

NAME: JANET HANSON

POSITION/TITLE: ASSISTANT PROFESSOR

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ASSISTANT PROFESSOR

MASTER'S LEVEL ADMINISTRATOR CERTIFICATION PROGRAMS AND TEACHER EDUCATION – 1 YEAR

University North Texas at Dallas July 2023 to present.

- **Assistant professor** master's program courses in Educational Leadership and Teacher Education

Azusa Pacific University concurrent

- **Adjunct professor** Teacher Education University Mentor for Student Teacher Placement

ASSOCIATE PROFESSOR

MASTER'S LEVEL ADMINISTRATOR CERTIFICATION PROGRAMS AND TEACHER EDUCATION – 8 YEARS

Azusa Pacific University Aug 2015 to 2022

- **Associate professor- 8 years Faculty at Large** in support of student success, SME for coursework (online and face to face)
- **Mentoring faculty** in research design and publication
- **Mentoring Teacher and Administrator candidate** students in fieldwork and clearing credentials
- **Doctoral committee** member multiple, **Institutional Review Board** committee member 6 years
- **Researching, authoring** publications on student success, school culture, instructional strategies, leadership, technology in the curriculum etc.

GRADUATE RESEARCH ASSISTANT – KOHL INITIATIVE

ETHICS AND DIVERSITY RESEARCH – 1.5 YEARS

Montana State University, Bozeman concurrent Feb 2014 to Jul 2015

- **Grant research** on program development to train school board trustees and state legislators in implementing ethical educational change
- **Diversity Office** – Supporting the expansion, development and redesign

SCHOOL ADMINISTRATOR

TK-12 PUBLIC AND RESIDENTIAL PRIVATE MIDDLE AND HS – 7+ YEARS

St. Regis School District Clark Fork, ID Jul 2012 – Jun 2014

- **Superintendent** for academic program, employee supervision including interviews for hiring, evaluations, promoting culture of continual improvement, managing and developing budgets; school plans teacher training, community relations, compliance with state, Federal and local laws and regulations, agenda and reporting to school board.

- **1 to 1 technology program** Designing and implementing for elementary through HS programs
- **Grant for Facilities Improvement** – successfully writing and implementing grant for updating school gym, locker room, and school facilities to meet safety standards.

Turning Winds Academic Institute Bonners Ferry, ID Jul 2010 to Jul 2012

- **Principal** for residential academic program (45- 60 students) and 5 teachers
- **NWAC, NIPSA accreditation report** writing, 5 Yr. comprehensive plan
- **Intervention/academic programs design** to support success of students with special needs

TEACHER/ELEMENTARY/JUNIOR HIGH SCHOOL/HIGH SCHOOL

FACILITATING STUDENT SUCCESS AT ALL SCHOOL LEVELS- 19 YEARS

Clark Fork Junior/Senior HS, Clark Fork Junior/Senior HS 502 North Main Street, Clark Fork, ID 83811- 09/10 school year

- **Classroom Instructor** 7th and 8th grade core, including general mathematics, pre-algebra, language arts, leadership, family/consumer science, art and geography projects, additionally
- **Integrating technology** into the curriculum including SMARTboards, clicker system, Inter-write pad, online textbooks, assessments, and mini-web PCs
- **Grant writing (technology)** for Response to Intervention (RTI) software for the entire school in core subjects, Genius pads and ear buds for 7th and 8th grade classes, and field trip funds school-wide
- **Research** - Performing Mathematical Thinking for Instruction (MTI) research project with peer teacher
- **Coaching** Jr HS girls' volleyball placing first in the division

PROGRAM DEVELOPER/ADMINISTRATOR/COORDINATOR/HIGH SCHOOL TEACHER

Boulder Creek Academy, Bonners Ferry, Idaho 83805 Aug 2005 to Jul 2008

Designing, implementing and administering all phases of incoming student academic assessment program, and advanced mathematics program using integrated technologies as well as:

- **1:1 Technology Program Developer and Coordinator**– Developing, implementing, and directing computer lab and student laptop program for private high school.
- **Individual Student Program Plans (IPP)** – Developed implemented and performed all incoming student evaluations and development of recommendations for student individual program plans. Met with faculty, parents, and support teams to coordinate individual student academic and persona growth plans.
- **High school teacher**- mathematics courses through the calculus, journalism, public speaking and business courses,
 - integrating real-world experiences, including student membership in Toastmaster's International, student
 - published writings in Bonners Ferry Herald newspaper and Sandpoint Coffee Table Book,
 - visiting speakers, and day long internship experiences with local businesses
- Managing school newspaper

Naples Elementary School Aug 99 to Jul 04 school years

- **Classroom Instructor** self-contained elementary 2nd and 4th grades

- **Technology grant** (\$60,500 Beaumont Foundation of America) including:
 - Innovating student assessment, remediation and intervention program
 - Coordinating and integrating laptops, digital cameras and networking equipment into the high school and elementary school
 - Developing the first official Boundary County Community Library/School District #101 Consortium Project
- **M & O committee member**
- **Executive council (BCSD) member**
- **School Newspaper-** Managing and supporting student submissions

Cambridge Elementary School, Orange, CA Aug 96 to Jul 99 school years

- **Classroom Instructor** self-contained elementary K , 2nd, and 5th grades
- **Intersession Program Coordinator-** developing and administrating the plan for student remedial program, similar to a summer school program, but for a year-round school schedule
- **Graduate research** project to determine the dynamics of an interactive approach to discipline

DEVELOPMENTAL SPECIALIST AND IBI PROFESSIONAL

FACILITATING THE GROWTH OF INDIVIDUALS WITH DEVELOPMENTAL DISABILITIES INFANT TO ADULT

Partnership for Inclusion Bonners Ferry, ID concurrent with other positions Aug 05 to Jan 06

- **Ensure compliance** with Idaho Department of Health and Welfare regulations
- **Implement behavioral plans-** Meet with family members, psychologists, and state representatives to develop and implement behavioral plans and interventions to individuals in compliance with Idaho Department of Health and Welfare regulations

OTHER EXPERIENCE

AUDITOR

FINANCIAL AUDITS AND CONSULTING FOR SMALL AND MEDIUM COMPANIES 2 YEARS

Price Waterhouse and Company, Newport Beach, CA 1980 to 1982

Performing audits of multiple clients from various industries and participating in advanced business systems training:

- Examining financial and accounting records, documents, and tangible items such as plant and equipment or watching processes or procedures performed
- Asking a range of questions from formal written questions to informal oral questions of a range of individuals at the organization
- Obtaining written confirmations of certain matters; for example, asking a debtor to confirm the amount of their debt with the organization
- Testing samples of organizational internal controls
- Making judgments on significant estimates or assumptions that management made when preparing the financial report

CHEMICAL RESEARCH LABORATORY TECHNICIAN

COMMERCIAL RESEARCH APPLICATIONS SUMMER INTERN AND FULL-TIME EMPLOYEE – 5 YRS

U.S. Borax Research Corporation, Anaheim, CA 1973 to 1978

Performing inorganic analysis of rock core samples for mining exploration and synthesizing organic compounds for evaluation in commercial applications under the supervision of PhD chemists, including:

- **Writing** procedural lab manuals
- **Supervising** summer intern
- **Operating technical equipment** and documenting results of research and analysis

EDUCATION

MASTER'S IN APPLIED STATISTICS AND ANALYTICS

AZUSA PACIFIC UNIVERSITY, AZUSA, CA (DECEMBER 2020 3.86 GPA CUMULATIVE)

DOCTORATE IN EDUCATION: EDUCATIONAL LEADERSHIP EDD

MONTANA STATE UNIVERSITY, BOZEMAN (AWARDED AUGUST 2015 3.97 GPA)

MASTER OF ARTS IN EDUCATION: CURRICULUM AND INSTRUCTION

AZUSA PACIFIC UNIVERSITY, AZUSA, CA (AWARDED JUNE 1980 3.95 GPA)

- 60+ credits continuing professional development (CPD) post-master's degree

BACHELOR OF ARTS IN BUSINESS ADMINISTRATION: ACCOUNTING

CALIFORNIA STATE UNIVERSITY, FULLERTON (AWARDED JUNE 1980 3.95 GPA)

CERTIFICATIONS

ADMINISTRATOR CERTIFICATE/CREDENTIAL

CALIFORNIA, IDAHO (VALID THROUGH 2028)

TEACHING CREDENTIALS

CALIFORNIA AND IDAHO- MULTIPLE SUBJECT, BUSINESS, STANDARD MATHEMATICS (VALID THROUGH 2028)

DEVELOPMENTAL SPECIALIST CERTIFICATE

IDAHO TRAINING COOPERATIVE (AWARDED DEC 2005)

COMPETENT COMMUNICATOR CERTIFICATE

TOASTMASTER'S INTERNATIONAL (AWARDED 2008)

ALBERTSON'S TEACHING WITH TECHNOLOGY PROGRAM

TEACHER IN ALBERTSON FOUNDATION (2002 TO 2004)

TECHNOLOGY COMPETENCY CERTIFICATE

STATE OF IDAHO DEPARTMENT OF EDUCATION (AWARDED 2002)

LEADERSHIP AND COMMITTEE MEMBERSHIPS

STEM PROJECT COMMITTEE MEMBER AND MENTOR

DEVELOP CURRICULUM DESIGNS TO FACILITATE THE GROWTH STUDENTS IN THE STEM FIELDS

Certification and Professional Standards, Idaho State Department of Education and Lewis and Clark State University with Christina Linder and Dr. Jann Hill concurrent with above

- Focusing on the Core Standards, developing classroom projects to deliver science, technology, engineering, and mathematics (STEM) curriculum using problem/project-based learning for teachers, sharing products on the SDE website, training teachers in integrating STEM, developing STEM teacher leaders, and transforming building cultures

CONTRACT TEST ADVISORY COMMITTEE MEMBER

SUPPORTING TEST DEVELOPMENT

National Evaluation Services, Amherst, MA concurrent May 10

- Test evaluations and recommendations for national teacher certification examinations; paid committee member developing standards for entry-level teachers

CONTRACT TEST ITEM WRITER

SUPPORTING TEST DEVELOPMENT

American Board for Certification of Teacher Excellence (ABCTE), Washington, DC concurrent Mar to May 2010

- Writing original practice test items on the standards and practices of Professional Teaching Knowledge (PTK):
 - Writing original practice test items
 - Editing practice test items of another writer

AWARDS AND SCHOLARLY MEMBERSHIPS

PREVIOUS AND CURRENT

- American Educational Research Association Reviewer and Member (current ongoing)
- Royal Statistical Society (current ongoing)
- California Association of Professors of Educational Administration (previous)
- Northern Rocky Mountain Educational Research Association during doctoral program
- University Council Educational Administration (previous)
- Beta Gamma Sigma Honor Society (permanent)
- Alpha Gamma Sigma Honor Society (permanent)
- Division Honors
- Mary Bower's Scholarship Award
- Dean's List
- MENSA member

RESEARCH GRANTS

BEAUMONT FOUNDATION OF AMERICA

TOSHIBA CORPORATION

(2004) \$60,500 technology grant and research project through the Beaumont Foundation of America including:

- Innovating and coordinating designs and implementing use of technology into the curriculum
- Supervising the program and elementary and high school teachers involved
- Developing the first official Boundary County Community Library/School District #101 Consortium Project integrating technology into the community

OFFICE OF RESEARCH AND GRANTS

AZUSA PACIFIC UNIVERSITY

(2018) \$6,000 financial award for research project including funding:

- Statistician to perform detailed and sophisticated analysis on research data

- Statistical software for analyses
- Travel and miscellaneous expenses

OFFICE OF RESEARCH AND GRANTS

UNIVERSITY OF NORTH TEXAS AT DALLAS

(2024) \$13,500 financial award for research project including funding:

Creation and testing of the use of an AI Agent in an asynchronous course design for teacher education and education leadership

PUBLICATIONS

Rahman, U., **Hanson**, J. & Niqab, M. (in process). Testing the relationship between blended learning and learners' motivation.

Hanson, J. & Yu, C. H. (In press). Using AI-enabled tools to support minority student success in higher education. *International Journal of Learning and Development*, 14(3).

Yu, C. H., Xiao, D. & Hanson, J. (2023). Machine learning for analyzing the relationship between well-being and academic performance with large-scale assessment data. Chapter in *Myint Swe Khine (Ed.), Machine Learning in Educational Sciences*.

Hanson, J., Loose, W. & Lee, Y. A. (In process). Developing multi-cultural citizens through multi-lingual inter-disciplinary educational programs in elementary schools.

Yu, C. H., Xiao, D., & **Hanson**, J. (2023). Machine learning for analyzing international assessment data. In M. S. Khine (Ed.). *Machine learning for Educational Sciences*. Springer.

Hanson, J., Niqab, M., & Arif, T. (2022). Organizational Citizenship Behaviour (OCB) In Educational Settings: A Narrative Review. *JISR Management and Social Science and Economics (JISR-MSSE)*, 20(1), <https://jisrmsse.szabist.edu.pk/index.php/szabist/issue/view/41>

Hanson, J., Loose, W., & Reveles, U. (2022). A qualitative case study of all-but-dissertation students at risk for dissertation noncompletion: A new model for supporting candidates to doctoral completion. *Journal of College Student Retention: Research, Theory & Practice*, 24(1) 234-262 (2020). <https://journals.sagepub.com/doi/abs/10.1177/1521025120910714?journalCode=csra>

Khan, M. Z., Niqab, M., & **Hanson**, J. (2021). Human resource management practices develop product differentiation and cost leadership strategy, enabling organizations to attain competitive advantage: A narrative review. *Pakistan Business Review*, 23(3), 215-237. <https://doi.org/10.22555/pbr.v23i3.593>

Hanson, J., Niqab, M., & Bangert, A. (2021). Determining factors of organizational learning capabilities: In the context of educational institutes of third world country Pakistan. *Journal of Education and Educational Development (JOED)*, 8(2), 270-295. <https://doi.org/10.22555/joed.v8i2.408>

Hanson, J. L., Niqab, M., & Bangert, A. (2021). Educational context of intellectual capital: An exploratory four-factor study. In M. Shahbaz, M. S. Mubarik, & T. Mahmood (Eds.), *The dynamics of intellectual capital in the current era* (No. 1; Vol. 1, pp. 31-62). Springer Nature. DOI 978-981-16-1692-1_2, 2021 https://link.springer.com/chapter/10.1007/978-16-1692-1_2

- Hanson, J. L. (2020). Testing the relationship between teachers' epistemological beliefs (EB) and a faculty's school growth mindset: Inter-cultural comparison of EB between East and West. *Journal of Organizational Psychology*, 20(4). <https://doi.org/10.33423/jop.v20i4.3207>
- Hanson, J. L., & Yu, C. H. (2020). Using data visualization and data science to explore self-efficacy in the classroom and academic mindset by grouping demographic variables. *Journal of Education and Practice*, 11(24), 1-12.
- Niqab, M., **Hanson**, J. Bangert, A. Kannan, S., Sharma, S., Ghaffer, A., Mubarik, M.S. (2020). Measuring intellectual capital in schools in the developing country of Pakistan. *International Journal of Learning and Development*, 10(1), 1-34. <https://doi.org/10.5296/ijld.v10i1.16397>
- Hanson, J., Loose, W. & Reveles, U. (2020). A qualitative case study of all-but-dissertation students at risk for dissertation noncompletion: a new model for supporting candidates to doctoral completion. *Journal of College Student Retention: Research, Theory & Practice*, 0(0), 2-29. <https://doi.org/10.1177/1521025120910714>
- Niqab, M., **Hanson**, J. L., Bangert, A., Kannan, S., Sharma, S., & Ghaffar, A. (2019). Measuring organizational citizenship behavior (OCB) in secondary schools in Pakistan and a comparison with factors of a school growth mindset. *International Journal of Learning and Development*, 9(2), 1-47. <https://doi.org/10.5296/ijld.v9i2.14919>
- Niqab, M., **Hanson**, J. L., Nawab, R., & Ahmad, R. (2019). Testing the relationship between post child marriage variables and a girls' education level in rural Pakistan. *International Journal of Learning and Development*, 9(1), 87-133. <http://www.macrothink.org/journal/index.php/ijld/article/view/14363/11356>
- Hanshaw, G., & **Hanson**, J. L. (2019). Using microlearning and social learning to improve teachers' instructional design skills: A mixed methods study of technology integration in teacher professional development. *International Journal of Learning and Development*, 9(1), 145-173. <http://www.macrothink.org/journal/index.php/ijld/article/view/13713>
- Hanshaw, G., & **Hanson**, J. L. (2018). A mixed methods study of leaders' perceptions of microlearning for professional development on the job. *International Journal of Learning and Development*, 8(3), 1-21. <https://www.macrothink.org/journal/index.php/ijld/article/view/13198>
- Niqab, M., **Hanson**, J., Bangert, A., Kannan, S., Sharma, S., & Ghaffar, A. (2017, submitted for review). *Validation of a newly-developed organizational citizenship behavior instrument: A structural equation modeling approach*.
- Hanson, J. (2017). Testing the difference between school level and academic mindset in the classroom: Implications for developing student psycho-social skills in secondary school classrooms. *Journal of Educational Issues*, 3(1), 44-63. <http://dx.doi.org/10.5296/jei.v3i1.10479>
- Hanson, J. (2017). Determination and validation of the Project for Educational Research That Scales (PERTS) survey factor structure. *Journal of Educational Issues*, 3(1), 64-82. <http://dx.doi.org/10.5296/jei.v3i1.10646>
- Hanson, J., Loose, W., Reveles, U. & Hanshaw, G. (2017). Validation of the newly developed Graphical Inventory of Ethical Leadership (GIEL) Scale: Implications for administrator preparation and business leaders. *Journal of Educational Issues*, 3(1), 19-43. <http://dx.doi.org/10.5296/jei.v3i1.10480>
- Hanson, J. L. (2017). *Manage your mindset: Maximize your power of personal choice*. Lanham, MD: Rowman & Littlefield.

- Hanson, J., Bangert, A. & Ruff, W. (2016). A validation study of the What's My School Mindset? Survey. *Journal of Educational Issues*, 2(2), 244-266. <http://dx.doi.org/10.5296/jei.v2i2.10138>
- Hanson, J., Bangert, A. & Ruff, W. (2016). Investigating the relationship between school level and a school growth mindset. *Journal of Educational Issues*, 2(2), 203-221. <http://dx.doi.org/10.5296/jei.v2i2.10052>
- Hanson, J., Ruff, W., & Bangert, A. (2016). Exploring the relationship between school growth mindset and organizational learning variables: Implications for multicultural education. *Journal of Educational Issues*, 2(2), 222-243. <http://dx.doi.org/10.5296/jei.v2i2.10075>
- Hanson, J., Reveles, U., Loose, W., & Hanshaw, G. (2016, June 3). 3D leadership graphic inventory for school administrators (GISA). *Conference Proceedings, Pacific Conference on Pre-K through K-12 Education 2016*, <http://www.thinksisu.org/event/education/#proceedings>.
- Hanson, J., Dr. Art Bangert, and Dr. William Ruff (2016). Exploring the relationship between school level and a growth school mindset. *Conference Proceedings, Pacific Conference on Pre-K through K-12 Education 2016*, <http://www.thinksisu.org/event/education/#proceedings>.
- Hanson, J., Ruff, W., & Bangert, A. (2015). *Exploring the relationship of organizational learning, school mindset, and a multicultural view in schools*. Conference proceedings University Council of Educational Administration.
- Hanson, J. L. (2015). *Determination and validation of the "What's My School Mindset?" instrument factor structure* (Order No. 3722197). Available from Dissertations & Theses @ Montana State University; ProQuest Dissertations & Theses Global. (1728126620)
- Treacy, A. C., Richmond, A. S., Wehunt, M. D., Casillas, N., Hanson, J., Ratto-Parks, A., & Rice, L. (2015). In A.C. *The science and art of the successful pursuit and completion of a doctoral degree: Skills, experience, expertise, and resources*. Conference proceedings Northern Rocky Mountain Educational Research Association.

PRESENTATIONS

- Hanson, J. (2024, Mar. 12). Using AI to create rubrics. Delivered at *Harnessing AI to enrich student learning: A case for simulation-style assignments* presentation. Azusa Pacific University. Pack, B., Lee, H., Hanson, J., & Titus, S. Facilitated by Mike Truong (Office of the Provost).
- Hanson, J. (2023, Nov. 23). AI tool scavenger hunt and exploration. Presented at *Texas Association of Future Educator Area 11 Conference*, University of Texas at Dallas.
- Hanson, J. (2023, Oct. 23). AI in Education. Presented at UNTD SOE Education Advisory Committee Meeting Founders Hall.
- Hanson, J. (2021, April 11). *Testing the relationship between teachers' epistemological beliefs and a faculty's growth mindset: Intercultural comparison of epistemological beliefs questionnaire between East and West*. [Video Presentation and Group Session]. 2021 AERA Virtual Meeting April 8-12: Accepting Educational Responsibility, Virtual Conference. <https://aera21-aera.ipostersessions.com/default.aspx?s=4C-91-F7-D8-6B-10-B6-74-EF-1E-30-1B-21-A0-5F-61>
- Edwards, J. & Hanson, J. (2021, April 11). *Collective efficacy, growth mind-set, and classroom English Language Arts outcomes: Multilevel structural equation modeling analysis*. [Video Presentation and In-Session Paper]

Presentation] 2021 AERA Virtual Meeting April 8-12: Accepting Educational Responsibility, Virtual Conference.

Hanson, J., Niqab, M. & Bangert, A. (2021, April 10). *Testing the factors of intellectual capital in secondary schools*. [Video Presentation and Group Session]. 2021 AERA Virtual Meeting April 8-12: Accepting Educational Responsibility, Virtual Conference. <https://aera21-aera.ipostersessions.com/Default.aspx?s=7B-C1-FD-2A-5C-CD-5D-B9-81-56-30-99-91-A2-77-C7>

Hanson, J., Lee, K. & Yu, C. H. (2021, Feb 25). Testing the relationship between school growth mindset culture, students' academic mindset, and academic outcomes. [Video Presentation] AILACTE Virtual Conference 2021: *A Call for Action: Surviving, Thriving, and Reimagining the Preparation of Teachers*.

Lee, H., **Hanson, J.**, & Yu, C. H. (2021, Feb 25). Teaching strategies for improving student's sense of belonging and the influence on self-efficacy on classroom tasks: Grouped by moderating demographic variables. AILACTE Virtual Conference 2021: *A Call for Action: Surviving, Thriving, and Reimagining the Preparation of Teachers*.

Hanson, J. L. (2020, Nov 9-19) Promoting leaders' sense of belonging on the job and desire to stay [Video Presentation and Group Session]. 2020 UCEA Annual Asynchronous Sessions.

Hanson, J. L. (2020, Apr 17- 21) Testing the relationship between growth mindset, collective efficacy, and academic outcomes [Poster Session]. AERA Annual Meeting San Francisco, CA <http://tinyurl.com/tk3cm8o> (Conference Canceled)

Hanson, J. L. (2020, Apr 17- 21) New Model of Elements Supporting Leaders' Self-Efficacy on the Job and Desire to Stay [Roundtable Session]. AERA Annual Meeting San Francisco, CA <http://tinyurl.com/ugzs26z> (Conference Canceled)

Hanson, J. L., & Niqab, M. (2019, April). Measuring intellectual capital for knowledge management in schools. Presented at the conference *Leveraging Education Research in a "Post-Truth" Era: Multimodal Narratives to Democratize Evidence* in Toronto, Ontario Canada, by American Educational Research Organization.

Hanson, J. L., Jiang, Y., & Wang, J. (2019, April). Hierarchical linear modeling of relationships between teachers' epistemological beliefs and students' self-efficacy. Presented at the conference *Leveraging Education Research in a "Post-Truth" Era: Multimodal Narratives to Democratize Evidence* in Toronto, Ontario Canada, by American Educational Research Organization.

Hanson, J. L., Loose, W. V., and Reveles, U. (2019, April). *Case study and new model for supporting at-risk-for-completion candidates to dissertation completion*. Presented at the conference *Leveraging Education Research in a "Post-Truth" Era: Multimodal Narratives to Democratize Evidence* in Toronto, Ontario Canada, by American Educational Research Organization.

Loose, W. V., & **Hanson, J. L.** (2019, April). *Elementary school program redesign for 21st Century skills: A mixed methods study of design and effectiveness*. Presented at the conference *Leveraging Education Research in a "Post-Truth" Era: Multimodal Narratives to Democratize Evidence* in Toronto, Ontario Canada, by American Educational Research Organization.

- Hanson, J., Roso, C., Loose, W. & Reveles, U. (2018). *Finishing the dissertation: Candidate perceptions of facilitating factors and barriers to program completion*. Poster presentation at American Educational Research Association.
- Loose, W. & **Hanson, J.** (2018). *Developing 21st century global citizens through a five-way multi-lingual interdisciplinary educational program*. Paper presented at the Hawaiian International Conference (HICE).
- Hanson, J., Roso, J., Loose, W., & Reveles, U. (2017). *Dissertation supervision issues: Getting stragglers to finish their dissertation: A dissertation completion program*. Workshop presentation at the Council for Christian Colleges & Universities (CCCU).
- Hanson, J. (2017). *Growth mindset: next steps to systematic classroom and schoolwide implementation*. Paper presentation at the California Association of Professors of Education Administration (CAPEA).
- Hanson, J., Loose, W., Reveles, U. & Hanshaw, G. (2017). *CPSEL 5 instrument (Graphical Inventory of Ethical Leadership GIEL scale) for use in PASC and CASC administrator preparation programs*. Paper presentation at the California Association of Professors of Education Administration (CAPEA).
- Hanson, J., Bangert, A. & Ruff, W. (2017). *Identifying factors of a growth mindset at the school level*. Paper presentation. Roundtable discussant session at the American Educational Research Association (AERA).
- Hanson, J., Reveles, U. & Loose, W. (2017). *Microlearning for professional development on the job*. Paper presentation at the American Educational Research Association (AERA),
- Hanson, J. (2017). *Validation of a newly-developed organizational citizenship behavior instrument: A structural equation modeling approach*. Paper presentation and roundtable discussant session at American Educational Research Association (AERA) conference.
- Hanson, J. (2017). *Growth mindset in the classroom: A teachers' primer*. Paper Presentation Hawaii International Conference on Education, (HICE).
- Hanson, J. & Loose, W. (2017). *Empirical testing of the factors of the Graphical Inventory of Ethical Leadership (GIEL) Scale*. Poster presentation at the Hawaii International Conference on Education, Honolulu, Hawaii.
- Hanson, J. et al. (2016). *The science and art of the successful pursuit and completion of a doctoral degree: Skills, experience, expertise, and resources*. Workshop at the Northern Rocky Mountain Educational Research Association.
- Hanson, J., Reveles, U., Loose, W., and Hanshaw, G. (2016). *Three-dimensional leadership graphic inventory for school administrators*. Conference proceedings 2016 Pacific Conference on Pre-K through K-12 Educators.
- Hanson, J., et al. (2016). *Determining the level of OCB in secondary schools through a self-developed instrument in an educational setting: An SEM approach*. Pacific Conference on PK-12 Education.
- Hanson, J., Reveles, U., Loose, W., & Hanshaw, G. (2016, June 3). *3D leadership graphic inventory for school administrators (GISA)*. Paper presentation at the Pacific Conference on PK-12 Education.
- Hanson, J., Dr. Art Bangert, and Dr. William Ruff (2015). *Exploring the relationship between school level and a growth school mindset*. University Council of Educational Administration (UCEA).

- Hanson, J. (2015). *Exploring the relationship of organizational learning, School mindset, and a multicultural view in schools*. Northern Rocky Mountain Educational Research Association (NRMERA).
- Treacy, A. C., Richmond, A. S., Wehunt, M. D., Casillas, N., **Hanson, J.**, Ratto-Parks, A., & Rice, L. (2015). *The science and art of the successful pursuit and completion of a doctoral degree: Skills, experience, expertise, and resources*. Northern Rocky Mountain Educational Research Association (NRMERA).
- Hanson, J. (2015). *An exploratory study of variables contributing to school growth mindset*. Paper presentation at the Northern Rocky Mountain Educational Research Association (NRMERA).
- Hanson, J. (2014). *Development and validation of the What's My School Mindset instrument factor structure*. Paper presentation at the Northern Rocky Mountain Research Association (NRMERA).
- Hanson, J. (2014). *Administrator self-efficacy*. Poster presentation at the Northern Rocky Mountain Educational Research Association (NRMERA).
- Hanson, J. (2014) – *Exploring correlation variables with growth mindset survey mean*. Paper presented at the Northern Rocky Mountain Educational Research Association (NRMERA).
- Hanson, J. (2014) – *Essential knowledge: What school board trustees want to know and how*. Paper presented at the Northern Rocky Mountain Educational Research (NRMERA).
- Ruff, W. & Hanson, J. (2013) – *Mindfulness in Montana schools*. Paper presented at the Northern Rocky Mountain Educational Research Association (NRMERA).