



2024 *Commencement*

WEDNESDAY, OCTOBER 16, 2024

THURSDAY, OCTOBER 17, 2024

FRIDAY, OCTOBER 18, 2024

Commencement 2024 “Find Your Purpose”

Wednesday, October 16, 2024

10 am

College of Humanities and Social Sciences

4 pm

College of Doctoral Studies

College of Arts and Media

College of Humanities and Social Sciences

College of Theology

Thursday, October 17, 2024

10 am

College of Engineering and Technology

College of Natural Sciences

College of Nursing and Health Care Professions

4 pm

Colangelo College of Business

Friday, October 18, 2024

10 am

College of Education

4 pm

College of Education

College of Nursing and Health Care Professions

Commencement 2024 “Find Your Purpose”

SPECIAL PRELUDE MUSIC

GCU Critical Mass

PROCESSIONAL OF ADMINISTRATION AND FACULTY

Pomp and Circumstance No. 1
Recorded by GCU Thundering Heard Pep Band

NATIONAL ANTHEM

GCU Critical Mass

INVOCATION

GRAND CANYON UNIVERSITY VIDEO

COMMENCEMENT GREETING

STUDENT SPEAKER

PRESENTING/CONFERRING OF DEGREES

BENEDICTION

RECESSIONAL OF ADMINISTRATION, FACULTY AND GRADUATES

SPECIAL MUSIC



CRITICAL MASS

UNDER THE DIRECTION OF JUAN HERNANDEZ AND MARK FEAREY

Critical Mass is a traveling vocal ensemble with a strong emphasis on Christian character, student leadership and music that promotes the espoused Christian mission of the University and the vision of the music department. The ensemble sings a wide variety of repertory, from renaissance to contemporary choral music, gospel, jazz, contemporary Christian music, a capella, pop and Broadway. The ensemble performs both on campus and on the road at a variety of functions, with focus on service, representing Grand Canyon University at churches, schools, civic functions, special events and other venues.

*May He give you the desire of your heart
and make all your plans succeed.*

—Psalm 20:4

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COLLEGE OF DOCTORAL STUDIES

MISSION

The College of Doctoral Studies creates a unique doctoral program experience that connects faculty and learners in a vibrant learning community and creates a learning opportunity for scholar-practitioners to complete a purposeful doctoral journey.

DOCTOR OF BUSINESS ADMINISTRATION: DATA ANALYTICS

DISSERTATION

Sobia Amin	Predictive Relationship in Time and Cost Between Planning and Construction Phases in Capital Projects
Donna Ashton	An Exploration of Conditions Necessary for Enhancing Decision-Making Quality with Big Data and Analytics
Christine Bates	Big Data Financial Decision Making: Perspectives of Healthcare Executives
Javier Candelaria	Extent Wins Above Replacement and Position Predict Salaries in Major League Baseball
Thomas Cawley	Corporate Social Responsibility Disclosure and Firm Financial Performance: An Ex-Post-Facto Study
James Gerrity	Predictors of Creativity Potential Among Middle Managers in Private Sector Small-to-medium Enterprises
Robert Gwinn Jr.	Crime at Walmart and Other Large Retailers
Connor Kellerstrass	Data Curator Impact On Productivity and Quality of Work Life of Research Analytic Team Members
Shawnee McDaniel	Education and Job Satisfaction Moderated by Personality Traits in U.S. Contact Centers
Jessica Riley	Cryptocurrency Exchanges: Predicting Investor Traffic with Coin Availability, Liquidity, or Trading Volume
Ayad Saknee	Predictive Relationships Between Learning Management System Engagement Measures and Academic Performance in College

DOCTOR OF BUSINESS ADMINISTRATION: MANAGEMENT

DISSERTATION

Mossa Alkordi	Leadership Styles and Big Data Analytics Successful Implementation: A Predictive Correlational Study
Shelly Bradley	Correlation Between Empowerment, Job Satisfaction, and Turnover Intention for Government Contracted Employees in the U.S.
Connie Clary	Agency Employee's Description of Client Involvement in Advertising Creativity Development
Charles Clay	Healthcare Facility Managers Describe the Influence of Outsourcing on Performance and Profitability
Bryan Eagle	Cultural Distance as a Predictor of Acquiror Abnormal Return in Cross-Cultural Acquisitions
Ronald Gray	Formal Training Predicting Point-of-Care Ultrasound Innovation Adoption and Competency for Emergency Room Practitioners
PR Harbin	Occupational Stress as Described by Practicing Professional Information Technology Project Managers
Leaf Jeffery	Comparing Work-Life Balance and Turnover Intention of Full-Time Employees from Generation X and Generation Y

Elijah Olose

The Relationship Between Employee Perception of Performance Appraisal Fairness and Work Performance

Daniel Ramon

The Impact of Leadership Characteristics on Millennial Turnover Intention

Matthew Rathgeber

Emoji Use in Computer-Mediated Communication as Perceived by Managers: A Qualitative Case Study

Marty Scholes

Variance between Planned and De Facto Integration Approach Post-Merger in United States Firms

Emmanuel Wickliffe

Exploring Environmental Practices in the Oil and Gas Industry: Reducing Cleanup Costs

Ahmad Pardazi

Mid-Level Hospital Leader Descriptions of Sensitivity to Operations and Commitment to Resilience

DOCTOR OF EDUCATION IN ORGANIZATIONAL LEADERSHIP: BEHAVIORAL HEALTH

DISSERTATION

Mary Aldrich

Supporting Empowerment of Older Adults Experiencing Late-Life Depression: A Qualitative Study

Ifeanyi Alozie

The Relationship Between Healthcare Providers' Age, Years of Experience, and Perceptions of Spiritual Care

Sharon Bailey

Fathers' Intrinsic Motivation Support for Involvement in their Children's Schooling

Jacqueline L. Baker

Faith-Based Leaders' Perspective of African American End-of-Life Care Options: A Qualitative Descriptive Study

Angel Christopher

Harnessing Assistive Technologies Among Young Adults with Disabilities to Volunteer: A Qualitative Descriptive Study

Katie Dahm

Restorative Justice in Education: Using Learned Practices to Decrease Exclusionary Discipline

Tharindhie Hembadura De Silva

Spiritual Practices to Influence the Leader Development of University Students: A Qualitative Descriptive Study

Sara Kyles-Royster

Psychotherapists' Descriptions of Culturally Adapted Interventions Used to Treat African American Men with Depression

Alia Lee

K-12 Special Education Teachers' Readiness Responses to Teach Special Education Students Online: Pandemic Implications

Sabrina Palmer

How Parental Engagement and Collaboration with Teachers Supports Elementary School Student's Social-Emotional Learning

Lance Parker

Exploring the Perceptions and Perspectives of Frontline Healthcare Professionals During COVID-19: Organizational Effectiveness

Laramie Proctor

Burnout among Black Leaders in the Federal Government: A Qualitative Descriptive Study

Shirley Rudd

Child Welfare Caseworkers Use of Reflective Practice to Guide Fieldwork

Kimberly Terry

Can You Come in Once You Come Out?

DOCTOR OF EDUCATION IN ORGANIZATIONAL LEADERSHIP: CHRISTIAN MINISTRY

DISSERTATION

Nicole Bethea	Global Ministry Leaders on Four Structural Empowerment Dimensions and Job Satisfaction
Denise Carmack	The Role Christian Mentoring Plays on AAM Resilience: A Qualitative Study
Shawn Clay	Lived Experiences of Christian Education from Leaders in Non-Religious Organizations: A Phenomenological Study
Juan Medina	Membership Experiences Relative to Spiritual Well-Being in an Ecumenical Christian Organization
Rochelle Morgan	Women Pastors' Description of Influences on Their Long Tenure: A Qualitative Study
Primus Ngeiyamu	College Students' Perceptions on Factors that Facilitate their Intrinsic Motivation to Learn Theology
Ferdinanda Pattipeilohy	How Administrators in Christian Schools Contribute Christian Teachings to Contemplative Leadership Practices
Jennie Victoriano	Faculty Experiences with Scripted Syllabi in Online Teaching: A Situational Praxis

DOCTOR OF EDUCATION IN ORGANIZATIONAL LEADERSHIP: HEALTH CARE ADMINISTRATION

DISSERTATION

Janice Roselene Anderson	American Indian Caregivers and the Traditional Healing Methods Used When Providing Care to American Indians
Latia Davis	Servant Leadership, Organizational Trust, and Employee Satisfaction in Healthcare Leaders: A Correlational-Predictive Study
Mary Doucette	The Correlation Between Personality Traits and Retention of Rural Healthcare Leaders and Professionals
Emily Genoff	Wyoming Hospital Emergency Nurse Resilience when Caring for the Mentally Ill: A Qualitative Descriptive Study
Priscilla Hill	Qualitative Descriptive Design of Direct Care Nurses Description of Engagement
Belinda Lowry	A Qualitative Descriptive Study of Factors Affecting Patient Safety Education of Nursing Students
Zachary Lyman	Correlation between Transformational Leadership, Job Satisfaction, and Burnout in the Critical Care Transport Industry
Holli Mays	The Impact of Social Factors on Pre-pregnancy Obesity in the United States
Mary McKee	Relationship Between Job Satisfaction and Work-Family Conflict in Secondary School Athletic Trainers
Jozabad Palacios	An Associative Correlational Study of Principal Leadership Styles and Teacher Psychological Empowerment

Eddwado Perkin	Examining the Relationship Between Self-Efficacy and Transformational Leadership Among Physical Therapists
Anil Ramnarayan	The Relationship between Authentic Leadership and Intent to Stay among Long-Term Care Facilities
Laura Reinhold	Differences in Job and Leader Satisfaction of Medical Assistants Between Leadership Styles
Sophia Sipes	How Healthcare Middle Managers Describe their Roles When Implementing Evidence-Based Practices
Emily Tahy-Ceballas	Pursuing Existence: Understanding Racial Microaggressions as Experienced by Post-Secondary Native American Indian Students
Sandra Thomas	Nurse Manager's Leadership Style as a Predictor of Staff Nurse's Structural Empowerment
John Wade	Broken Wings: A Study of Injury Severity Factors in Medical Helicopter Accidents

DOCTOR OF EDUCATION IN ORGANIZATIONAL LEADERSHIP: HIGHER EDUCATION LEADERSHIP

DISSERTATION

David Barrington	Undergraduate Students Description of Engagement in Experiential Learning as it Relates to Work Readiness and Leadership Skills.
Victoria Brandenburg	Community College Instructors' Gender, Years of Experience, and Instructional Modality Predicting Self-efficacy
Alicia Burns	Hierarchical Regression Modeling on Predictors of Student Grades and Retention with Online Student Tutors
Huy Dinh	Students' Motivation in Learning Mathematics between In-Person and Online Learning
Calee Follins	Perceptions of Division II African American Male Football Student-Athletes on Career Development Support Services
Shawanna Hamilton	African American Women Administrators' Lived Experiences in Higher Education Leadership Roles
Jala Hashim	ESL Educators' Descriptions of How ESL Students Use Language Learning Strategies: A Qualitative Study
Keith R. Lott	The Influence of Support Systems on First-Year, First-Generation Minority College Students' Academic Success
Jocelyn Mayo	African American Single Mothers' Perceptions of Afterschool Enrichment Programs for Elementary School Children
Mary Power	The Correlation Between Stress and Resilience Among Online Graduate Students and Their Intent to Persist
Isabelita Quintero	How Faculty Describe Their Strengths and Challenges in University-Community Partnerships
Kristina Rivera	A Qualitative Descriptive Study of Student Evaluations of Teachers

Sheila Marie Tolentino	Emotional Intelligence and Clinical Teaching Effectiveness of Nursing Faculty in U.S. Associate Degree Nursing Programs
Erica Wilson	Adult Learners' Advising Experience in An Associate's Program at Community Colleges

DOCTOR OF EDUCATION IN ORGANIZATIONAL LEADERSHIP: K-12 LEADERSHIP

	DISSERTATION
Ursula Bond	Educators' Perceptions of School Bullying in a North Texas School: A Qualitative Descriptive Study
Antonia Clanton	A Qualitative Descriptive Study: Diverse Forms of Parental School Involvement
Christopher Colson	A Qualitative Descriptive Study of School Safety Plans in K-12 Schools
Vanessa Curley-Ward	STEM in Arizona Title I Middle Schools: A Comparative Study on Academic Achievement
Michael De La Torre	Perceptions, Attitudes, and Assumptions of Principals' Philosophy of Technology Influencing Technology Leadership
Juandalynn Freeman-Sankey	The Role of the National Board Certification Process on Teaching Practices
Elizabeth Garcia	Analysis of the Relationship between Principals' Transformational Leadership, Teacher Job Satisfaction, and Student Reading Achievement
Bonita Cooper Green	The Relationship between Principal Leadership Styles and Teacher Job Satisfaction
Casandra Gurau	Obstacles Encountered While Implementing Technology into a K-12 Educational System: A Qualitative Descriptive Study
Reiko Hurd	The Influence of Interventions on Behavior Outcomes of Alternative Education Students
Chasity Johnson	Big Five Personality Traits and Perceived Job Stress Among K-12 Special Education Teachers
Milan Johnson	Examining Differences in Vmath Scores Following Intervention within Title I Middle Schools
Jenna Leffring	Teachers Description of Self-Perceived Leadership Qualities Towards Remaining in the Profession During the COVID-19 Pandemic
Tiffanye Lockhart-Oliver	A Description of Guardian Involvement in a Title I Middle School
Katy Long	Teaching Science, Technology, Engineering, and Mathematics (STEM) to English Language Learners: A Qualitative Descriptive Study
Marcus Mercy	Exploring Blck Male Teachers' Tokenization Experiences in Urban School Environments
Trina Mitchener	The Effect of the 21st Century Community Program on Literacy and Mathematic Success
Lisa Nunley-Macon	The Correlation Between School Principals' Ethical Leadership and Teachers' Cognitive and Affective Trust
Tymika Payne	Teacher workplace stress during COVID-19: a qualitative study about shifting to remote and hybrid learning

Katarina Perez	The Relationship Between Teachers' Collaboration and Their Intrinsic and Extrinsic Job Satisfaction
Audrey Railey-Hughes	Professional Learning Experiences and Instructional Practices of Mainstream Teachers who Teach English Language Learners
Kimberly Robinson	Differences in Student Learning Outcomes Between Co-taught Classes and Traditional Classes
Ashlen Schaneman	Student Referral to Evidence-Based Interventions Prior to and Post Reading Legislation Bill
Saundra Smith	Strategies Used in Title I Schools to Create Social Justice for Black Boys
Crystal Stott	K-12 Rural Leader Practices, Challenges, and Connections to Servant Leadership
Shasta Szewczyk	Restorative Practices in Education: The Impact on Student Referrals
Craig Whitmore	An Exploration of the Use of Computer Technologies in Middle Schools

DOCTOR OF EDUCATION IN ORGANIZATIONAL LEADERSHIP: ORGANIZATIONAL DEVELOPMENT

	DISSERTATION
Vanessa Borrell-Warner	Non-Clinical Healthcare Leaders' Readiness for Change Implementation: A Qualitative Descriptive Study
Anthony Cade	Emotional Intelligence and Organizational Citizenship: A Quantitative Study of the Mediating Role of Communication Satisfaction
Arthur Champagne	Influences on Evolutionary Theory Acceptance: Changes in Curriculum, Societal and Traditional Values
Melissa Dietrich	Impactful Interactions in a Career-Oriented Formal Mentor Program: A Qualitative Descriptive Case Study
Gwendolyn Evaughn Evans	A Qualitative Descriptive Study of Online Doctoral Graduates of Color Experiences to Degree Completion
Crystal Hawkins	High School Teachers' Perceptions of Leadership Style, Organizational Climate and Correlation to Self-Efficacy
Nicholas Herrington	Organizational Commitment of Rural School Staff and Educators Within Plains States
Ahmed Hussein	Meanings International Doctoral Students Ascribe to Completing a Doctoral Program in the United States
Ziblim Ibrahim	The Relationship Between Perceived Stress and Resilience Among Undergraduate Students: A Correlational Study
Rina Kim	A Predictive Correlational Study of Instructor's Servant Leadership Behaviors and Student Satisfaction of Online Education
Clinton Lee	Leaders' Description of the Effectiveness of the Implementation of Workplace Health and Wellness Programs
Shawanda Lee-Phenix	Christian Pastors' Experiences of Role Conflict and Conformity While Leading Responsibly
Karen Liao	Generational Differences in Work Ethic during COVID-19 Pandemic Remote Work

Cynthia Lopez-Arroyo	Qualitative Descriptive Study: Parental Perspectives on Early Intervention to Preschool Special Education Transition in NYC
Arleen Mercado Munoz	The Difference in Test Scores Based on Social Media Usage in Secondary Education
Brian Oakes	Teaching Motivations of Online Adjunct Faculty in Private, Faith-Based and Private, Non-Faith-Based Schools
Regina Palis	Teachers' Descriptions of Curriculum Change in Secondary Schools: A Qualitative Descriptive Study
Kimberly Pollard	The Impact of a Social Emotional Learning Curriculum on Suspensions of Elementary Students Receiving Section 504 Services
Saroya Porche	Self-determination and Self-efficacy Among Female Veterans in Management Positions
Luz Prieto	A Predictive Relationship Between Student Performance in Migrant Latinx Children and Multiple Tiers of Support
Walter Richardson	Reasons Principals Remain in Low Performing K-8 Urban Schools in Michigan
Jacqueline Robinson	Predictability of Rural Teachers' 21st Century Digital Skills Based on Their Perceptions of Technology
Alana Slade	Teacher Implementation of RTI in the Inclusive Classroom: A Qualitative Study
Theresa Smith	Math Aptitudes of STEM and non-STEM Secondary Students
Inessa Stepanenko	How Emotional Intelligence May Ensure Degree Completion for Online Doctoral Degree Students
Janice Stewart	A Qualitative Descriptive Study: The Influence of Pastoral Transformational Leadership
Sabrina Taylor	The Role of Leadership in the Commitment and Citizenship Behavior of Early Childhood Educators
Tracey Ticer	Secondary Teachers' Curricular Delivery after Taking a Course through an Online Platform
Yamil Tomassini	Social Support Veterans Need While Transitioning to Civilian Life
Amy Uchacz	A Case Study: K-8 Principals' Job-Embedded Learning on Skills and Efficacy in Instructional Leadership
Charles Van Camp	Transformational Leadership and Firefighter Health and Safety
Kaymarie Williams	Choking Under Pressure in NCAA Division II Track & Field: A Descriptive Existential-Phenomenological Study

DOCTOR OF EDUCATION IN ORGANIZATIONAL LEADERSHIP: SPECIAL EDUCATION

DISSERTATION	
Denise Alexander	School Administrators Perspectives of the Decision-Making Process in Urban School Funding Allocation
Kristyn Corace	Transition Planning Team Membership for Adolescents with Intellectual Disabilities: A Qualitative Study
Stacy Cullari	Literacy Station Impact on Achievement and Behavior Among Students with Special Needs

Rina Dorley-Amos	Public Middle School Administrators' Social Justice Leadership and Special Education
Sarah Erickson	A Qualitative Descriptive Study of K-12 Title I School Teachers' Attitudes toward Inclusive Education
Marla Evans	Early Childhood Special Education Collaboration with Diverse Parents, A Qualitative Descriptive Study
Kelly Gamez	Elementary Special Education Parents Describe Their Role in the Prevention of Bullying
Christina Jeffreys	General Education Teachers' Descriptions of Inclusion Strategies in Rural Oklahoma Public Schools
BriAnne Rader	Parent and School Professional Descriptions: Collaboration for Children Diagnosed with DDX3X Syndrome
Nicole Taite	A Description of Secondary School Administrators Professional Learning and Productive Partnerships in Special Education

DOCTOR OF EDUCATION IN TEACHING AND LEARNING: ADULT LEARNING

DISSERTATION	
Nicole Crawford	Emotional Regulation Predicting Well-Being in Online Undergraduate Learners
Bryan Donaldson	Consumer Product Goods Employability Qualifications for Recent Graduates in Business: A Qualitative Descriptive Approach
Janetha Edwards	Cultural Competence in Teaching Culturally and Linguistically Diverse Elementary Students
Melanie Escobar	Overcoming Challenges Creating Caring Online Nursing Teacher-Student Relationships: A Qualitative Descriptive Study
Karen Norton	The Role of Intuition and Rational Thinking on Decision-Making in the Elementary Classroom: A Description
Maria Rivera	How Co-Teaching Influences Students in Teacher Preparation Programs: A Qualitative Descriptive Study
Amber Thrasher	Preservice Elementary Education Teachers' Description of Self-efficacy and Collaboration in Inclusive Classrooms: A Descriptive Study
Felicia Williams	Contributions of African American Faculty on Alumni Goals, Motivation, and Persistence at Predominantly White Institutions

DOCTOR OF PHILOSOPHY IN GENERAL PSYCHOLOGY: COGNITION AND INSTRUCTION

DISSERTATION	
Carlos Alcantara	Spirituality, Faith Incorporation, and Self-Efficacy within EMDR
Amie Andelin	Environmental Features Predictive of Lifelong-Learning Skills in Preschool and Pre-k

Janean Arnold	Communication Differences of Follow-up Calls in Terms of Primary Care, Emergency Department and Hospital Readmissions
Angela Baptista	Teacher Self-Efficacy and Beliefs about Outcomes of Culturally Responsive Teaching: A Correlational Study
Eleanor Beavis	How High School Teachers in Private High-Achieving Schools in Southern California Describe their Well-Being
Shana Burre	Social and Training-Based Support Groups as Predictors of Caregiver Stress
Amanda Cason	Qualitative Descriptive Study: How District Administrators and Teachers Support Principals' Leadership Skills
Tatiana Felix	Personality Types and Burnout in Medical Students: A Comparative Study
Janet Gentleman-Ingersoll	Quality of Life for North Texas Older Women; Quantitative Correlational-Predictive Study
Krishell Hadsell	Therapists' Perspectives of Suicide Assessment and Treatment Practices and Implementation of New Strategies
Ivana Hinojos	Qualitative Descriptive Design of High School Counselor's Employment of Self-Determination in At-Risk Students
Kelly Jackson	A Qualitative Descriptive Study of Social Workers Self-Care Practices
Brandi Jordan	How AAT Augments the Therapy Session from the Mental Health Professional's Perspective.
Akachi Kalem	Empowering Teachers' Self-Agency to Cultivate Student Citizenship and Cultural Identity
Mikaela Kim	Burnout in the Refugee Aid Workplace: A Predictive Correlational Study
Charles Lobaito	A Phenomenon of False Memory. Emotional Dynamics of Memory Recall Pertaining to The Mandela Effect
Monica Martin	The Exploration and Experiences of Black Women's Doctoral Journey
Nicole McLemore	Parents in Title I Schools: Experiences with Home Literacy Environments (HLE)
Tracy Morgan	Predictors of Perceived Stress Among Public School Teachers
Kimberli Poppe-Smart	Predictive Relationship Between Sensory Processing Sensitivity Subfactors and Coping-Motivated Alcohol Use in U.S. Adults
Samantha Porter	Social Emotional Learning Use Addressing Student Mental Health During COVID-19: A Qualitative Descriptive Study
Anita Proverbs	A Quantitative Study of Emotional Attachment to Pets and Anxiety Mitigation During COVID-19
Melissa Schotthofer	Influence of Social Integration on the Academic Persistence of First-Generation Students
Tracey Scimeca	Teachers Describe Environmental, Behavioral, and Personal Factors leading to Positive Learning Environments
Krystal Simpson	The Strong Black Woman Holistic Health and Wellness
Brenda Smart	Exploring Burnout: A Qualitative Descriptive Study on Public School Teachers
NShea Tillman	Relationship between Job Burnout, Job Satisfaction, and Mindfulness Interventions among Mental Health Professionals
Andrea Tomlin	Non-Special Education Teachers Coping with Occupational Stress A Qualitative Descriptive Study

Rita Vondra	A Quantitative Study: Examining the Human-Animal Bond in Cetacean Keepers
Matthew Weaver	Men's Emotional Intelligence and Their Coping Abilities
EmiLeigh Whitehouse	Play Therapist Self-Care and Wellbeing: A Correlational-Predictive Study
Christi Wicks	Overworked Parents' Description of Instrumental Media Devices in Childrearing: A Qualitative Study
Naomi Witham-Travers	Exploring Experienced Elementary Educator Descriptions of Using Research Knowledge in Their Teaching Practice
Sherri Wyatt	Predictors of Stable Alcohol Abstinence: A Multiple Linear Regression Study

DOCTOR OF PHILOSOPHY IN GENERAL PSYCHOLOGY: INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY

DISSERTATION

Morris Abinye	Nurses' Description of Personality Traits and the Influence on Teamwork: A Qualitative Descriptive Study
Nkemdirim Anyika	The Implication of Formal Job Training and Employee Education on Workplace Bullying
Steve Bolay	Nurse Motivation to Remain in Their Field Post-COVID 19 Pandemic
Chad Bolser	Descriptions of Belonging by Black Faculty on a Community College Campus
Stephen Bowens	Moderating Effects of Tenure, Race, Age, and Education Level on Shared Leadership and Team Effectiveness
Stephanie Brewer	How Clinical Healthcare Employees Describe Mentoring as it Relates to Role Changes
Ariane Brobst	How Happiness and Well-being at Work Influences Work Engagement of Healthcare Recruiters
Fallon Brown	Influence of Transitioning to Telehealth on the Professional Quality of Life of Therapists During COVID-19
Jenett Christiansen Houghton	Secondary School Counselors Describe Changes in Delivering Services to Students Influenced by COVID-19
Tanner David	Psychological Contract Violation and Turnover Intention: Mediating Roles of Job Satisfaction and Employee Engagement
Sonja Elcic	Gender as a moderator of workplace spirituality's effect on work intentions among air ambulance employees
Jae Goldsmith	Traditions: A Narrative Inquiry of Identity Development in Black Transgender Women
Cynthia Gonzales	Predictive Correlation of Supervisor Support Behaviors and Transfer of Training
Christopher Grode	Executive Coaching Strategies that Contribute to Superintendent Leadership Development; An Exploratory Study
Charlene Howard	Exploring How Women of Color Describe their Work-Life Balance
Bol Jock	The Relationship Between Authentic Leadership and Employees' Work Motivation among Millennial IT Engineers

Chrystian Johnson	Military Veterans' Transition to Civilian Employment and Adjustment to Organizational Culture
Helen Julia	Psychological Capital as a Predictor of Compassion Satisfaction in Pediatric Healthcare Employees
Cindy Karikari	The Influence of the Principles of Andragogy on Employee Motivation to Transfer Training
Marcus Linnemeier	Leadership Emergence in Virtual Teams
John Lybarger	Coaches' Experiences Using Critical Self Reflection: A Qualitative Descriptive Inquiry
Parisa Maskouk	Exploring the Acclimation of Immigrant Iranian Parents Based on the Acculturation and Parent-Child Conflict
Chris Moore	Prediction of Engagement on the basis of Job Demands, Job Resources, Burnout and COVID-19 Burnout
Fenton Moran	Intuition in Recruiters Decision Making Using Audiovisual Interviews: A Qualitative Descriptive Study
Susan Morrison	Substance Abuse Treatment Professionals' Emotional Exhaustion: The Mediating Effect of Job Satisfaction on Turnover Intention
Denis Ochieng	Mediation of Meaningful Work on Ethical Leadership and Subjective Well-being, Job Satisfaction
Sherita Outsey	Diversity management practices and its prediction of African American servicewomen's perception of work group inclusion
William Rawe	Reimagining the Policies, Practices, and Purposes for Leadership Development Programs
Melissa Rosson	Community College Academic Advisors Describe How a Manager Influences Their Competence and Confidence
Michael Salisbury	The Role of the Corporate Trainer: Influence on Employee Behavior and Identity
Sokoyama Songu-Mbriwa	Compassion Fatigue and Burnout in Balancing Juvenile Probation Officers Law Enforcement and Social Work Roles
Justin Stuert	Ethical Behaviors in Business Negotiations
Roy Sudler Jr.	Psychological Contract Breach and Work-Family Conflict as Related to Employee Well-being in Postsecondary Education
Natasha Tennison	Exploring How Small Business Leaders Describe Using Emotional Intelligence to Reduce Employee Counterproductive Work Behavior
Byron Thatcher	Burnout and Compassion Fatigue as Predictors of Organizational Commitment in Early Career Nurses
Julian Thornton	Predicting the Flow State During a Forced Remote Work Experience
Rudolph Tinker	How Genealogists Describe their Mechanism of Epistemic Change: A Qualitative Descriptive Case Study
Heidi Topley	Progressive Educators Navigating Their Beliefs in High-Stakes Climates, A Qualitative Descriptive Study
Stacy Wallace	Organizational Culture and Work-Life Balance Among Cybersecurity Professionals: A Quantitative Correlational-Predictive Study
Suzanne Wees	Leadership Development of 12-Step Addiction Recovery Sponsors: A Descriptive Phenomenological Study

Rita Wilson	Re-examining Technology Acceptance and Behavioral Intention in U.S. Higher Education Student Services Employees
Matthew C. Brown	Exploring Stories Independent Contractors Convey Choosing Precarious Work Arrangements in Creative Industries
Donald Raley	Experience, Burnout, and the Need for Closure in Law Enforcement
TaShara Monigan	Mentoring Type Moderating Psychosocial and Career Mentoring and Employee Engagement

DOCTOR OF PHILOSOPHY IN GENERAL PSYCHOLOGY: INTEGRATING TECHNOLOGY, LEARNING AND PSYCHOLOGY

DISSERTATION	
Anitha Akkal	Collaborative Learning in a Virtual Classroom Environment: A Qualitative Descriptive Study
Alfred Cramer	Resilience of First Year Black American Undergraduates in Online Universities Student Success, a Qualitative Study
William Fongang	Smartphone Use and Perceived Anxiety-Based Performance Deficit in Rideshare Drivers
Ann Murphy	Tenured Female Clinicians' Engagement in Telehealth: A Qualitative Descriptive Study
Champale Perry	Technology Acceptance Factors on K-12 Teachers' Behavioral Intention to Use Technology
Collette Marie-Lere' London Steward	Adaptive Training Systems Enhancing Critical Thinking in U.S. Navy
Jordan Barela	Southwest ESL Teachers' Strategies to Support Parental Involvement, Communication, and Home-Based Learning
Abena Bradford	Play and Learn: A Comparison of Digital Native and Digital Immigrants Playing Entertainment Mobile Games
Suzanne Buddle	Primary Grade Teachers' Descriptions of Planning and Implementing Gamified Teaching
Erika Elias	Self-Confidence of Online Instructors and Their Perceptions of Teaching Effectiveness After Training: A Correlational-Predictive Study
Erline Germain	Teacher's Descriptions of Robot Educators
Brock Grace	Public School Teacher's Description of Sexual Scripts During Health and Relationship Education Courses
Angela Griffin	How High-performing Female Aviators Tell Their Stories of Resilience Leading to Career Success.
Jennifer Hooks	Secondary Teachers' Perspectives on Applying Community of Inquiry Elements in Virtual Learning: Qualitative Descriptive Study
Diana Houghton	Exploring End Users' Comfort and Effectiveness in Prison Architecture: A Qualitative Descriptive Study
Timothy Johnson	Cognitive Changes Induced on Executive Functions Through Video Gameplay
Barbara Kinney	Worked Examples in Professional Development Nursing Simulation: A Qualitative Descriptive Study

Janice Klima	How Genealogists Describe their Mechanism of Epistemic Change: A Qualitative Descriptive Case Study
Leanne Raab	A Social Culture: A Qualitative Study into Socialization of Elementary Students during Online Learning
Tracy Robinson	The Relationship between Fourth Grade Mathematics Student's TNReady TestScores and i-Ready Instruction and Diagnostic
Elizabeth Zipp-Seng	Moderation Analysis of Poverty, Federal Funding, and Reading Achievement in Arizona Public School Districts

DOCTOR OF PHILOSOPHY IN GENERAL PSYCHOLOGY: PERFORMANCE PSYCHOLOGY

DISSERTATION

George Spencer Allen	A Qualitative Narrative Study: African American Men and Resilience to Overcome the Obstacles of Homelessness
Dawn Bancsi	Lyme Disease Health-Related Quality of Life and Resilience: A Gender Comparative Study
Gregory Borchers	Levels of Task and Ego Goal Orientation in Female Division I Soccer Players: A Comparative Study
Brad Boyer	The Effect of Physical Exercise on Quality-of-Life for Disabled Veterans: A Descriptive Study
Sheena Brown	The Impact of Mindfulness on Perceived Stress
Cassandra Facciponti	The Weight of Post-Traumatic Stress Disorder Among Veterans in the United States
Mike Farber	The Cognitive Effects of Fragmented Sleep on Visual Spatial Working Memory
Julie Giles	Interactions at Home: How Parental Alliance Shapes Parenting Practices
Jene Gray	How do Nonathletes Experience Self-talk while Exercising: Qualitative Descriptive Study
Allan Hansen	The Correlation between the use of Imagery and Putting Accuracy in the Novice Golfer
Shakedra Harris	How Gay Baptist Men's Adolescent Religious Experiences Influenced Their Self-identity Formation
Jacqueline Jaramillo	A Qualitative Descriptive Study of the Leadership Attributes of Latina K-12 Administrators in Colorado
Rajasekar Karumelnathan	A Qualitative Descriptive Study: Influence of Servant Leadership on Catholic Pastors
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CET cultivates a Christ-centered community of support and encouragement for our students, faculty, and staff. Our mission is to ignite the potential within each student, equipping them with the knowledge and skills necessary to become innovative and entrepreneurial leaders in their respective fields. Committed to transformative learning, our graduates are empowered to make a lasting impact by fostering human flourishing, engaging in intentional service, and bringing glory to God through their vocations.

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DOCTOR OF PHILOSOPHY IN COUNSELOR EDUCATION AND SUPERVISION

DISSERTATION	
Evelyn Derry	Exploring licensed counselors' preparedness working with suicidal clients: A qualitative descriptive study
Audre Medlock	A Qualitative Descriptive Study: Exploring Counselors' Attitudes and Interest in Gerontological Counseling
Claudia Seth	Counseling Faculty Describe their Sense of Community at a Faith Based Institute

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The College of Natural Sciences (CNS) is an academic community dedicated to supporting, engaging, and empowering each student with the knowledge and skills to be innovative, entrepreneurial, and impactful leaders.

By integrating scientific discovery and a Christ-centered culture, we provide all students the opportunity to transform the world, promote human flourishing, and glorify God through their service to others.

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Bachelor of Science in Biology

May Choi

COLLEGE OF NURSING AND HEALTH CARE PROFESSIONS

MISSION

The mission of the College of Nursing and Health Care Professions is to develop professionals using systems- and evidence-based practice to promote health, wellness, safety and quality care for individual patients and populations supported by an academically rigorous liberal arts education reflecting Christian values.

DOCTOR OF NURSING PRACTICE

DIRECT PRACTICE IMPROVEMENT PROJECT

Thomas Ballan-Duran	Providing Music to Reduce the Need for Unscheduled Medications for Agitation
Julie Boswell	Emergency Department Violence De-Escalation Using Dynamic Appraisal of Situational Aggression Assessment Tool
Yolanda Cooke	The Impact of a Provider in Triage on Emergency Department Length of Stay
Meredith Denton	Post-Discharge Phone Calls to Impact Readmissions for Adult Patients
Natalya Dverina	The Impact of Aromatherapy on Anxiety in Adult Female Urological Patients
Bonnie Flores	Intensive Care Unit Liberation Bundle Implementation Impacts Ventilator Time
Eileen Herrera	Improving Human Papillomavirus Vaccination Uptake Through Providers' Recommendations
Bethnay Hill	Implementing Nurse-Driven Tools to Impact Antibiotic Administration Time in Sepsis Patients
Shabnampreet Kaur	Implementation of Tai Chi Fall Prevention Program in a Community-Based Setting
Stephanie Martinez	Implementing Mailed Fecal Immunochemical Test Outreach to Impact Colorectal Cancer Screening
Cheryl McBeth	Implementation of a Prehospital Sepsis Tool to Impact Time to Antibiotics
Melesa Mobile	Sepsis Screening Tool and Bundle Utilization Impact on Time of Antibiotic Administration
Veronica Montemayor	Implementing Discharge Phone Calls to Reduce 30-day Readmissions
Roselyn Northover	Impact of the Application of a Nutrition Guideline for Adults on Hemodialysis
Victoria Ngozi Ochia-Anisha	Aerobic Physical Activity Program to Impact Blood Pressure in a Primary Care Clinic
Uju Okpalike	Using Mobile Technology to Impact Hgb A1C Among Home Health Patients
Alirio Olmedo	Implementing Emergency Nurses Association's Difficult Intravenous Access Guidelines in an Emergency Department
Ruth Osueke	Impact of Continuous Glucose Monitoring on Hemoglobin A1C Levels
Angela Prince	Music Therapy to Impact Post-Surgical Pain
Amber Renaud	Subepidermal Moisture Scanner Implementation Impact on Hospital Acquired Pressure Injury Rate
Emanuela Salajejan	Using a Provider in Triage to Impact Emergency Department Length of Stay
Asiatu Seisay	Impact of the American Academy of Ophthalmology's Guidelines on Diabetic Retinopathy Screening
Liza Stone	The Impact of Music Listening on Preoperative Anxiety
Arleatha Maria Toland	The Impact of C-LIFE Intervention on Blood Pressure Readings in Adults
Elizabeth Vidales	Implementing Five Wishes to Impact Primary Care Advance Directive Rates
Misty Walton	Implementing a Music Intervention to Impact Pain Scores in Adult Orthopedic Patients
Chandra Woka	Using Virtual Reality to Impact Pain Outcomes on the Numeric Rating Scale

DOCTOR OF NURSING PRACTICE

DIRECT PRACTICE IMPROVEMENT PROJECT

Rhea Anne Yumena	Impact of AHRQ Re-Engineered Discharge Toolkit on Adult Patient's 30-Day Readmission
Angela Zafke	Impact of the MOVEN Early Mobility Protocol on ICU Length of Stay

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*Cum Laude,
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Undergraduate students completing 60 or more hours of resident work at Grand Canyon University and having a grade-point average (GPA) of 3.4 or higher for all coursework completed at GCU, may qualify to receive recognition: Cum Laude, Magna Cum Laude or Summa Cum Laude. Undergraduate students who qualified have been awarded gold “honor cords” to be worn during the commencement ceremony.

UNIVERSITY HONORS DISTINCTION

Undergraduate students who have earned less than 60 credits of resident work at GCU and have a GPA of 3.5 or higher for all coursework completed at GCU may qualify to receive the recognition of University Honors. Undergraduate students who qualified have been awarded silver “honor cords” to be worn during the commencement ceremony.

RAY-MABEN SCHOLARS

This recognition represents the highest scholarship honor awarded by GCU to undergraduate students. Criteria are established by the faculty, and the honor is bestowed each year at graduation. The required criteria consists of a cumulative and GCU GPA of at least 3.9, with no more than 12 transferable hours. Undergraduate students who qualified have been awarded gold “honor cords” to be worn during the commencement ceremony.

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Charles Maxson, PhD, Professor Emeritus, College of Humanities and Social Sciences – 37 years

Hank Radda, PhD, Provost Emeritus, Office of the Provost – 12 years

SPECIAL THANKS

The commencement team would like to say thank you to everyone who contributed, volunteered and assisted with the commencement ceremonies. Your hard work and support are greatly appreciated!

DOCTRINAL STATEMENT

WE BELIEVE the Bible, in the Old and New Testament Scriptures to be inspired, the only infallible, true and authoritative Word of God.

WE BELIEVE that there is one God, eternally existent in three persons: Father, Son and Holy Spirit. We believe in God the Father, the Almighty, maker of heaven and Earth, of all that is, seen and unseen.

WE BELIEVE in the deity of our Lord Jesus Christ, the only Son of God. For us and for our salvation He came down from heaven, was incarnate of the Holy Spirit and the Virgin Mary and became truly human. Being fully God and perfect man He performed miracles and lived a sinless life.

WE BELIEVE Jesus Christ suffered a vicarious and atoning death through the shedding of His blood. He was buried and on the third day was resurrected in His body; after which He ascended to be seated at the right hand of the Father. He will come again in glory to judge the living and the dead, and His kingdom will have no end.

WE BELIEVE that mankind was originally created in the image and likeness of God and free from sin. Through the temptation of Satan, they transgressed the command of God and fell from their original righteousness, whereby all people have inherited a sinful nature that is opposed to God, and are thus under condemnation. As soon as they are capable of moral action, they become actual transgressors.

WE BELIEVE that for salvation of lost and sinful people, the regeneration by the Holy Spirit is absolutely essential. We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life. We believe that the Holy Spirit is fully God and is worshipped and glorified with the Father and Son. He divinely inspired the scriptures, convicts the world of sin, righteousness and judgment, leads Christ's church in truth and is the Teacher and Comforter sent by Jesus Christ.

WE BELIEVE that salvation comes through Jesus Christ alone; that salvation involves the redemption of the whole person and is offered freely to all who exercise faith in Jesus Christ. We believe in the resurrection of both the saved and the lost; those who are saved unto the resurrection of the living and those who are lost unto the resurrection of damnation.

WE BELIEVE in the spiritual unity of believers in our Lord Jesus Christ as one holy catholic and apostolic church, Christ's body and bride ministering reconciliation to a lost world. As ambassadors for the Kingdom of God and the church, we affirm that evangelism and engagement in societal issues are both part of our Christian duty; both are necessary expressions of our doctrines of God and humanity, our love for our neighbor and our obedience to Jesus Christ.

WE BELIEVE the message of salvation proclaimed by Christ's church is an indictment upon every form of alienation, oppression and discrimination, denouncing evil and injustice wherever it exists by lovingly ushering in the good news that Christ reconciled the world to Himself.

ABOUT GCU

MISSION STATEMENT

Grand Canyon University is a missional, Christ-centered university with an innovative and adaptive spirit that addresses the world's deep needs by cultivating compassionate Christian community, empowering free and virtuous action and serving others in ways that promote human flourishing.

Through academic excellence, the university equips students with knowledge of the Christian worldview, instilling in them a sense of purpose and vocational calling that enables them to be innovative thinkers, effective communicators, global contributors and transformative leaders who change their communities by placing the interests of others before their own.

HISTORY

Since 1949, Grand Canyon University has been helping students find their purpose and achieve their potential by preparing them to pursue their chosen career, advance in their current career or re-career into a different field. As a Christian university, GCU also encourages students to find their purpose in Christ, with an emphasis on applying Christian values and ethics to their studies and to the workplace.

GCU offers online and campus-based degree programs within a dynamic learning environment for both traditional students as well as working professionals. Our classes are appropriately sized for each content area and offer engaging

interaction with classmates as well as individual attention from faculty who care about student success.

As a regionally accredited university, GCU offers the most experienced leadership in delivering degree programs online. Students work in an innovative digital classroom, connect with full-time faculty and enjoy complete access to our vibrant Phoenix campus community, while studying at the times that work for their schedule and still enjoying a close connection with classmates via online discussions. For more information regarding GCU's mission statement, visit [gcu.edu/mission](https://www.gcu.edu/mission).

THE UNIVERSITY MACE

In medieval times, a mace was a hand-to-hand combat weapon. In about the year 1400 A.D., a mace evolved from a weapon to a ceremonial instrument used by academicians in rituals such as commencement and inaugurations. The oldest known ceremonial mace was that of the Faculty of Common Law on University of St. Andrews in Scotland, used in 1438.

The mace is carried at the head of the procession and placed in a special stand, thus signifying the formal onset of the ceremony.

GCU's ceremonial mace is a hand-crafted walnut staff combined with a specially sculpted medal seal. When the

Grand Canyon College seal was adopted in 1950, two of its major components were the cactus and the cross. The saguaro cactus rises from its desert setting to signify the intellectual opportunity for Grand Canyon University students, counteracting the arid mental state of uneducated man. The cross stands prominently on the horizon as a guide for spiritual enlightenment. Between the outer circle representing the earth and inner circle representing the wheel of progress, the name of the university, its location and the year it was chartered are inscribed.

ACADEMIC REGALIA

The doctorate (from Latin, docere, to teach) was the first known academic degree and was granted by the University of Bologna in the 1100s. Originally, doctor's and master's degrees were almost synonymous, while "bachelor" referred to entering a course of study rather than completing a level of work.

Beginning at Harvard in 1642, American universities followed British traditions in both the conferring of degrees and the design of academic costumes or "regalia." While some common practices were observed, it was not for some 200 years that a uniform code was established.

Regalia consists of gowns and hoods. The distinguishing marks of the gowns indicate the level of scholastic achievement of the wearer. Those who hold doctorates wear gowns that have a facing of velvet on the bell-shaped sleeves. While neither the master's nor bachelor's gowns have trimmings, both are distinguished by the cut of the sleeves. The master's gown is noted by its long sleeve which drapes freely to the wrist; the bachelor's gown has a pointed sleeve.

Hoods, designed to display the school's colors, as well as the type of degree and area of study, are worn around the neck and flowing down the back. The color of the lining inside the

hood – the chevron – represents the colors of the wearer's alma mater. The color and width of the velvet edging on the hood indicates the degree and field of study.

Baccalaureate graduates of Grand Canyon University wear the black gown without the hood. The academic colleges are represented by the color of the tassels which hang from the mortarboards.

While not an exhaustive list, the following are some of the colors that may be seen:

Arts, Letters, Humanities	white
Business	drab
Education	light blue
Engineering	orange
Math, Science, Technology	science gold
Nursing	apricot
Public Administration (MPA), Government, Justice Studies	peacock blue
Public Health	salmon pink
Theology	scarlet
Social Work	citron

Those who hold the PhD degree may choose either the color of their discipline or PhD blue, a royal blue.

ALUMNI

THE OFFICE OF ALUMNI RELATIONS WELCOMES THE CLASS OF 2024 ALUMNI!

Congratulations on your tremendous accomplishment! Our Alumni Relations team could not be more proud of you and all that you have achieved. As a graduate, you have lifetime access to a variety of benefits offered through our programming that connects you with a network of over 285,000 alumni as of March 2024.¹ We look forward to celebrating your success and serving you for years to come. Welcome to the Alumni family!

Congratulations Class of 2024!

Click [here](#) to read your specialized graduate message from the Alumni Relations team and view all the benefits you receive as a Lope for Life.



ALUMNI

Stay connected to your alma mater and learn more about upcoming events by following GCU Alumni on social.



¹ Alumni from 1957 to Mar. 21, 2024. Includes students who have graduated or completed their program. This does not include students in Bridge Programs, High School Dual Enrollment, NonDegree Studies or Continuing Education. Alumni counts are unique by academic level (baccalaureate, graduate or doctorate). If an alumni completed a baccalaureate level program and completed a graduate level program within the timeframe stated, they are counted for both programs. Grand Canyon University is accredited by the Higher Learning Commission (hlcommission.org), an institutional accreditation agency recognized by the U.S. Department of Education. Please note, not all GCU programs are available in all states and in all learning modalities. Program availability is contingent on student enrollment. Important policy information is available in the University Policy Handbook at <https://www.gcu.edu/academics/academic-policies.php>. The information printed in this material is accurate as of APRIL 2024. For the most up-to-date information about admission requirements, tuition, scholarships and more, visit the University Policy Handbook on [gcu.edu](https://www.gcu.edu). Approved by the Manager of Commencement on xxx. ©2024 Grand Canyon University 24EVT0108

ALMA MATER

*Hail, Grand Canyon University,
Alma Mater true
Set amidst the desert's glory,
Highest praise to you.*

*So to God our hopes aspiring,
This our pledge divine.
Striving, seeking, finding;
serving God and all mankind.*

