University of South Alabama (Undergraduate), SD Bishop State (HBCU), the University of Maryland (Masters Degree in Clinical Psychology with emphasis on Child Behavior), and the University of Florida in Gainesville, Florida (PhD in Clinical Psychology). Since joining the Civil Service, he has been a Senior Fellow, Researcher, and Educator representing the Department of Defense on several working groups including the Comprehensive Review Working Group (CRWG) and the Repeal Implementation Team (RIT) on the removal of Public Law 10-654 to change the Don’t Ask, Don’t Tell, Don’t Harass, Don’t Pursue to open service to the country for all. Dr. McGuire has published several papers and book chapters on such topics as: “Cultural DNA: A Metaphoric discussion on American Culture,” a chapter titled “Diversity 2K10 and Beyond,” and a guide book on *EO Language for Senior Leaders*. 
Juanita McMath holds an MA in Higher Education Administration and is a Faculty Instructor with the University of Alabama, College of Human Environmental Sciences Programs. Her areas of research are computer-mediated learning communities and cultural diversity addressed by technology. In 2008, she won the Outstanding New Advisor Award from the National Academic Advising Association. She serves on the Public Relations Committee and Student Affairs Committee for the college.

Porche Millington is a full-time student studying Economics at North Carolina Agricultural and Technical State University in Greensboro, North Carolina. Her expected graduation date is May 2012. Ms. Millington works closely with Dr. Lemuria Carter as a Student Research Assistant. Her research interests include Information Technology (IT) in improving healthcare and government services. She has published in the *Journal of Organizational and End User Computing*. She is a novice to research but looks forward to her continuing growth and future research.

Felicia Mokuolu is a Doctoral student in Industrial/Organizational Psychology, at Florida Institute of Technology in Melbourne, Florida. In addition to her role as a Graduate Research Fellow at the Defense Equal Opportunity Management Institute (DEOMI) at Patrick Air Force Base, Ms. Mokuolu serves as a Senior Consultant at Worthing Consulting in Melbourne, Florida. She partners with a variety of clients in non-profit, government, and the private sector to achieve multi-level business goals. As a Graduate Research Fellow at DEOMI, her research predominantly lies within the areas of Cross-Cultural Competence (3C), Equal Opportunity (EO), and emotions in organizations. In the capacity of Compensation Consultant for Sacred Heart Health Systems in Pensacola, FL, she partnered with senior managers, and top management executives, to test and implement a broad range of system-wide organizational development and change initiatives. She possesses considerable expertise in the areas of training, executive coaching, talent management, and organizational development. Ms. Mokuolu holds a Masters degree in Industrial/Organizational Psychology from the University of Oklahoma, in Norman, Oklahoma. She graduated magna cum laude from Georgia State University, in Atlanta, Georgia, with Advanced Honors in Psychology and a minor in Biology.

Mark Mouck completed a Bachelor of Arts in English Literature and a Bachelor of Science in Education at Ohio University. He completed a Masters degree at Endicott College in 2012 and was honored to be the commencement speaker at graduation. He has been teaching high school literature, speech, debate, and theater for 14 years. He has taught on the west side of Chicago, where he was awarded the Phi Beta Kappa Chicago Debate League Coach of the Year; at an international school in Warsaw, where he taught International Baccalaureate English and International Baccalaureate Theatre; and at an international school in Tunis, where he learned about revolutions first hand and now teaches the Humanities to 8th graders. He swam in a Tsunami in Thailand, hiked the Tatra Mountains of Europe, and took a motorcycle across the U.S. as well as the Alps.

Stacey C. Nickson is the Assistant Director of the Biggio Center at Auburn University and Founder of their Cultural Insight Program. Dr. Nickson’s recent publications reflect her research interests, including human communication systems and global initiatives to prepare future academics. Dr. Nickson is a graduate of Indiana University Bloomington and earned a Doctorate from the University of Southern California in Los Angeles.
Catherine Packer-Williams is an Assistant Professor in the Counselor Education Program in the Department of Professional Studies in the College of Education and an Affiliate Professor in the Psychology Department in the College of Arts and Sciences at the University of South Alabama. She teaches and supervises students in the Professional School Counseling and Clinical Mental Health Counseling Master’s Programs and the Clinical/Counseling Psychology Doctoral Program. Dr. Packer-Williams’ scholarly activities focus on the intersections of race, gender, education, and counseling/counseling psychology. She has contributed to the growing body of literature that better illuminates the experiences of African American women in the academy, particularly in regards to mentoring, professional identity, and psychological well-being.

Kizzy M. Parks is President of K. Parks Consulting, Inc., an 8(a) Certified woman-minority owned/operated small business providing full-service analytics and metrics services, recruiting, training and development, and workforce consulting. The firm is a Minority Business Enterprise registered with the State of Florida specializing in helping organizations create a high-performance workforce, providing customized business solutions based upon business management principles as well as practical knowledge and experience. The firm brings both consulting experiences and research-based problem solving to assist in developing human resources solutions for diverse organizations. The firm’s areas of expertise include diversity and inclusion solutions; organizational assessments and metrics development; talent and performance management, training, and development; and data analysis. The firm has provided services to the Department of Defense, the Defense Equal Opportunity Management Institute, and several Fortune 500 companies. Dr. Kizzy M. Parks is also an Adjunct Professor at Brevard Community College and Walden University. She received her Doctor of Philosophy in Industrial/Organizational Psychology and Master of Science in Industrial Organizational Psychology degrees from the Florida Institute of Technology, and her Bachelor of Arts in Psychology degree from Alfred University. She focuses on research in diversity and inclusion management, work-life balance, and organizational wellness and effectiveness. Her published work includes recent articles in the Journal of Occupational Health Psychology and the Business Journal of Hispanic Research. She has an edited book titled Managing Diversity in the Military: The Value of Inclusion in a Culture of Uniformity. Dr. Parks has facilitated and/or presented her work at numerous professional conferences, a commission meeting, and at organizations such as the American Psychological Association, the Association for Psychological Science, the American Society for Training and Development, the Air National Guard, the Army National Guard, the Florida National Guard, the US Army Reserve, Federally Employed Women, the Military Leadership Diversity Commission, the National Guard Bureau, NASA-Goddard Space Flight Center, the Naval Air Systems Command, the Society for Industrial and Organizational Psychology, and the Southern Management Association. She is a member of the American Psychological Association, the Joint Diversity Executive Council-National Guard Bureau, the Society for Human Resource Management, the Society for Industrial and Organizational Psychology, the Society for Military Psychology, and the Society for Occupational Health Psychology.

Barrie Jo Price, Ed.D, partner in emTech Consulting, Professor, the University of Alabama, Institute for Interactive Technology, College of Human Environmental Sciences, is a Consultant for U.S. Department of State and corporations. She served on the George Lucas Educational Foundation Board, National Board of Professional Teaching Standards, Association for Advancement of International Education, and other groups. She received the 2008 Paul Orr Award for Central America, MAIS Leadership
Award, and was selected for AAIE Hall of Fame. She has co-authored numerous books and chapters and teaches online classes at Alabama, where she was nominated as part of a for the 2010 Blackmon-Moody Outstanding Professor Award.

**Patricia F. Sanders** is a faculty member at the University of North Alabama where she is an Assistant Professor in Communications. She teaches in the areas of Radio-TV-Electronic Media and Broadcast Journalism. Her research interests include women and minorities in media, radio broadcasting and multimedia, in particular its impact on traditional and contemporary journalism. Prior to her work in higher education, Dr. Sanders worked in commercial radio news for almost 20 years, including being a news director, and in the public radio sector as a network bureau director and anchor for 10 years. Dr. Sanders has also won numerous awards for her journalistic work. She is very active in her campus community and also does public speaking and professional voice-over work. Dr. Sanders obtained her Bachelor’s and Master’s degrees from the University of North Alabama and her Ph.D. in Communication from Regent University. Her personal interests include community volunteerism, traveling, reading, writing, and meeting new people. She is married to Lintord Sanders. They have two children, Patrick and Erica, both engineers in the oil/petroleum industry.

**Lyman M. Smith**, Captain, CHC, USN, Retired, is a PhD candidate (ABD) at the University of Florida. His principle area of study is religion and politics, and he is currently pursuing research on the influence of religious institutions on DOD policy regarding homosexual service in the military. Chaplain Smith served as a Navy chaplain for 23 years. He is an ordained minister of the Presbyterian Church (USA). In addition to his current academic pursuit, Chaplain Smith also holds degrees in strategy and national security studies, divinity, religious education, public administration, and civil engineering.

**RaShaunda V. Sterling**, is a Department Chair and a Professor of Developmental Writing at San Jacinto College in Houston, Texas. She received her Doctorate in Instructional Design and Development from the University of South Alabama, her Master’s degree in Curriculum and Instruction from Baylor University, and her Bachelor’s degree in English from Prairie View A&M University. She has worked as an English Professor for nearly a decade. In addition to teaching, Dr. Sterling is also an Instructional Designer. Her primary research interests include developmental education, technology integration, and metacognitive strategy instruction to enhance teaching and learning.

**Alvin J. Williams** is Distinguished Professor of Marketing, Mitchell College of Business, University of South Alabama. Prior to this time, he was Interim Dean, College of Business, and Professor of Marketing, University of Southern Mississippi, Hattiesburg, where he worked from 1980-2008. Williams served as Department Chair from 1988-2005. He is past President and Co-Chair of the Board of Governors, Society for Marketing Advances, and past Editor of the *Journal of Supply Chain Management*. Williams has conducted over 350 presentations and seminars for supply management and marketing professionals in the USA, Europe, South Africa, India, and China. He has published in various academic and professional journals in marketing and supply management. He has twice been awarded outstanding teaching award. Williams earned a BS degree at the University of Southern Mississippi, MA degree from the University of Alabama, and a Ph.D. from the University of Arkansas.
James Williams has served Prairie View A&M University since 2001, first as a Developmental Mathematics Instructor and more recently as an Instructor of Principles of Effective Learning (Learning Frameworks Course). He has worked as a GED instructor at Houston Community College and an Adjunct Developmental Mathematics Instructor at Lone Star College – CyFair. He has conducted workshops on student success program enhancements, curriculum design and revision, and best practices for Developmental Mathematics Instruction. He is passionate about embedding an interactive learning structure for student success and excellence at every level of the institution. Mr. Williams holds a M.Ed. in Curriculum and Instruction and a B.S. in Interdisciplinary Studies, and he is currently pursuing his Doctorate in Educational Leadership.