

Collaborative Educational Programs for the Americas

PROCEEDINGS

Fred J. Rodriguez, Ph.D.



19

Addressing the Challenges of Education: Bringing back Civil Discussion, Debate and the Conflict of Ideas

Hosted by

**Collaborative Educational Programs for the Americas Consortium
Our Lady of the Lake University
Texas A&M University – San Antonio**

Volume 1, Number 1

September 27, 2019

PROCEEDINGS

Conference Program Editor

Dr. Fred J. Rodriguez
Collaborative Educational Programs for the Americas

Editorial Review Board

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

Dr. Phyllis Duncan
Our Lady of the Lake University

Dr. Fred J. Rodríguez
Collaborative Educational Programs for the Americas

Publication Host Website

Collaborative Educational Programs for the Americas, Inc
<http://www.cepa2000.org/>
A Non-Profit 501 (c) (3) Public Benefit Corporation
California, USA

September 27, 2019, San Antonio, Texas

TABLE OF CONTENTS

Research Presentations	Page
China's Culture and its Effects on China's International Economic Decision-making	5
Alberto Pena, Hollie Garcia, Joseph Grant, Our Lady of the Lake University	
Creating Cultures of Learning to Address the Current Crisis in School Safety	5
Dr. Meghan Carmody-Bubb, Our Lady of the Lake University	
Creating Leaders with Experiential Learning	6
Dr. Jeannie Scott, University of the Incarnate Word	
Ecuadorian Foreign Policy Xenophobic Responses to the Massive Migration of Venezuelans	6
Dr. Claudia Donoso, St. Mary's University	
Fear and Evaluating Threat, School Shootings and Violence in the U.S.	7
Dr. Stephen Benigno, Texas A&M International University	
Future Ready: A study on the role of leadership in the evolution of service industries through the lens of technological, workforce and global impacts	8
Marisol Weymouth, Monica Schlueter, Brad Wallace, Doyle Edeni, Our Lady of the Lake University	
Global Leaders and their Moral Compass: Does Culture and Economic Disparity Shape Decision-making of Governments?	8
Lisa A. Batchelor, Johnny R. Campos, Juan A. Quintanilla, Stephanie A. Sanchez, Our Lady of the Lake University	
How Internalized Racism Impacts College Enrollment in Underserved Neighborhoods of San Antonio	8
Kathy Garcia, Our Lady of the Lake University	
La cultura, la convivencia, y el cambio: Criando hijos sanos	9
Kathryn Bartlett Anderson, Patricia Castillo, Our Lady of the Lake University	
Leadership: The Global Virtual Reality	9
Brian A. De Leon, Melissa L. Williams, Lydia C. Hamner, Tiffany G. Bryson, Our Lady of the Lake University	

Place-based STEM Teacher Leadership	10
Dr. Loudres Vilooria, Marcela Uribe, Texas A&M International University; Dr. Weam Al-Tameemi, Texas State University	
Perceptions of Government Corruption in the United States	11
Cisco Iguaran, Belinda De la Rosa, Judith A. Canales, Cynthia Hernandez, Our Lady of the Lake University	
Service Learning Curriculum and Collaboration as Tools for	11
Teaching Servant Leadership	
Carol Z. Rownd, Esther S. Gergen, Our Lady of the Lake University	
Social Networking: Cyber Hate Allows No Safe Space	12
David R. Garcia, Our Lady of the Lake University	
The Age Crises in Leadership: Preparing Leaders for an Aging Multi-	12
generational Workforce	
Claudia Ayala, Michael Boeding, Jillian Ojeda, Brian O'Grady Our Lady of the Lake University	
Through the Lens of a Glass Ceiling - Women in Leadership	13
Patricia del Toro, Diana Martinez, Dora Ann Garcia, Clara Ramirez Our Lady of the Lake University	

Abstracts

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

Alberto Pena, Hollie Garcia, Joseph Grant, Our Lady of the Lake University

Abstract: An intense trade war between the United States and China is currently underway; it has become a guessing game as to who will win. While the question as to the outcome of the trade war in terms of a winner and loser may appear trivial, the consequences that such a trade war has on both China and the United States economies and citizens are not. This question does present a greater issue worth exploring and that is, does culture affect how leaders make economic decisions? And if so, how does China's culture afford its leadership the plasticity to respond or retaliate against the United States? While the implications of the effects of culture on leader's economic decision-making for both, China and the United States, are of interest, this study's focus is the effect of culture on China's leadership decision-making. This research is a qualitative analysis of the literature and suggests that China's culture, as described in the findings of the GLOBE study, does impact leaders' economic decision making and response to world issues. The influences of other aspects of China's society, such as political structures, past world investment decisions, and the interests of the business governing class are also explored.

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

Presenter: 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.

Abstract: The Centers for Disease Control (2016) and American Psychological Association (2013) have called current levels of violence in primary and secondary schools unacceptable and at epidemic levels, respectively. While the current media focus regarding school safety has been on the more sensational incidents of school shootings, the present article addresses what the American Psychological Association has deemed a "silent crisis" (2015), which is the level of overall aggression and violence impacting not only school safety, but the physical and mental health of both students and teachers (Espelage, Anderman, Brown, Jones, Lane, McMahon, Reddy, & Reynolds, 2013). Such an environment is not conducive to the goals of education, which are to produce students who meet at least minimum standards set by the state for academic outcomes. Additionally, there is typically an implicit goal for school districts to also prepare students for a basic level of participation in citizenship. These goals must be met within the context of a complex and dynamic organizational system involving many interacting levels of stakeholders. It is a system that involves the complexities of human organizational behavior and decision making. Therefore, the goal of the present

paper is to introduce to the conversation on school safety concepts and models of systems safety engineering, human factors, and organizational psychology that have been successfully applied to enhance safety and strategic decision making in a variety of similarly complex organizations.

Creating Leaders with Experiential Learning

Presenter: Jeannie J. Scott, Ph.D. is the Associate Dean for the H-E-B School of Business and Administration and Professor at the University of the Incarnate Word in San Antonio, TX. She has been the past MBA Director, current Internship Director, and teaches undergraduate and graduate courses in the management discipline including Capstone I and II. Dr. Scott has served as a Malcolm Baldrige National Quality Examiner and works with local businesses to bring projects to both undergraduate and graduate Capstone courses. Her research interests include leadership, organizational citizenship behavior, ethical practices, international business, internship management, experiential learning and teamwork.

Abstract: Research of best practices throughout a ten-year process helped develop a senior level class in our BBA program to help our students become leaders by using experiential learning. The students were able to incorporate critical thinking, oral communication, writing, knowledge and skills learned in our business core classes, networking, and community service. We thought the best way to incorporate all of these aspects was to have our students work with actual businesses. We have been working on this for over a decade and continue to make improvements each semester. The first hurdle was to find faculty committed to the concept of working with outside businesses. Some faculty concerns were the amount of time spent building relationships with organizations and selling them the idea of working with a team of our students for an entire semester on a project. The faculty pointed out that this would take away from their other responsibilities, including research, professional development, service, and other classes being taught. They also were concerned about the amount of time a class like this would take working with the individual teams.

Ecuadorian Foreign Policy Xenophobic Responses to the Massive Migration of Venezuelans

Presenter: Claudia Donoso is an Assistant Professor of International Relations at St. Mary's University in San Antonio, Texas. Her research interests involve security studies, critical human security, intersectional feminism, human security in communities in the Global South, and Latin American Politics.

Abstract: In this paper, I discuss Michel Foucault's concepts of biopower and biopolitics. The objective is to contextualize these concepts in the current Venezuelan migration crisis and analyze Ecuador's response through its foreign policy. First, I discuss the importance of foreign policy analysis from post-structuralism. Second, I study how the concepts of biopower and biopolitics are understood by Foucault in central works such

as *The History of Sexuality* (1990), *The Society Must Be Defended* (2003) and *Security, Territory and Population* (2007). Third, I examine the causes of the migration crisis of Venezuelans in the region. Fourth, I analyze the relationship between migration and security, and how migratory flows from Venezuela have been securitized in Ecuador. Based on the Foucauldian notion of biopolitics, I argue that what contributes to the extreme securitization of the massive migration of Venezuelans, and therefore the position of Ecuadorian foreign policy in the face of this phenomenon, is the emergence of biopower. This new form of power places special emphasis on the control of populations in a given territory. From a biopolitical point of view, Ecuador has taken several measures to control the migratory flow from Venezuela. For example, the decision to demand a passport for Venezuelans since August 18, 2018, and that after being canceled, has been replaced by the entry requirement with a validated identity card. This type of measures hinders the massive displacement of Venezuelan citizens and consolidates as a mechanism of power to regulate migratory flows caused by the economic and political crisis in Venezuela. This chapter analyzes the content of the website of the Ministry of Foreign Affairs and Human Mobility and several press articles from Ecuador that discuss the biopolitical responses of foreign policy to the migration of Venezuelans.

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

Presenter: Dr. Stephen Benigno is an Assistant Professor in Educational Administration and the Director of the Principal Preparation Program at Texas A&M International University in Laredo, Texas. Dr. Benigno is an experienced public school teacher and administrator in the United States. He has been a coach, teacher and an administrator in school districts from California to Florida. He received his Bachelor's Degree from Pittsburg State University in Kansas, his Master's from the University of the Pacific in California and his Ph.D. from the University of Southern Mississippi.

Abstract: The first recorded school shooting took place in Charlottesville, Virginia on November 12, 1840. The most recent school shooting took place May 25, 2018 in Noblesville, Indiana. Over 600 school shootings have taken place since the Charlottesville incident (Winn, 2017). Sadly, school shootings are not an anomaly to many communities in America. Administrators, and particularly principals, are faced with significant challenges in creating an environment that is conducive to the development of a productive and safe school culture. The content of this manuscript will explore the existing administrative roles and responsibilities with respect to school safety and the implementation and supervision of those procedures. Also discussed in the manuscript will be the role that fear plays in the decision-making process and how some decisions may be misplaced and could be redirected toward more favorable areas of emphasis i.e., counseling, active supervision, alternative academic options, community outreach, and inclusive student opportunities.

Future Ready: A study on the role of leadership in the evolution of service industries through the lens of technological, workforce and global impacts

Presenters:

Marisol Weymouth, Monica Schlueter, Brad Wallace, Doyle Edeni, Our Lady of the Lake University

Abstract: Future ready? With the global landscape evolving at an exponential pace, industries in the United States are barring the accelerated impact from several aspects, including technological, workforce, and global effects. In particular, service industries such as education, public utilities and the military, where public service is based on servant leadership and the passion to serve others first, before themselves, must prepare now for the changes they will endure in the near term and long term. Research suggests these service industries require global leadership perspectives to remain relative and competitive not only locally but also globally. Findings from the study show strong associations between the future workforce demographics, job displacement due to automation, and global competitiveness. The findings suggest the need for leaders to adequately plan for and regulate new capabilities to ensure the viability of the service industry, in the hopes of remaining globally competitive, and mitigating further segregation of the workforce of tomorrow.

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

Presenters:

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

Abstract: Globalization presents unique moral challenges to many government leaders around the world. When making policy decisions, it is crucial for policy makers to consider the cultural characteristics and economic disparity that may stimulate corruption. Culture and economic inequality can advance or hinder corruption. Many government leaders around the globe have dealt with the negative impacts of corruption scandals. The purpose of this paper is to explore existing literature and examine the effects that culture and economic disparity has on government decision-making. Additionally, the authors will recommend areas of further research.

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

Presenter: Kathy Garcia is a Senior accounting major graduating in Spring 2020. She is President of the Students for Sustainability club which encourages the OLLU community to be environmentally conscious. Kathy is also a McNair Scholar that participated in the 2019 Summer Research Institute. She used qualitative research methods including

informative interviews to gain insight on college access in underserved neighborhoods of San Antonio.

Abstract: Despite both being located within the city of San Antonio, two school districts express different outcomes in areas such as median income and college readiness. This gap can influence the development of internalized racism, which manifests in students constructing a barrier, keeping them from achieving their full potential in education. The purpose of this study is to explore how internalized racism impacts college enrollment in the West Side of San Antonio, a community with historically low educational attainment and high rates of poverty. Through semi-structured interviews with participants who attended high school in the West Side of San Antonio, the researcher explores themes around internalized racism and college opportunity. The results bring awareness to the importance of educational equality in college opportunity and enrollment.

La cultura, la convivencia, y el cambio: Criando hijos sanos

Presenters:

Kathryn Bartlett Anderson, Patricia Castillo, Our Lady of the Lake University

Abstract: The authors will discuss how they present the difficult topic of the negative effects of the use of physical punishment on children and how they offer alternatives that are associated with positive (and painless) parenting techniques. Patricia's engaging bilingual presentation style allows for this content to be presented in a culturally relevant way, and has been well received by multiple audiences.

Leadership: The Global Virtual Reality

Presenters:

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

Abstract: Traditional leadership is burgeoning into a sphere of virtual reality. The rapid pace of evolving technology and globalization has changed the landscape of the workforce. Many organizations are now engaging in virtual teams; whereby, the traditional work-space of collocating employees has progressed into dispersed workers. This shift of the workforce has led to a change leadership style. Globalization of distributed employees has raised the question of leadership effectiveness in this new realm. This paper examines the relationship between effectiveness of virtual team leadership using facets of the project GLOBE study.

Place-based STEM Teacher Leadership

Presenters: **Dr. Loudres Vilooria, Assistant Professor**, received her doctorate degree for Texas A&M University at College Station in Educational Administration and is currently an Assistant Professor in the College of Education at Texas A&M International University. Her primary research interests are place-based perspectives on educational leadership, rural education, STEM educational pathways for underrepresented students, and third generation Mexican American teachers. Dr. Vilooria has 29 years of public school experience. She has published in peer-reviewed journals like the Journal of Hispanic Higher Education, Chicana/Latina Studies: The Journal of Mujeres Activas en Letras y Cambio Social and The Journal of the Effective Schools Project.

Co-Presenter(s):

Dr. Weam Al-Tameemi received her PhD in Mathematics from University of North Texas. She has extensive experience in teaching a variety of math courses from undergraduate to graduate. She works with minorities and successfully mentors them to prepare them for careers in mathematical fields of study. She has mentored WIN math projects routinely every semester and is strongly committed to undergraduate research, the results of which were presented at local, regional, and national conferences. Many of her students pursue a graduate degree. She has published peer-reviewed journals in areas related to mathematics and has a strong interest in developing STEM education.

Dr. Marcela Uribe is the Service-Learning Director at TAMU. Her research interests include: Service-Learning, Community-Based Research and Civic Engagement, Intersections between Race, Ethnicity, Class, and Gender, First Generation Students in Higher Education, and Multicultural and Bilingual Education.

Abstract: The presentation will focus on sharing preliminary research data about the Professional Development for Secondary School Teachers and Educational Professionals (PD-STEP), STEP into the STEM Field Grant from the USDA National Institute of Food and Agriculture. The STEP into the STEM Field project supports agricultural science education at Hispanic-Serving Institutions (HSIs). The goal of the STEM FIELD project is to develop and provide, to a cadre of mathematics, science, and career and technical education (CATE) rural high school teacher teams (STEM FIELD Teams), an innovative agricultural-based professional development opportunity.

This presentation will call on audience participation by requesting their reflections on the following question: How do we increase the preparation, and matriculation of Hispanic students in STEM fields? In turn, the presenters will address this question by sharing their experiences working with rural STEM South Texas teachers.

Through education, research, and extension activities, teacher-participants in Project STEM FIELD will receive support that will lead to enhanced pedagogy and self-efficacy in practical STEM application in real-world settings, which will in turn lead to enhanced student outcomes. High school teachers have and will continue to take part in three specific activities: (a) a field-based, agricultural model that provides hands-on activities

to assist teachers in making connections among agriculture, mathematics, science, in classroom instruction.

Perceptions of Government Corruption in the United States

Presenters:

Cisco Iguaran, Belinda De la Rosa, Judith A. Canales, Cynthia Hernandez, Our Lady of the Lake University

Abstract: With the impending national elections in 2020 including that of the U.S. presidency, the subject of corruption in government and other institutions in the United States has reached new heights. Corruption is defined by Transparency International as the abuse of entrusted power for private gain. It can be classified as grand, petty and political, depending on the amounts of money lost and the sector where it occurs. Studies on the perceived level of corruption in the United States have marked an increase in recent years and are on a continuous upward pattern. The current study addresses the relationship between perceived government corruption and the impact on democracy in the United States. Findings from the study will shed light on the perception of ethics and integrity at all levels of government as well as the private sector, enable development of recommendations on how to strengthen these institutions, focus attention on how participation in the electoral process may help recover the nation's trust in government and add to the broader body of research.

Service Learning Curriculum and Collaboration as Tools for Teaching Servant Leadership

Presenters:

Carol Z. Rownd, Esther S. Gergen, Our Lady of the Lake University

Abstract: In his development of the concept of servant leadership, Greenleaf (2002; 2003) emphasized the need to serve first and to make others' needs a priority. The collaboration between the Department of Leadership Studies and the Center for Service-Learning & Volunteerism at Our Lady of the Lake University has at its core the desire to provide our student population with the best possible service-learning experience, one that provides them an opportunity to apply and put into practice their knowledge and understanding of leadership theory and what it means to be servant leaders within their communities. This collaborative relationship has led to the establishment of an honors undergraduate class and a master's level course that engage students in community involvement by focusing on service and how it makes a difference in the lives of others. The presenters will share their experience and the feedback received related to the development and implementation of service learning into the leadership curriculum at the undergraduate and graduate levels. Their interdepartmental collaboration with community partners yielded innovative and inclusive programming that benefited the students and at-risk youth in transformational ways. In addition to lessons learned and the ongoing improvements being made to the

courses, the presenters will share inspiring ways the student/client interactions met objectives, forged meaningful relationships, and advanced student learning.

Social Networking: Cyber Hate Allows No Safe Space

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

Abstract: Social media companies are not doing enough to regulate hate speech. This study investigates how terms of service agreements counter hate speech on social media. The researcher used a systematic-analytical approach to examine the efficacy of enforcement, monitoring, and response procedures employed. Furthermore, the researcher examined social media posts from 2008 through 2018 to examine algorithms used primarily in the US, UK, and Germany. Findings include: most social media companies are doing little to control hate speech, users with high numbers of “followers” must be rigorously monitored with certain algorithms, and collaboration between governments must continue in developing their respective guidelines regulating internet hate speech.

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

Presenters:

Claudia Ayala, Michael Boeding, Jillian Ojeda, Brian O’Grady, Our Lady of the Lake University

Abstract: Organizations are undergoing a challenge where the workforce is not only aging but composed of no less than five generations: the silent generation, baby-boomers, Gen X, millennials, and Gen Z. Each generation has distinctive traits and experiences based on history, technology, culture, and the economy. An aging multi-generational workforce creates challenges for both leaders and followers, to include knowledge transfer, workforce retainment, reluctance of younger generations to fill leadership roles, and competition for roles between generations. Increased life expectancy and extended retirement dates only compound these challenges. Leaders will need to be able to understand the differences between each generation and how to flex their leadership styles in this changing environment. This paper discusses the age crises in leadership by examining the challenges facing leaders with an aging multi-generational workforce and providing possible resources for leaders who face these challenges.

Through the Lens of a Glass Ceiling - Women in Leadership

Presenters:

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

Abstract: The glass ceiling, a phrase first introduced in the 1980s, is a metaphor for the invisible and artificial barriers that block women and minorities from advancing up the corporate ladder to management and executive positions. In 1991 the US Congress found that, despite a dramatically growing presence in the workplace, women and minorities remained underrepresented in management positions in business and that artificial barriers were inhibiting their advancement. Despite the recent new wave of women in key leadership roles in government, businesses, and higher education, there are still perceived barriers and challenges women face in obtaining high leadership positions. Women entered the chaotic and traditionally masculine dominated business landscape learning of leadership by observing their male counter parts. Enculturated to the standards of the industry, women experienced leadership through a limited prospective and learned to adopt behaviors commonly modeled in the industry. This paper provides strategies, opportunities, and a possibility to produce a new set of norms for companies and organizations to produce and create a culture that values gender diverse measures. It also attempts to present perceived barriers and challenges women have through the lens of the proverbial “glass ceiling” and possible ways to overcome these obstacles.