

CURRICULUM VITAE

Douglas S. Hermond

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Education

- December 1993 *Ph.D., Educational Administration*, with Research, Measurement, Statistics Emphasis, Texas A&M University, College Station, TX.
- August 1988 *M.Ed., Curriculum & Instruction*, Texas A&M University, College Station, TX.
- May 1982 *B.S., Animal Sciences*, Tuskegee Institute, Tuskegee, Alabama.

Experiences

- 2006 – 2009 *Coordinator*, Doctoral Program in Educational Leadership and Counseling College of Education, Prairie View A&M University, Prairie View, TX.
- 2004 – Present *Associate Professor*, Educational Leadership and Counseling College of Education, Prairie View A&M University, Prairie View, TX.
- 2000 – 2004 *Senior Researcher*, Decision Information Resources, Houston, TX.
- 1994-2000 *Assistant Professor*, Educational Leadership & Cultural Studies Department, College of Education, University of Houston, Houston, TX.
- 1993-1994 *Assistant Director*, Alliance for Minority Participation, Texas A&M University System, College Station, TX.
- 1987-1991 *Junior-High School Teacher*, Conroe Independent School District, Conroe, TX.
- 1985-1986 *Project Officer*, Development Finance Corporation, Belmopan, Belize.
- 1984-1985 *High School Teacher*, Bushwick High School, Brooklyn, NY.

Research and Scholarly Activities

I. A. Publications (Journals, Book Chapters)

- Dynarski, M. et al. (2001). A broader view: the national evaluation of the 21st Century Community Learning Centers program: design report. Submitted to the U.S. Department of Education, December 2000.
- Hermond, D. (2006). Finding order among the chaos. In B. DeSpain, *Revitalizing the professorate: the guide to promotion, tenure, merit pay and faculty workload*. Houston, TX: National Forum Press.
- Hermond, D. (2005). Ethical leadership is not optional: how LPPs can help. *International Journal of Scholarly Academic Intellectual Diversity – Electronic*, 8 (1):1-5.
- Hermond, D. (2005). Refining educational leadership preparation in light of recent federal legislation. *NFEAS Journal*, 22 (3):40-52.
- Hermond, D. (2001). Formative evaluation of a program preparing leaders for tomorrow's schools. *Research for Educational Reform*, 6(2):3-14.
- Hermond, D. (1999). Evaluating an educational leadership preparation program: participants' perspective. *Planning and Changing*, 30:198-217.
- Hermond, D. (1999). The leader and technology. In L. Hughes (Ed.), *The Principal as Leader*, 2nd ed. Columbus, OH: Simon & Schuster.
- Hermond, D. (1998). Using the Internet to evaluate an educational leadership preparation program: implications for evaluation practice. *Educational Research Quarterly*, 23 (4):41-51.
- Hermond, D. (1995). Measuring the retention strategies of a minority engineering program: a service quality perspective. *Journal of Engineering Education*. October 1995, 1-6.
- Hermond, D., Hobson, L., & Palmer, D. (2010). Countenancing a leadership preparation program using the ELCC standards. *Journal of Educational Concepts*, 1(2):175-197.
- Iwundu, L., Tanner, T., Hoffman-Miller, P., Smith, P. Thompson, L., & Hermond, D. (2010). Impact of human resources' practices on teacher retention. *The National Journal of Urban Education & Practice*, 4(2):49-73.
- Jacobs, K., & Hermond, D. (2010). Administrative support strategies that enhance science teacher retention in urban schools. *Journal of the Research Association of Minority Professors*, 12 (1):51-61.
- Meisgeier, C., Norris, C., & Hermond, D. (1996). Implications of psychological type and measures of creativity for the preparation of educational administrators. In M. Fields (Ed.), *Quality education: evolution and revolution*. Gainesville, FL: CAPT.

- Norris, C., Hermond, D., & Meisgeier, C. (1996). Creative educational leadership. In M. Fields (Ed.), *Quality education: evolution and revolution*. Gainesville, FL: CAPT.
- Norris, C., Hermond, D., & Meisgeier, C. (1996). Developing creative leaders for empowered schools. *NFEAS Journal*, 14(1):14-29.
- Norris, C., Meisgeier, C. & Hermond, D. (1998). Values and personality style of future educational leaders. In M. Fields (Ed.), *Counter attack: rising to the challenges to education*. Gainesville, FL: CAPT.
- Stephens, T., & Hermond, D. 2009. The level of emotional intelligence in principals of recognized and acceptable schools. *Academic Leadership*, 7(3). Retrieved from http://www.academicleadership.org/emprical_research/The_Level_of_Emotional_Intelligence_in_Principals_of_Recognized_and_Acceptable_Schools.shtml

II. A. Professional Presentations

- Hermond, D. 1998. *Values and personality style of future educational leaders*. Paper presented at the CAPT Biennial International Conference, Spring 1998, Orlando, FL.
- Hermond, D. 1997. *Formative evaluation of a program preparing leaders for tomorrow's schools*. Paper presented at the Annual Conference of the National Council for Professors of Educational Administration (NCPEA), Summer 1997, Vail, CO.
- Hermond, D. 1997. *Preparing educational leaders in tomorrow's context: a formative evaluation*. Paper presented at the Annual Conference of the University Council for Educational Administration (UCEA), Fall 1997, Orlando, FL.
- Hermond, D., & Alston, J. 1998. *Conversations on leadership imperatives for educational excellence in urban schools: the role of leadership preparation programs*. Paper presented at the Annual Conference of the University Council for Educational Administration (UCEA), Fall 1998, St. Louis, MO.
- Hermond, D., & Meisgeier, C. 2000. *The link between the personality preferences of adolescent children and their parents*. Paper presented at the CAPT Biennial Conference, Spring 2000. Gainesville, FL.
- Hermond, D., & Norris, C. 1997. *University and district collaboration in a cohort program: an opportunity for professors and practitioners to learn together what works*. Paper Presented at the Annual Conference of the American Association of School Administrators (AASA), Spring 1997, Orlando, FL.

- Hermond, D., & Palmer, D. 2009. *Countenancing a Leadership Preparation Program using the ELCC Standards*. Paper presented at the Annual Conference of the Southwest Educational Research Association (SERA), Spring 2009, San Antonio, TX.
- Hermond, D., & Thompson, L. 2009. *Echoes from Clients: Perspectives of Educational Leaders about a Leadership Preparation Program*. Paper presented at the Annual Conference of the Southwest Educational Research Association (SERA), Spring 2009, San Antonio, TX.
- Hermond, D., & Yates, L. 2010. *Structuring appropriate instruction for students based on learning styles*. Paper presented at the Annual Conference of the Southwest Educational Research Association (SERA), Spring 2010, New Orleans, LA.
- Hughes, T., Hermond, D., & Kritsonis, W. 2007. *The impact of professional learning communities on student achievement in high schools*. Paper presented at the National Association of African American Studies, Spring 2007, Baton Rouge, LA.
- Linsley, I., Holland, P., Hermond, D., Garcia, R., & Linsley, J. 1998. *Trends in TAAS scores of LEP Hispanic students*. Paper presented at the Annual Conference of TEXTESOL, Fall 1998, Arlington, Tx.
- Meisgeier, C., Norris, C., & Hermond, D. 1996. *Implications of psychological type and measures of creativity for the preparation of educational administrators*. Paper presented at the CAPT Biennial International Conference, Spring 1996, Orlando, FL.
- Nickson, L., Hermond, D., & Kritsonis, W. 2007. *Factors affecting the retention of special education teachers: lessons for urban educational leaders*. Paper presented at the National Association of African American Studies, Spring 2007, Baton Rouge, LA.
- Norris, C., Basom, M., Hermond, D., Barnett, B., & Yerkes, D. 1996. *Developing participatory leadership style through a cohort experience*. Paper presented at the Annual Conference of the American Association of School Administrators (AASA), Spring 1996, San Diego, CA.
- Norris, C., Hermond, D., & Meisgeier, C. 1996. *Creative educational leadership*. Paper presented at the CAPT Biennial International Conference, Spring 1996, Orlando, FL.
- Norris, C., Hermond, D., & Meisgeier, C. 1995. *Developing creative leaders for empowered schools*. Paper presented at the Annual Conference of the University Council of Educational Administration, Fall 1995, Salt Lake City, UT.

Petterway, A., & Hermond, D. 2008. *Impact of high-stakes testing on ELLs in major urban high schools in Texas*. Paper presented at the Annual Conference of the Southwest Educational Research Association, Spring 2008. New Orleans, LA.

Stephens, T., & Hermond, D. 2008. *Emotional intelligence in school leaders: its impact on schools' academic success*. Paper presented at the Annual Conference of the Southwest Educational Research Association, Spring 2008. New Orleans, LA.

Thompson, L., Hermond, D., Tanner, T., & Smith, P. (2011). *Perceptions of the Value of Principal Internship Activities: Aspiring Principals' Perspectives*. Paper presented at the Annual Conference of the Southwest Educational Research Association, Spring 2011. San Antonio, TX.

B. Chairperson

Moderator, AASA Session, Collaborative Efforts to Improve Education, Part 1. AASA Conference, Spring 1997.

III. Grants Approved

Brouillette, L., Hermond, D., Hooker, R., & Norris, C. 1996. Developed UCEA Program Center for the Study of Leadership in Urban Education proposal. Center Awarded Summer 1996.

Hermond, D. 1998. Limited Grant-In-Aid to explore the relationship between the personality preferences and temperaments of junior high students and their parents. Approved Spring 1998.

Warner, A., et al. *User Friendly College Project*. Project designed to utilize technology to assist in the recruitment and retention of students into the College of Education. Approved 1994.

IV. Creative and Artistic Accomplishments

Developed a Website Template for the Center for the Study of Leadership in Urban Education (UCEA Center)

Teaching and Instructional Activities

I. Courses Taught

A. Prairie View A&M University

1. ADMN 5053: Special Programs in Educational Administration
2. ADMN 5093: Educational Statistics
3. CNSL 5143: Human Growth and Development
4. EDUL 7003: Strategic Thinking
5. EDUL 7023: Organizational Theory
6. EDUL 7073: Special Topics in Statistics
7. EDUL 7603: Quantitative Research Designs
8. EDUL 7613: Qualitative Research Designs
9. EDUL 8013: Dissertation Seminar

B. University of Houston

1. SAER 6365: Microcomputer Applications in Educational Management
2. SAER 8321: Survey Research Methods
3. EDRS 8381: Research Methods in Education II
4. SAER 8370: Program Evaluation Research
5. EDRS 8380: Research Methods in Education I

C. Central Asian Theological Seminary: Almaty, Kazakhstan

Taught Cultural Exegesis and Research module to Master's degree candidates, May 2008

D. Covenant Bible Institute of Theology: MBale, Uganda

Taught Cultural Research module to prospective pastors in Eastern Uganda Presbytery. May 2009.

D. Hindustan Bible Institute: Chennai, India

Taught Cultural Research module to prospective pastors in Southern India. March 2010.

II. Instructional Development

Course Outlines: Developed website with course outlines for the following research methods courses: EDRS 8380, EDRS 8381, SAER 8321, SAER 8370.

Service Activities

I. College-wide Service (University of Houston)

- A. College of Education Academic Computing Committee
- B. College of Education Student Grievance Committee
- C. College of Education Undergraduate Committee
- D. College of Education Research Committee

II. Departmental Service (University of Houston)

- A. Department of Educational Leadership and Cultural Studies Admissions Review Committee.
- B. Developed list of previous inquiry questions for the doctoral comprehensive exam for posting on the Internet. Was available on University of Houston's College of Education Website.
- C. Developed an outline of research methods that was posted on the University of Houston's College of Education Website.
- D. Spearheaded the development of a newsletter and related materials for C-SLUE to distribute at the UCEA 1996 and 1998 conferences.

III. Departmental Service (Prairie View A&M University)

- A. Standing Committee on Admission to Graduate Programs
- B. Teacher Education Council
- C. Doctoral Program Committee (Chair)
- D. Coordinator, Doctoral Program (Fall 2006 – Summer 2009)

Professional Development

I. Professional Activities

- A. Member, University of Houston's College of Pharmacy Assessment Task Force for the evaluation of the Pharm. D. program.
- B. Evaluator, Marguerite Ross Barnett Bridge Program.
- C. Evaluator, University of Houston SCUP Program.
- D. Evaluator, Houston Independent School District Character Education Program
- E. Evaluator, Leadership Strand of Texas State Leadership Advisory Council

National Evaluation Projects

- A. *Social and Character Development*, United States Department of Education. (\$855,000). DIR Proposal Writer and Project Director. September 2003 – August 2008.
- B. *Impact Evaluation of Teacher Preparation Models*, United States Department of Education. (\$650,000). DIR Proposal Writer and Project Director. September 2003 – August 2004.
- C. *Twenty-first Century Community Learning Centers Implementation Study*, United States Department of Education. Senior Researcher. September 2000 – August 2004.
- D. *Evaluation of Work Opportunity Tax Credit*, United States Department of Labor. Senior Researcher. Summer 2000.
- E. *National Head Start Impact Study*, United States Department of Health and Human Services. (\$1.1 Million). DIR Project Director. October 2000 – August 2006.