

Ricardo García, Ph.D.
6211 W. Northwest Hwy | Unit #1100
Dallas, TX 75225
Mobile: 214.543.0758 | Email: rigarcia46@gmail.com

Current Position

Lecturer
Department of Educational Administration
The University of Dayton

Education

Doctor of Philosophy	The University of Texas at Arlington Arlington, Texas (2016) College of Education Department of Educational Administration Comprehensive Area: Educational Leadership & Policy Studies Dissertation: <i>An Exploratory Study on the Manifestations of New Public Management (NPM) in Teacher Education</i> (Advisor: Daniel Saunders)
----------------------	--

Master of Science	Texas A&M University at Commerce Commerce, Texas (2002) Counseling
-------------------	---

Master of Arts	Wichita State University Wichita, Kansas (1987) Music Performance
----------------	--

Bachelor of Arts	East Texas State University Commerce, Texas (1985) Education (K-12)
------------------	--

Certifications

Principal (PK-12)	State Board for Educator Certification Texas (2006-present)
-------------------	---

Counseling (PK-12)	State Board for Educator Certification Texas (2008-present)
--------------------	---

Professional Development Appraisal System	Region X Texas (2018)
--	-------------------------

Texas Award for Performance Excellence	Quality Texas (2006)
---	----------------------

All-level Music Ed.	State Board for Educator Certification (Life Certification)
---------------------	---

Professional Experience

2021-present	Lecturer, Department of Educational Administration, The University of Dayton: Dayton, Ohio.
2020-2021	Assistant Dean and Associate Professor, Department of Curriculum and Instruction/Teacher Education, Lindenwood University (LU): St. Charles, Missouri.
	2020-2021 Adjunct Instructor, Educational Leadership, University of Dayton: Dayton, OH. Continued role while at LU.
2017-2020	Graduate Program Director and Clinical Assistant Professor, School of Education and Human Development, Florida International University (FIU): Miami, Florida.
	2019-2021 Adjunct Instructor, Educational Leadership, University of Dayton: Dayton, OH. Began role while at FIU.
2013-2017	Executive Director of Transformational Learning, Arlington Independent School District (AISD): Arlington, Texas.
	2017-2017 Adjunct Instructor, Educational Leadership and Policy Studies, University of Texas at Arlington: Arlington, TX. Began role while at (AISD).
2010-2013	Associate Vice Chancellor, Academic Affairs Division, Tarrant County College: Fort Worth, Texas.
2009-2010	Executive Dean of Mathematics and Developmental Education, Academic Affairs Division, Eastfield College: Mesquite, Texas.
2008-2009	Dean of Outreach and Student Development, Student Affairs Division, Eastfield College: Mesquite, Texas.
2006-2008	Associate Dean of Student Success and Vice Principal, Student Affairs Division, Richland College: Richardson, Texas.

Research, Policy, and Teaching Interests

- Equitable Practices in Education
- Leadership Preparation
- Ethics Within Assessment & Evaluation
- Research Methodologies
- Critical Consciousness and Praxis

Current Research Project

Examining Equity of EdD Dissertation Chair-to-Student Ratios

Relies on an exploratory sequential mixed methods design to learn what experienced dissertation chairs deem an equitable caseload of dissertators (advisees) in order to help EdD online programs adopt student-to-chair ratios that result in equitable and successful experiences for both student and chair.

This is a multi-institutional research study between Carnegie Project on the Education Doctorate (CPED) institutions: University of Dayton, Barry University, Jackson State University, and Drexel University. I serve as principal investigator.

Articles in Journals or Awaiting Publication

Ziskin, M. B., **Garcia, Ricardo**, Essex, E., Beam, F. C., & Santos, R. (2024). A three-chapter DiP: Focusing on scholar-practitioner preparation. *Impacting Education: Journal on Transforming Professional Practice*. Expected publication date: July 2025.

Whitacre, M. P., Aldridge, A., & **Garcia, Ricardo** (2023). A case for adaptability: Exploring the impact of the COVID-19 pandemic on preservice teachers' culminating field experiences. *The Teacher Educator*. <https://doi.org/10.1080/08878730.2023.2183296>

Other Writing and Scholarly Presentations

Garcia, R., Hill, D., Phillips, J., McAtavey, J., & Guler, N. (2024, October). *Examining equity of EdD dissertation chair-to-student ratios*. Presented at the Carnegie Project on the Education Doctorate (CPED) 2024. Convening: Honolulu, HI.

Garcia, R., Hill, D., & Phillips, J. (2024, April). *Redefining advising equity in online doctoral programs: A multi-institutional study*. Presented at AERA (Philadelphia, PA) CPED breakout session.

Edwards, A., & **Garcia, R.** (2024, January). *Decisions to use and perceptions of use of online program managers (OPM) to promote EdD programs*. Manuscript presented virtually to CPED Consortium.

Edwards, A., & **Garcia, R.** (2023, November). *Decisions to use and perceptions of use of online program managers (OPM) to promote EdD programs*. Study's results presented at CPED 2023 Convening (virtual segment).

Garcia, R. (2023, October). *To be or not to be? Should online programs exist without a staffing formula?* Presented to the Carnegie Project on the Education Doctorate (CPED), Online/Hybrid CIG: Virtual Session.

- Garcia, R. & Vandergraaf, V. (2020).** *Dismantling racism in schools*. A paper presented virtually to St. Charles School District Faculty, Professional development session. Lindenwood University.
- Garcia, R. (2018, April). *Civic engagement: empowering students to become agents of change*. Served on panel discussion at Florida International University (FIU). Discussion for FIU students and high school FEA teachers and students following the Parkland Shooting.
- Garcia, R. (2018, May). *Problem of practice and the new dissertation model*. Presented to Miami- Dade County Public Schools administrators, M-DCPS campus sites, Miami, FL.
- Garcia, R. (2018, March). *Principal leadership standards and the MS degree*. Led course review and alignment workshop, M-DCPS administration offices, Miami, FL.
- Garcia, R. (2017, September). *The educational leadership & policy studies master's degree*. Led formative evaluation workshop with school leaders, Florida International University, Miami, FL.
- Garcia, R. (2016, April). *An exploratory study on the manifestations of new public management (NPM) in teacher education*. Presented results of doctoral research project to academic audience and incoming PhD cohorts. The University of Texas at Arlington.
- Garcia, R., & Wright, C. (2016, August).** *Building a state-of-the-art career & technology center through community-supported bond initiatives*. Presented curricular and degree certification plan at Rotary Club of Arlington, Arlington, TX.
- Garcia, R. (2016, March). *Culturally responsive pedagogy and advanced academics*. Presented curricula vision and course proposals to Board of Trustees and Public Forum, Arlington, TX.
- Garcia, R. (2015, August). *A study on the leadership styles of community college administrators during a time of expansive change*. A paper presentation to 2015 Ph. D. cohort, The University of Texas at Arlington: Arlington, TX.
- Garcia, R., & Wright, C., (2015, February).** *Developing a student-centered career & technology center*. Presented conceptual plan at February 2016 Board of Trustees and Public Forum. Arlington Independent School District: Arlington, Arlington, TX.
- Garcia, R., & Hale, G. (2014, October).** *STEM curriculum alignment*. Co-led workshop between high school and University STEM faculty, University of Texas: Arlington, TX.
- Garcia, R. (2014, April). *Building a STEM academy*. Presented to University of Texas and Martin High School STEM faculty on STEM academy models, Martin High School: Arlington, TX.

- Garcia, R.**, & Hale, G., & Roddy, M., (2014, March). *STEM academy: School within a school concept*. Presented program design at March 2014 Board of Trustees and Public Form. Arlington, TX.
- Fielding, N., **Garcia, R.**, & Smith, E., (2014, January). *Establishing an effective guidance and counseling program: Student to counselor ratio in the AISD*. Presented hiring and staffing plan to Arlington Board of Trustees and Public Forum. Arlington, TX. Plan met approval through 100% vote of approval by school board.
- Garcia, R. (2013, November). *Is it time for a consortium?* Presented to the North Texas Superintendents Council, Trinity River Campus, Tarrant County College: Fort Worth, TX.
- Garcia, R. (2013, October). *Strengthening institutions*. Presented at the 3rd Annual Developmental Education Institute to faculty, administration and school districts, South Campus of Tarrant College: Fort Worth, TX.
- Garcia, R. (2013, July). *Developmental education outlook in Texas*. Presented to Achieving the Dream Council, Trinity River Campus: Fort Worth, TX.
- Garcia, R. (2013, July). A paper presentation on *The state of math emporiums in Tarrant County College*. Presented to Achieving the Dream Council, Trinity River Campus: Fort Worth, TX.
- Garcia, R. (2012, October). *College readiness and educational foundations*. Presented at 2nd Annual Developmental Education Institute, to faculty and community college administrators, Trinity River Campus of Tarrant County College District, Fort Worth, TX.
- Awtry, T., & **Garcia, R.** (2012). *The collaborative decision-making model: A math faculty initiative*. Co-led workshop at Tarrant County College, Fort Worth, TX.
- Garcia, R. (2011, August). A paper presentation on the *Seven-year outlook of developmental education in Texas*. Presented to Chancellor's Executive Leadership Team of Tarrant County College: Fort Worth, TX.
- Garcia, R. (2010, October). *Addressing grievances and the student code of conduct*. Presented to Vice Presidents of Academic and Student Affairs, Tarrant County College District Office: Fort Worth, TX.
- Garcia, R. (2009, September). *Impact of state mandates on EFC's dual enrollment*. Presented to academic deans at Eastfield College: Mesquite, TX.
- Garcia, R. (2008, August). *Meeting FERPA compliance through effective organizational systems*. Presented to student affairs staff at Eastfield College: Mesquite, TX.

Garcia, R. (2007, October). *Is student success the same as college readiness?* A paper presentation to students, faculty, and community at Richland College: Richardson, TX.

Funded Grants and Contracts

<u>Funding Agency</u>	<u>Amount</u>	<u>Role</u>	<u>Dates</u>
Carnegie Project on the Education Doctorate (CPED): Graduate Asst. to assist with research project.	\$5,000	PI	Summer 2024
Sid. W. Richardson Foundation (Academic Enrichment Program)	\$100,000	PI	Fall 2012-Fall 2013
Title III of Dept. of Ed. Strengthening Institutions	\$250,000	Co-prin. Investigator	Sp. 2012-Fall 2013
National Science Foundation High School to College Math Alignment Foundation School Program (TX)	\$50,000	Faculty lead	Sp. 2006-Fall 2007
Richland Collegiate High School	\$4,540,968	Co-prin. investigator	Sp. 2005-Fall 2006

Awards and Recognition

Faculty Spotlight: Fall 2024 Newsletter – *Leadership for Organizations*:

<https://mailchi.mp/64b9dec486dc/fall-2023-edd-leadership-for-organizations-newsletter-16226406?e=1fb210d939>

Recipient: University Assessment Award (2023-2024). School of Education and Health Services, Department of Educational Administration, The University of Dayton, Dayton, OH.

Recipient: Service Award (2020-2021). Lindenwood University, St. Charles, MO.

Recipient: Award for Excellence in Teaching (2018-2019). College of Arts & Sciences, School of Education and Educational Leadership, Department of Educational Leadership & Policy Studies, Miami, FL.

Recipient: National Community College Hispanic Council Fellows Program (2009-2010). National Community College Hispanic Council. Sacramento, CA.

Recipient: Principal's Award (2005-2006). Woodrow Wilson High School, Dallas Independent School District. Dallas, TX.

Recipient: Graduate Assistantship (1985-1987). College of Fine Arts, School of Music. Wichita State University. Wichita, KS.

Recipient: Full scholarship (1980-1984). East Texas State University, School of Music.

Commerce, TX.

Courses Taught and Developed

The University of Dayton, Dayton, OH (2020-present)

- EDU 914: *Ethics in Educational Leadership*. Online (Doctoral).
- EDU 999: *Qualitative Studies*. Online (Doctoral).
- EDU 972: *Program Evaluation*. Online (Doctoral). **Updated this course.**
- EDU 919: *Independent Study*. Online (Doctoral [Formative and Summative Assessments Within Online Environments]). **Developed this course.**

Lindenwood University, St. Charles, MO (2020-2021)

- EDU 57500 *Educational Research*. Online (Masters). **Developed this course.**
- EDU 20200 *Psychology of Teaching*. Online (Undergraduate). **Developed this course.**

Florida International University, Miami, FL (2017-2020)

- EDA 7103: *Theories of Educational Administration*. Hybrid (Doctoral). **Developed this course.**
- EDA 7233: *Ethics and Educational Leadership*. Hybrid (Doctoral). **Developed this course.**
- EDA 7980: *Doctoral Dissertation*. Lecture (Doctoral).
- EDH 7666: *Doctoral Seminar. Introduction to Doctoral Studies*. Lecture (Doctoral).
- EDA 6930: *Seminar in Educational Leadership*. Lecture and Hybrid (Masters)
- EDA 6992: *Leadership in Education*. Hybrid and Lecture (Masters)
- EDA 6232: *School Law*. Hybrid and Lecture (Masters). **Developed this course.**
- EDA 6242: *School Finance*. Online (Masters). **Developed this course.**
- EDA 6503: *Instructional Leadership*. Lecture (Masters). **Developed this course.**
- EDA 6195: *Communication in Educational Leadership*. Lecture (Masters)
- EDA 6943 *Administrative Internship*. Lecture (Masters). **Developed this course.** Further, converted to and remained as hybrid at outset and continuance of COVID-19.

University of Texas at Arlington, Arlington, TX (2016-2017)

- EDUC 5310: *Diversity in the Classroom: Culturally Responsive Pedagogy*. Online (Masters).

Current Doctoral Students

	Role		Candidate	Program	Expected Completion
1	Committee	Chair	Andrew Peterson	EdD in Leadership for Organizations	Spring 2025
2	Committee	Chair	Jay Resseguie	EdD in Leadership for Organizations	Spring 2025
3	Committee	Chair	Keisha Brown	EdD in Leadership for Organizations	Summer 2025
4	Committee	Chair	Jessica Gregor	EdD in Leadership for Organizations	Summer 2025
5	Committee	Chair	Eric Reed	EdD in Leadership for Organizations	Summer 2025
6	Committee	Member	Kiesia Anderson	PhD in Educational Leadership & Policy Studies (Florida Int'l Univ.)	Summer 2025
7	Committee	Member	Vanessa Valle	PhD in Educational Leadership & Policy Studies (Florida Int'l Univ.)	Summer 2025
8	Committee	Chair	Tim Berg	EdD in Leadership for Organizations	Fall 2025
9	Committee	Chair	DaNeen Johnson-Hall	EdD in Leadership for Organizations	Fall 2025
10	Committee	Chair	Hilary Okoro	EdD in Leadership for Organizations	Fall 2025
11	Committee	Chair	Scott Plescia	EdD in Leadership for Organizations	Fall 2025
12	Committee	Chair	Donna Rivera-Wells	EdD in Leadership for Organizations	Fall 2025
13	Committee	Chair	Kari Sheward	EdD in Leadership for Organizations	Fall 2025
14	Committee	Chair	Alexander Brandt	EdD in Leadership for Organizations	Spring 2026
15	Committee	Chair	Mia Coleman	EdD in Leadership for Organizations	Spring 2026
16	Committee	Chair	Jennifer Liu	EdD in Leadership for Organizations	Spring 2026
17	Committee	Chair	Rebecca Thompson	EdD in Leadership for Organizations	Spring 2026
18	Committee	Chair	April Rhodes	EdD in Leadership for Organizations	Summer 2026
19	Committee	Chair	Sierra Allen	EdD in Leadership for Organizations	Fall 2026
20	Committee	Chair	Alethea Bernard	EdD in Leadership for Organizations	Fall 2026
21	Committee	Chair	Leah Brown	EdD in Leadership for Organizations	Fall 2026
22	Committee	Chair	Josalyn Smith	EdD in Leadership for Organizations	Fall 2026
23	Committee	Chair	Sierra Allen	EdD in Leadership for Organizations	Fall 2026
24	Committee	Chair	Chelsea Bradshaw	EdD in Leadership for Organizations	Summer 2027
25	Committee	Chair	Keisha Brown	EdD in Leadership for Organizations	Summer 2025
26	Committee	Chair	Tony Fabbri	EdD in Leadership for Organizations	Summer 2027
27	Committee	Chair	Zach Harris	EdD in Leadership for Organizations	Summer 2027
28	Committee	Chair	Dominic Scala	EdD in Leadership for Organizations	Fall 2026
29	Committee	Chair	Victor Vrabel	EdD in Leadership for Organizations	Summer 2027

Past Doctoral Students

	Role		Candidate	Program	Successfully defended
1	Committee	Member	Ariene Bordere	EdD in Leadership for Organizations	Spring 2025
2	Committee	Chair	Azuree Owens	EdD in Leadership for Organizations	Fall 2024
3	Committee	Chair	Elbert Pringle	EdD in Leadership for Organizations	Fall 2024
4	Committee	Chair	Melinda Russek	EdD in Leadership for Organizations	Fall 2024
5	Committee	Chair	Cynthia Zeisler	EdD in Leadership for Organizations	Fall 2024

6	Committee	Chair	Sean Bohanon	EdD in Leadership for Organizations	Spring 2024
7	Committee	Chair	Eli Nader	EdD in Leadership for Organizations	Spring 2024
8	Committee	Chair	Raymund Rosales	EdD in Leadership for Organizations	Spring 2024
8	Committee	Chair	Therman Sampson	EdD in Leadership for Organizations	Spring 2024
9	Committee	Chair	Kara Thomas	EdD in Leadership for Organizations	Spring 2024
10	Committee	Chair	Allison Venson	EdD in Leadership for Organizations	Spring 2024
11	Committee	Member	Sheila Calko	EdD in Leadership for Organizations	Spring 2024
12	Committee	Member	Colissa R. Jordan	EdD in Leadership for Organizations	Spring 2024
13	Committee	Chair	Jason Ball	EdD in Leadership for Organizations	Fall 2023
14	Committee	Chair	Faithe Beam	EdD in Leadership for Organizations	Fall 2023
15	Committee	Chair	Edrice Bell	EdD in Leadership for Organizations	Fall 2023
16	Committee	Chair	Nick Butler	EdD in Leadership for Organizations	Fall 2023
17	Committee	Chair	Kenneth DaSilva	EdD in Leadership for Organizations	Fall 2023
18	Committee	Chair	Antoine Demosthenes	EdD in Leadership for Organizations	Fall 2023
19	Committee	Chair	Arlene Garcia-Lopez	EdD in Leadership for Organizations	Fall 2023
20	Committee	Chair	David Jackson	EdD in Leadership for Organizations	Fall 2023
21	Committee	Chair	Nikki Jenkins	EdD in Leadership for Organizations	Fall 2023
22	Committee	Chair	Jen Martin	EdD in Leadership for Organizations	Fall 2023
23	Committee	Chair	Michael Price	EdD in Leadership for Organizations	Fall 2023
24	Committee	Chair	Gina Sarabella	EdD in Leadership for Organizations	Fall 2023
25	Committee	Chair	Kim Singh	EdD in Leadership for Organizations	Fall 2023
26	Committee	Chair	Michelle Tindall	EdD in Leadership for Organizations	Fall 2023
27	Committee	Chair	Patricia Williams	EdD in Leadership for Organizations	Fall 2023
28	Committee	Chair	Manuel Kortright	EdD in Leadership for Organizations	Summer 2023
29	Committee	Chair	Emily Maxwell	EdD in Leadership for Organizations	Summer 2023
30	Committee	Chair	Ashley Sova	EdD in Leadership for Organizations	Summer 2023
31	Committee	Member	Nury Castro	EdD in Leadership for Organizations	Summer 2023

32 Committee Member Alyssa Maestas EdD in Educational Leadership & Policy Studies: Florida Int'l University Summer 2021

Service

	Service	Level	Start	End	Description
1	Course Lead	Program	Fall 2024	Present	Served as EDU 972 Program Evaluation course lead. Also updated the course's content, objectives, and structure to align with and address 2U's curriculum and instructional recommendations, including student concerns. Adjustments based on 2 years of data.
2	Course Lead	Program	Summer 2024	Summer 2024	Served as EDU 914 Ethics course lead while original course lead was off during summer months. Role entailed weekly sessions with Ethics adjunct to calibrate course expectations and address student needs.
3	Hiring Search Committee: Programs Operations Manager	Program	Spring 2024	Summer 2024	Served as member of hiring committee. Assisting with review of CVs, interviews, screening, and communication.
4	Hiring Search Committee: Admissions & Student Support Manager	Program	Spring 2024	Summer 2024	Served as member of hiring committee. Assisting with review of CVs, interviews, screening, and communication.
5	the Write Site (WS): Writing Center lead	Program	December 2023	Present	Currently coordinating the design, implementation, and evaluation of the WS model, including its operations and processes.
6	Promotion and Tenure Committee (clinical and lecture)	SEHS	Fall 2023	Present	Serve as committee member.
7	Online/Hybrid CIG	National organization	Spring 2023	Present	Serve as liaison for our EdD in educational leadership for organizations program. Present and lead monthly discussions relevant to online EdD programs.
8	Carnegie Project on the Education Doctorate (CPED)	National organization	Fall 2022	Present	Serve as delegate on behalf of UD's online EdD in educational leadership for organizations program.
9	EdD Admissions Committee	Program	Fall 2022	Present	Review, recommend, and communicate status of online EdD program applicants and their corresponding application files.

10	Course Lead	Program	Summer 2022	Fall 2022	Served as EDU 914 Ethics course lead while original course lead was on sabbatical. Role entailed weekly sessions with Ethics adjuncts to calibrate course expectations and address student needs.
11	Faculty onboarding	Department	Spring 2022	Spring 2022	Effort was designed to onboard newly hired Applied Behavioral Analysis faculty to assist with overflow of EdD students.
12	Committee on Institutional Transformation (CSIT)	University	Spring 2022	Spring 2022	CSIT was formed to develop recommendations that addressed long-term financial sustainability, enhance academic quality, and ensure the preservation of the University's core mission and identity.
13	Blue Sky	University	Spring 2022	Summer 2022	Stemming from the CSIT, the Blue Sky initiative aims to provide an authentic, holistic, integrative and relationship-rich education for every undergraduate student.

Service to Community

Florida International University Education Liaison to Miami County Public Schools (2017-2020)

Arlington Chamber of Commerce Education Committee Member (2016-2017)

University of North Texas (UNT) P-16 Council (2011-2013)

UNT P16 Executive Board Member (2012-2013)

University Crossroads of Dallas Member (2007-2011)

Active Memberships and Affiliations

Online/Hybrid Learning, CPED Improvement Group (CIG): Carnegie Project on the Education Doctorate (CPED), 2022-present

Carnegie Project on the Education Doctorate (CPED), 2020-present

American Educational Research Association (AERA), (2024)