

December 2011 Graduates				
Name of Student	Location	Committee	Defense Date	Title of Dissertation
Erin Nelson	Harrisburg	Dr. Mary Jane Kuffner-Hirt Dr. David Chambers Dr. Susan J. Martin	11/2/11	<i>"Sources of Stress for Female Students at Thaddeus Stevens College of Technology: A Case Study"</i>
William Vogler	Harrisburg	Dr. Valerie Gunter Dr. Robert Heasley Dr. Alex Heckert	10/12/11	<i>"Humor and Work: Toward a More Contextual Understanding of Humor in the Workplace"</i>
Richard Matson	Indiana	Dr. Kay Snyder Dr. Alex Heckert Dr. Robert Heasley	11/2/11	<i>"Juvenile Justice Frontline Worker Turnover in a Private Nonprofit Organization"</i>
Douglas Knepp	Indiana	Dr. Thomas Nowak Dr. John A. Anderson Dr. Robert Kostelnik	10/5/11	<i>"Recreation Center Participation and its Relationship to Academic Success"</i>
June Dowdy	Indiana	Dr. Susan Boser Dr. Melanie Hildebrandt Dr. Veronica Watson	11/10/11	<i>"A Phenomenological Study of Perceptions of Identity and Leadership Among African-American Female Administrators Within Public Higher Education"</i>

August 2011 Graduates				
Name of Student	Location	Committee	Defense Date	Title of Dissertation
Marian Yoder	Indiana	Dr. John A. Anderson Dr. Beth Mabry Dr. Valerie Gunter	4/18/11	<i>"Degree Pursuit by Very-At-Risk Students: Examining Characteristic Factors Leading to Degree Completion"</i>
Lana Smith	Indiana	Dr. Valerie Gunter Dr. Tom Nowak Dr. Dana Hysock	6/2/11	<i>"The Nurse Faculty Shortage: The Untold Story"</i>
Diane McMahan	Indiana	Dr. Harvey Holtz Dr. Melanie Hildebrandt Dr. Thomas Van Dyke	5/13/11	<i>"Understanding the Influence of Capitalism on One Group's Ten-Year Plan to End Homelessness"</i>
Heather Workinger	Indiana	Dr. Beth Mabry Dr. Alex Heckert Dr. Holley Belch	5/25/11	<i>"Admissions Policies Governing the Declaration of Academic Major and Student Persistence and Retention in Higher Education"</i>
Jean Harvey	Indiana	Dr. Robert Heasley Dr. John A. Anderson Dr. Barbara Mooney	6/27/11	<i>"The Impact of the Family Development Credentialing Program on School Readiness Outcomes in Family Support"</i>
Therese Rossman	Indiana	Dr. Kay Snyder Dr. Alex Heckert Dr. Valerie Gunter	6/29/11	<i>"Older Home Health Registered Nurses: Work Perceptions and Satisfaction"</i>

May 2011 Graduates				
Name of Student	Location	Committee	Defense Date	Title of Dissertation
Teresa Smith	Harrisburg	Dr. Robert Heasley Dr. Betsy Crane Dr. Wade Seibert	12/16/10	<i>"An Ethnographic Study of Multidisciplinary Child Abuse Case Review Teams and Their Leaders in Children's Advocacy Centers in Pennsylvania"</i>
Daniel Welliver	Harrisburg	Dr. Susan Boser Dr. Kay Snyder Dr. Veronica Watson	12/22/10	<i>"The Quest for White, Privilege-Cognizant, Antiracist Character: An Autoethnographic Inquiry"</i>
Will Redmond	Harrisburg	Dr. John A. Anderson Dr. George R. Bieger Dr. Lisa Shibley	12/3/10	<i>"Predicting Academic Success of First-Time College-Bound African-American Students at a Predominantly White Four-Year Public Institution: A Preadmission Model"</i>
Anna Williams	Indiana	Dr. Susan Boser Dr. Tom Nowak Dr. Alex Heckert	3/4/11	<i>"Changes in Community Behavioral Healthcare Organizations Subsequent to the Implementation of Medicaid Managed Care"</i>

December 2010 Graduates				
Name of Student	Location	Committee	Defense Date	Title of Dissertation
Lisa Dupnock	Indiana	Dr. Thomas Nowak Dr. Alex Heckert Dr. Valerie Gunter	11/3/10	<i>"Independent Restaurant Employee Job Satisfaction in College Towns"</i>
Moses Kwadzo	Indiana	Dr. David Yerger Dr. Alex Heckert Dr. John A. Anderson	10/12/10	<i>"Conceptualization and Measurement of Poverty: A Comparative Analysis"</i>
Barbara R. Maroney	Harrisburg	Dr. Beth Mabry Dr. Rhonda Luckey Dr. Betsy Crane	9/22/10	<i>"Exploring Non-Traditional Adult Undergraduate Student Persistence and Non-Persistence in Higher Education: A Stress and Coping Model Approach"</i>
Melissa Murray	Indiana	Dr. Alex Heckert Dr. Rosalyn Darling Dr. John A. Anderson	9/24/10	<i>"The Measurement of Beliefs, Attitudes, and Roles Related to Disability in Sample of Rehabilitation Professionals and Clients"</i>
Wendy Pardee	Indiana	Dr. Thomas Nowak Dr. Alex Heckert Dr. Will Radell	11/22/10	<i>"Comparison of Financial Performance Measures Between Nonprofit Behavioral Healthcare Providers and Nonprofit Behavioral Healthcare Providers Engaged in Social Enterprise"</i>
Uzi Sasson	Indiana	Dr. Alex Heckert Dr. Thomas Nowak Dr. Kay Snyder	8/26/10	<i>"The Political Tolerance of the 'Chosen People' in the Current Contexts of Israel and the United States"</i>
Kathleen Z. Wisser	Harrisburg	Dr. John A. Anderson Dr. Robert Ackerman Dr. Wade Seibert	7/12/10	<i>"A Comparative Study of Family-Centered Home Based and Traditional Addiction Treatment Approaches"</i>

August 2010 Graduates				
Name of Student	Location	Committee	Defense Date	Title of Dissertation
Nicole Hewitt	Harrisburg	Dr. Robert Heasley Dr. John A. Anderson Dr. Betsy Crane Dr. Barbara Mooney	6/21/10	<i>"An Examination of the Use of Education as a Dual Tool of Empowerment in Human Services: The Family Development Credential Program"</i>
Stacey Pietras	Harrisburg	Dr. Thomas C. Nowak Dr. John A. Anderson Dr. Alex Heckert	6/2/10	<i>"The Impact of Academic Advising on GPA and Retention at the Community College Level"</i>

May 2010 Graduates				
Name of Student	Location	Committee	Defense Date	Title of Dissertation
Martha Kemeny	Indiana	Dr. Beth Mabry Dr. John A. Anderson Dr. Valerie Gunter	3/15/10	<i>"Staff Development of Direct Care Workers in Pennsylvania: The Relationship Between Organizational Structure and Culture and Best-Practices in Training"</i>
Diana Rupert	Indiana	Dr. Mary Jane Kuffner-Hirt Dr. David Chambers Dr. David Yerger	4/7/10	<i>"Nurses and Health Care Insurance in Western Pennsylvania: A Qualitative Study of the Personal and Professional Effects of the Absence of Health Care Insurance"</i>
John Rapano	Indiana	Dr. Susan Boser Dr. Alex Heckert Dr. Harvey Holtz	8/25/09	<i>"Case Study of a Participatory Action Research Process to Examine Burnout and Generate Change-Oriented Strategies Among Workers in a Human Service Environment"</i>

December 2009 Graduates				
Name of Student	Location	Committee	Defense Date	Title of Dissertation
Angela Bernardo	Indiana	Dr. Willard Radell Dr. David Chambers Dr. Charles McCollester	8/4/09	<i>"The Impact of the Occupational Safety and Health Administration on Workplace Safety in the United States"</i>
Yen-Kuang Lin	Indiana	Dr. Thomas Nowak Dr. Alex Heckert Dr. John A. Anderson	7/30/09	<i>"A Study of Factors Impacting the Expenditures for National Health Insurance in Taiwan"</i>
Jon Landis	Harrisburg	Dr. Robert Heasley Dr. John A. Anderson Dr. Cheryl Desmond	10/21/09	<i>"Problem Solving and the Public School Principal"</i>
Carol McKinley	Harrisburg	Dr. Robert Heasley Dr. Scott Shaffer Dr. Wade Seibert	10/28/09	<i>"A Conceptual Model from which Quality can be Discussed in Long-term Health Care Environments"</i>
Michael Porter	Harrisburg	Dr. John A. Anderson Dr. Betsy Crane Dr. Wade Seibert	9/25/09	<i>"Middle Management Stress and Role Strain in the Outpatient Physical Rehabilitative Services Field"</i>
Scott Beatty	Harrisburg	Dr. Steven Jackson Dr. Mary Jane Kuffner-Hirt Dr. David Chambers	10/23/09	<i>"An Examination of the Tacit Culture of the Pennsylvania State Police, Bureau of Liquor Control Enforcement"</i>

August 2009 Graduates				
Name of Student	Location	Committee	Defense Date	Title of Dissertation
Richard Foster	Indiana	Dr. Robert Ackerman Dr. Cara M. Renzelli Dr. Edward Gondolf	6/19/09	<i>"Correctional Placement of Addicted Offenders vs. Clinical Recommendations for Substance Abuse Treatment"</i>

May 2009 Graduates				
Name of Student	Location	Committee	Defense Date	Title of Dissertation
Michael Kornis	Indiana	Dr. Melanie Hildebrandt Dr. Thomas Nowak Dr. Alex Heckert	3/30/09	<i>"Organizational Change, Restructuring, and Downsizing: The Experience of Employees in the Electric Utility Industry"</i>
Peter Starr	Indiana	Dr. Thomas Nowak Dr. Alex Heckert Dr. Susan Boser	4/7/09	<i>"Stress and Burnout Among Cross-Trained Public Safety Personnel"</i>
Barbara Feroz	Indiana	Dr. Susan Boser Dr. Alex Heckert Dr. Betsy Crane Dr. Robert Ackerman	3/24/09	<i>"Exploring the Meaning of Power and Voice through a Participatory Action Research Project"</i>
Mary Sacavage	Harrisburg	Dr. Robert Heasley Dr. John A. Anderson Dr. George Bieger	12/09/08	<i>"Service-Learning in the Franciscan Tradition: The Institutionalization of Service-Learning at Franciscan Colleges and Universities"</i>

December 2008 Graduates				
Name of Student	Location	Committee	Defense Date	Title of Dissertation
David Holland	Harrisburg	Dr. Mary Jane Kuffner-Hirt Dr. Thomas Nowak Dr. Susan Martin	10/29/08	<i>"An Assessment of Trust Orientation and Leadership Trust of Licensed Nursing Home Administrators in the State of Pennsylvania"</i>

August 2008 Graduates				
Name of Student	Location	Committee	Defense Date	Title of Dissertation
Gail Noel	Harrisburg	Dr. Rosalyn Darling Dr. Kay Snyder Dr. Susan Boser Dr. Richard Fiene	6/05/08	<i>"Parent and Teacher Interaction in Preschools"</i>

May 2008 Graduates				
Name of Student	Location	Committee	Defense Date	Title of Dissertation
Dale Ferguson	Harrisburg	Dr. Mary Jane Kuffner-Hirt Dr. David Chambers Dr. Wade Seibert	3/28/08	<i>"The United States Postal Service: A Case Study of Large Scale Government Transformation"</i>

December 2007 Graduates				
Name of Student	Location	Committee	Defense Date	Title of Dissertation
Jacquilyn Griffin	Indiana	Dr. Gary Dean Dr. Kay Snyder Dr. Irwin J. Marcus Dr. Mary Jane Kuffner-Hirt	11/5/07	<i>"Alan LeRoy Locke: His Leadership; His Influence; and His Impact...Yesterday and Today"</i>
David Hunter	Indiana	Dr. Beth Mabry Dr. Kay Snyder Dr. Robert Ackerman	10/17/07	<i>"Why Do Mentors Mentor?: A Study of Motivations in Workplace Mentoring"</i>
Barbara Carl	Harrisburg	Dr. John A. Anderson Dr. Alex Heckert Dr. Richard Fiene	8/9/07	<i>"Child Caregiver Interaction Scale"</i>

August 2007 Graduates				
Name of Student	Location	Committee	Defense Date	Title of Dissertation
Santiago Sanz	Indiana	Dr. Thomas Nowak Dr. Alex Heckert Dr. Kay Snyder	5/14/07	<i>"A Longitudinal Study of the Impact of Income Dynamics on the Hazard of Divorce"</i>

May 2007 Graduates				
Name of Student	Location	Committee	Defense Date	Title of Dissertation
Teresa Randleman	Indiana	Dr. Mary Jane Kuffner-Hirt Dr. David Chambers Dr. Wade Seibert Dr. James Hooks	4/4/07	<i>"Factors Which Distinguish Professional Black Women as Leaders: A 21st Century Perspective"</i>

December 2006 Graduates				
Name of Student	Location	Committee	Defense Date	Title of Dissertation
Susan Zola	Indiana	Dr. Rosalyn Darling Dr. Alex Heckert Dr. Thomas Nowak	8/21/06	<i>"The Impact of Leadership Styles and Communication on the Implementation of a Training Program on Inclusion of Children with Special Needs in Community Childcare Centers"</i>

August 2006 Graduates				
Name of Student	Location	Committee	Defense Date	Title of Dissertation
Robert Clark	Indiana	Dr. Kay Snyder Dr. Harvey Holtz Dr. Alex Heckert	6/28/06	<i>"Factors Affecting the Decision-Making Process of Intake Supervisors: A Comparative Analysis of County Child Abuse and Neglect"</i>
Patricia Scott	Indiana	Dr. Mary Jane Kuffner-Hirt Dr. David Chambers Dr. James Hooks Dr. Miriam S. Chaiken	6/22/06	<i>"A Qualitative Study to Discover How Individuals Make Sense of and Respond to the Process of Transformational Change in the Absence of Organized Institutional Sensemaking"</i>

May 2006 Graduates				
Name of Student	Location	Committee	Defense Date	Title of Dissertation
Cynthi Bradley-King	Indiana	Dr. Betsy Crane Dr. Robert Ackerman Dr. Hide Yamatani	4/11/06	<i>"The Adoption and Safe Families Act: Judicial and Child Welfare Administrators Perceptions of the Impact on African American Families"</i>
Christopher Fetzeck	Indiana	Dr. Betsy Crane Dr. Jennifer Gossett Dr. Wade Seibert	4/11/06	<i>"Changes in Court Administration Pertaining to Matters of Family Law Following Amendments to Pennsylvania Rules of Civil Procedure"</i>
Edward Mihelcic	Indiana	Dr. Alex Heckert Dr. Susan Boser Dr. Thomas Nowak	4/3/06	<i>"Determinants of Retention Rates Among Occupational and Physical Therapy Programs in the United States"</i>

December 2005 Graduates				
Name of Student	Location	Committee	Defense Date	Title of Dissertation
Dwayne Marshall	Indiana	Dr. Susan Boser Dr. Betsy Crane Dr. Anthony Joseph Dr. Melanie Hildebrandt	11/7/05	<i>"A Qualitative Study of African American Students' Perceptions of Retention Programs at a Predominantly White Institution and a Historic Black College and University"</i>
Je Olson-Merichko	Indiana	Dr. Alex Heckert Dr. Robert Ackerman Dr. Kay Snyder	10/31/05	<i>"Youth Leadership Program Evaluation: Implications for Implementation"</i>
Eddie Scotland	Indiana	Dr. Susan Boser Dr. Mary Jane Kuffner-Hirt Dr. Thomas Nowak	9/26/05	<i>"Civil Society Leadership in the Commonwealth of Dominica: A Qualitative Case Study of Leadership Characteristics in a Changing Social Context"</i>

December 2004 Graduates				
Name of Student	Location	Committee	Defense Date	Title of Dissertation
William Creighton	Indiana	Dr. Mary Jane Kuffner-Hirt Dr. Steven Jackson Dr. Michael King Dr. Robert Sechrist		<i>"An Analysis of Students Who Stay and Who Leave Public Institution of Higher Education"</i>
Paul Kosicek	Indiana	Dr. Mary Jane Kuffner-Hirt Dr. David Chambers Dr. Steve Jackson		<i>"Assessing the Role of Leadership in the Structure and Curriculum of Undergraduate Business Programs"</i>

August 2004 Graduates				
Name of Student	Location	Committee	Defense Date	Title of Dissertation
Omar Al-Mwajeh	Indiana	Dr. Ibrahim Affaneh Dr. Thomas Nowak Dr. Mary Jane Kuffner-Hirt	7/13/04	<i>"Applying Altman's Z-Score Model of Bankruptcy for the Prediction of Financial Distress of Rural Hospitals in Western Pennsylvania"</i>

May 2004 Graduates				
Name of Student	Location	Committee	Defense Date	Title of Dissertation
Priscilla Sisseem	Indiana	Dr. Gary Dean Dr. Betsy Crane Dr. Susan Boser		<i>"Leaders of Adult Basic and Literacy Education Programs in Pennsylvania: A Typology of Leadership Styles and Organizational Context"</i>

May 2003 Graduates				
Name of Student	Location	Committee	Defense Date	Title of Dissertation
Julia Donovan	Indiana	Dr. Alex Heckert Dr. Thomas Nowak Dr. Sheila Barlow	12/13/02	<i>"The Effect of Increased Workplace Stress on Job Dissatisfaction, Burnout, Discouragement, and Disengagement for Nurses Employed in Hospitals"</i>
Cynthia Zidek	Indiana	Dr. Mary Jane Kuffner-Hirt Dr. Rosalyn Darling Dr. Alex Heckert	12/6/02	<i>"Assessment of Nursing Care Quality and the Judgment of the Professional Nurse as Reflected in Nurse Determined Patient Acuity Classification and Staffing Decisions"</i>

December 2002 Graduates				
Name of Student	Location	Committee	Defense Date	Title of Dissertation
Bonni Dunlap	Indiana	Dr. Donald Robertson Dr. Alex Heckert Dr. David Chambers	10/31/02	<i>"A Study of Volunteer Motivation in Indiana County, PA"</i>
Charles Sproule	Indiana	Dr. Alex Heckert Dr. Rosalyn Darling Dr. Thomas Nowak	10/17/02	<i>"A Study of Program Factors Impacting Program Completion and Recidivism Rates for Adjudicated Youth in Residential Care"</i>