

## Jeni McRay, Ph.D.

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Department of Leadership Studies  
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### Education

Ph.D., Division of Educational Leadership. Emphasis in *Adult, Occupational and Continuing Education*, Kansas State University, 2005. Manhattan, KS. Dissertation: *Assessing quality in mid-west adult degree completion programs: an exploratory study*.

M.S., Education, with major concentration in *Adult Education*. Newman University, 1998. Wichita, KS. Thesis: *Teaching and learning styles*.

B.A., *Liberal Studies*, Oklahoma City University, 1995. Oklahoma City, OK.

### Areas of Expertise

Experienced educator with nineteen years of teaching/training experience in a variety of settings, including mid-sized state university, small non-profit colleges and universities, and small to medium-sized businesses/non-profits. Nineteen years of experience teaching undergraduate courses. Fifteen years of experience serving as a mentor/trainer to fellow faculty members. Twelve years of experience designing and delivering online graduate-level courses in leadership and education. Experienced designer and facilitator of customized training in education, corporate and non-profit organizations, large and small, mostly in the areas of personality styles, emotional intelligence, leadership development, conflict resolution, and online learning. Ten years of higher education academic administration experience, including in leadership positions (chief academic officer) of adult and online programs and graduate programs. Experienced in development and implementation of comprehensive outcomes assessment plans and institutional/departmental program review at the undergraduate and graduate level. Eight years of experience working with doctoral students. Three years of experience with international Chinese students in a cross-border program.

### Professional Experience

Fort Hays State University, Assistant Professor, Leadership Studies	2013-Present
Southwestern College, Affiliate Faculty	1998-Present
Southwestern College Professional Studies, Director of Academic Affairs	2007-2009
Southwestern College Professional Studies, Director of Graduate Programs	2006-2007
Webster University, Adjunct	2003-2006
Friends University, Adjunct	2006

### Honors and Awards

Southwestern College Affiliate Faculty Member of the Year, 2004  
Distinguished Innovative Practice Poster, Association of Leadership Educators 2018 annual conference.

### Association Memberships

Association of Leadership Educators, Reviewer for Conference Submissions  
Journal of Leadership Education, Reviewer

## **Publications, Papers and Presentations**

- McRay, J. & Whitaker, W. (2019) *Understanding organizational culture: a social psychology and leadership toolkit*. FHSU Management Development Center customized training workshop. Jan.17, 2019.
- Klaus, K. & McRay, J., Arensdorf, J. (2018). *Building a foundation of intention and quality: program assessment for leadership education*. Poster presentation. Chicago, IL: Association of Leadership Educators.
- Klaus, K. & McRay, J. (2017). *Effective learning outcomes assessment for leadership educators*. Educator workshop at annual conference. Charleston, SC: Association of Leadership Educators.
- McRay, J. (2017). *Understanding personality styles and generational differences*. FHSU Management Development Center customized training for First Kansas Bank. Feb 20, 2017.
- McRay, J. & Greenleaf, J. (2016). *The emotionally intelligent leader: understanding personality styles and conflict*. FHSU Management Development Center customized workshop. May 24, 2016.
- Goertzen, B., & McRay, J. & Klaus, K. (2016). Electronic portfolios as capstone experiences in a graduate program in Organizational Leadership. *Journal of Leadership Education*(15), 3.
- McRay, J., Goertzen, B. & Klaus, K. (2015). Student-Moderated Discussion Boards in Graduate Online Courses. *Journal of Leadership Education* (15)1.
- Goertzen, B., & McRay, J. (2015). Electronic portfolios as capstone experiences in leadership education. *International Leadership Association 2015 Conference*. Interactive Roundtable Discussion.
- McRay, J. (Ed.). (2015). *Leadership glossary: Essential terms for the 21st century*. Mission Bell Media. Santa Barbara, CA.
- McRay, J., Arensdorf, J., Greenleaf, J., Whitaker, B., & Kriley, H. (2014). *Seven principles of good practice for effective global leadership education*. San Antonio, TX: Association of Leadership Educators.
- McRay, J. & Pedersen, K. (2013). *Motivation in adult and online learning*. Invited faculty training series for Northern Arizona University. Delivered at Perguruan Tinggi Ilmu Kepolisian (Indonesian: Police Science Universities) Jakarta, Indonesia.
- McRay, J. (2013). *Philosophical perspectives of teaching and learning*. Invited faculty training series for Northern Arizona University. Delivered at Perguruan Tinggi Ilmu Kepolisian (Indonesian: Police Science Universities) Jakarta, Indonesia.
- McRay, J., Pedersen, K. & Carpenter, T. (2013). *Techniques of active learning*. Invited faculty training series for Northern Arizona University. Delivered at Perguruan Tinggi Ilmu Kepolisian (Indonesian: Police Science Universities) Jakarta, Indonesia.
- McRay, J. & Pedersen, K. (2013). *Effective teaching principles*. Invited faculty training series for Northern Arizona University. Delivered at Perguruan Tinggi Ilmu Kepolisian (Indonesian: Police Science Universities) Jakarta, Indonesia.
- McRay, J., Pedersen, K. & Carpenter, T. (2013). *Distance and online learning: an overview*. Invited faculty training series for Northern Arizona University. Delivered at Perguruan Tinggi Ilmu Kepolisian (Indonesian: Police Science Universities) Jakarta, Indonesia.
- McRay, J. (2012). *Coworkers: what they REALLY think of you!* Keynote speaker. Kansas Heart Hospital Annual Managers' Retreat, Branson, MO.
- McRay, J. (2012). *Emotional intelligence and personality styles*. Customized training workshop. Kansas Heart Hospital Annual Managers' Retreat, Branson, MO.
- McRay, J. (2011). *Maximizing the Power of Bb 9.1*. Presented to Professional Studies administrators, Southwestern College, Wichita, KS.
- McRay, J. (2010). *Course template and tutorial for Ed.D courses*. Prepared for doctoral-level faculty at Southwestern College.
- McRay, J. (2010). *Increasing student engagement in online courses*. Faculty workshop presented to affiliate faculty at Southwestern College, Wichita, KS.

- McRay, J. (2009). *Understanding how your personality impacts career choices*. Office of Women in Higher Education Conference, Southwestern College, Winfield, KS.
- McRay, J. (2009). *Online instructional design*. Faculty workshop presented to affiliate faculty at Southwestern College, Wichita, KS.
- McRay, J. (2008). *How to get RID of plagiarism*. Faculty workshop presented to affiliate faculty at Southwestern College, Wichita, KS.
- McRay, J. (2008). *How to design and facilitate capstone experiences*. Faculty workshop presented to graduate faculty at Southwestern College, Wichita, KS.
- McRay, J. (2008). *Developing and using rubrics*. Faculty workshop presented to affiliate faculty at Southwestern College, Wichita, KS.
- McRay, J. (2008). *Bloom's taxonomy*. Faculty workshop presented to affiliate faculty at Southwestern College, Wichita, KS.
- McRay, J. (2007). *Personality styles and leadership development*. Invited corporate leadership training series for Kennedy & Coe, LLC, Wichita, KS.
- McRay, J. (2007). *Outcomes assessment*. Professional development seminar presented to administrators at Southwestern College, Wichita, KS.
- McRay, J. (2007). *Leadership and supervision for mid-level management*. Training series delivered to City of Winfield supervisors, Winfield, KS.
- McRay, J. (2007). *Conflict management in leadership*. Invited corporate leadership training series for Kennedy & Coe, LLC, Wichita, KS.
- McRay, J. (2006). *Supervisory skills*. Invited corporate leadership training series for Kennedy & Coe, LLC, Wichita, KS.
- McRay, J. (2006). *Personality: applying MBTI, DiSC and true colors*. Invited corporate leadership training series for Kennedy & Coe, LLC, Wichita, KS.
- McRay, J. (2006). *Effective communication skills*. Corporate leadership training for Kennedy & Coe, LLC, Wichita, KS.
- McRay, J. (2005). *Characteristics of the adult learner*. Professional development seminar presented to affiliate faculty at Southwestern College, Wichita, KS.
- McRay, J. and Duggan, C. (2005). *Best practices in online course design*. Faculty roundtable. Southwestern College, Wichita, KS.
- McRay, J. (2004). *Teaching and learning styles*. Faculty workshop presented to affiliate faculty at Southwestern College, Wichita, KS.
- McRay, J. (2004). *Enhancing adult motivation to learn*. Faculty workshop presented to affiliate faculty at Southwestern College, Wichita, KS.

### **Departmental and Institutional Service**

- Learning Management System Committee, 2018-2019
- Voss Distinguished Professor Search Committee, 2019
- Academic Comprehensive Program Review developer, 2018-
- VALUE Program Mentor, 2018
- Advisor, MPS Graduate Students 2016-
- Faculty Senator, 2015-2019
- Faculty Senate Secretary, 2017
- Assessment Committee, Leadership Studies Department, 2015-
- Team leader for Washburn Leadership Challenge, 2015, 2016, 2017
- Development of ePortfolio guidelines for MPS graduate students in Organizational Leadership, 2015-
- Student Recognition Programs, 2015-
- Development and administration of peer evaluations for international teachers, 2014

## Courses Taught and/or Developed

### ***FHSU:***

LDRS 300 Introduction to Leadership Concepts  
 LDRS 306 Leadership & Team Dynamics  
 LDRS 450 Advanced Leadership Behaviors  
 LDRS 650 Principles of Org. Leadership  
 LDRS 670 Leadership & Personal Development

LDRS 801 Theoretical Foundations of Leadership  
 LDRS 802 Org. Systems, Change and Leadership  
 LDRS 811 Org. Intervention Strategies  
 IDS 803 Origins and Information in the Knowledge Society

### ***Southwestern College:***

Instructional Design  
 Education Foundations  
 Leadership Styles/Theories  
 Org. Leadership & Ethics  
 Portfolio  
 Leadership Project  
 Responsibility for the Future

Assessments, Tests & Measurements  
 Leader Behavior in Applied Settings  
 Leadership in Context  
 Action Research Teaching Methods of Adult Learners  
 Developing Workforce Talent  
 Graduate Project  
 Dissertation II  
 Research Project

### ***Webster University:***

Organizational Behavior

Research Methods

## Doctoral Committees

Hadley, Phylis (2018). *Appreciative Inquiry Model: Exploring Traditional Versus Nontraditional Approaches to Clinical Internship Placements*. Southwestern College.

Rivas, Faustino (2017). *Efficacy of Exposing At-Risk Low SES to Cognitive Strategies Through Reading Across the Curriculum: Impact on Student Achievement*. Southwestern College.

Puig, Jamie (2016). *Student Retention at Midwest Career Colleges*. Southwestern College.

Waters, Mike (2015). *Factors Contributing to Successful School Bond Elections in Kansas School Districts of Less than 3,000 Students*. Southwestern College.

Farmer, Anne (2015). *Altruism and Job Satisfaction: A Correlational Study*. Southwestern College.

Roberts, Shawn (2015). *Academic Redshirting of Kindergarten Students*. Southwestern College.

Schoon, Michelle (2014). *A Comparative Study of Undergraduate Biology Students in Online and Face-to-Face Classes on Their Perceived Level of Learning Outcomes*. Southwestern College.

## References

Jill Arensdorf, Ph.D. Professor and Department Chair Fort Hays State University <a href="mailto:jarendorf@fhsu.edu">jarendorf@fhsu.edu</a> 785-628-4303	Karen Pedersen, Ph.D. Dean, Global Campus Kansas State University <a href="mailto:karenpedersen@k-state.edu">karenpedersen@k-state.edu</a> 928-606-9414 785-532-5644	Susan Norton, Ph.D. Director of Adult Learning Wichita State University <a href="mailto:Susan.Norton@wichita.edu">Susan.Norton@wichita.edu</a> (316) 978-8315
Cheryl Rude, Ph.D. Professor, Leadership Studies Director, Leadership Southwestern Southwestern College 620-229-6381 <a href="mailto:Cheryl.rude@sckans.edu">Cheryl.rude@sckans.edu</a>	David Hofmeister, Ph.D. Dean of the Graduate School and College of Adult and Professional Studies Friends University <a href="mailto:david_hofmeister@friends.edu">david_hofmeister@friends.edu</a> 316 295 5858; 620 262 1356	Sabrina William Director, Management Development Center Fort Hays State University <a href="mailto:slwilliam@fhsu.edu">slwilliam@fhsu.edu</a> 785-628-4124