

## CURRICULUM VITAE

**FACULTY NAME:** Dr. Janet Hanson

**POSITION/TITLE:** Assistant Professor

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### EDUCATIONAL BACKGROUND/TRAINING

Dr. Janet Hanson joined the UNT Dallas faculty in fall 2023 as an Assistant Professor of Educational Leadership. She has over 20 years of public and private education work experience at the elementary, secondary, and administrative levels. She has served in a variety of roles including teacher, principal, K-12 superintendent, and assistant professor in higher education leadership and teacher education graduate program departments.

Dr. Hanson resides in the Dallas-Fort Worth metroplex with family. She enjoys traveling, having explored much of the United States in an RV with her family, practices yoga, participates in faith-based activities, enjoys gardening, and organic cooking.

**Dissertation:** 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>

**Book:** Hanson, J. L. (2017). *Manage your mindset: Maximize your power of personal choice*. Lanham, MD: Rowman & Littlefield

### RELEVANT TEACHING EXPERIENCE

Dr. Hanson earned her MA in Education: Curriculum and Instruction and teaching credentials in several disciplines. She then worked 14 years as an educator in public elementary, middle, and high schools in Title I elementary schools, public middle school math teacher, and advanced mathematics and

business education instructor in an intervention private high school. She also worked six years as an administrator (including HS principal and K-12 superintendent). During her tenures as public and private school administrator in two private intervention high schools and a K-12 school district, she was engaged in implementing and managing three 1:1 school-wide technology programs, performing intake assessments for all incoming students, developing Individual Education Plans, supervising school faculty, and developing school programs. After earning her doctorate, she worked at Azusa Pacific University as a full-time associate professor in the Educational Leadership Masters and Administrator-Credentialing Programs for 6 years and two years in the Teacher Education Master's Program. She joined the UNT Dallas team in 2023 as assistant professor in the School of Education graduate Teacher Education and graduate Educational Leadership programs.

#### **ACADEMIC SCHOLARSHIP/RESEARCH/CREATIVE ENDEAVORS**

Hanson, J., Yu, C. H., & Truong, M. H. (2025). Reframing avatar-mediated instruction in higher education: A theory-building integrative review. *International Journal of Learning and Development*, 15(2), 17-55.

<https://doi.org/10.5296/ijld.v15i2.22988>

Hanson, J. L. (2025). Key factors of leadership within open vital systems shown to inform school principal self-efficacy and desire to stay on the job. *AERA Online Paper Repository*.

<https://www.aera.net/Publications/Online-Paper-Repository/AERA-Online-Paper-Repository>

Hanson, J. L. (2025). Hierarchical linear modeling: Collective efficacy, growth mindset, and classroom ELA (English Language Arts) outcomes controlling for SES and school size. *AERA Online Paper Repository*.

<https://www.aera.net/Publications/Online-Paper-Repository/AERA-Online-Paper-Repository>

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

Hanson, J. & Yu, C. H. (2024). Using AI-enabled tools to support minority student success in higher education. *International Journal of Learning and Development*, 14(3), 59-118.

<https://www.macrothink.org/journal/index.php/ijld/article/view/22263>

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 interdisciplinary 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 (JOEED)*, 8(2), 270-295. <https://doi.org/10.22555/joeed.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. Mubarak, & 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](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. <https://doi.org/10.7176/JEP/11-24-01>
- Niqab, M., **Hanson, J.** Bangert, A. Kannan, S., Sharma, S., Ghaffer, A., Mubarak, 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 you 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. (2025, April 23–27). *Key factors of leadership within open vital systems shown to inform school principal self-efficacy and desire to stay on the job* [Conference presentation]. American Educational Research Association (AERA) Annual Meeting, Virtual Paper Presentation.

Hanson, J. (2025, April 23–27). *Hierarchical linear modeling: Collective efficacy, growth mindset, and classroom ELA outcomes controlling for SES and school size* [Conference presentation]. American Educational Research Association (AERA) Annual Meeting, Virtual Paper Presentation.

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 inter-disciplinary 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).