



ORGANIZATION,  
INFORMATION &  
LEARNING SCIENCES

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# Convocation Spring 2018

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## Organization, Information & Learning Sciences Faculty

Professor Patricia Boverie  
Distinguished Professor Charlotte N. Gunawardena  
Assistant Professor Sung Pil Kang  
Assistant Professor Victor Law  
Professor Gary Smith  
Assistant Professor Vanessa Svihla  
Assistant Professor Oleksandr Tkachenko  
Senior Associate Dean and Administrative Director Frances C. Wilkinson

## College and Program Staff

Daniel Albert, OI&LS Student Employee  
Patricia Campbell, Marketing Manager  
Cynthia Gonzales, Administrative Assistant  
Christopher Larrañaga, O&LS Program Coordinator  
Amy Mullins, Unit Administrator

May 12, 2018 • 3:00 pm • Zimmerman Library

## ACKNOWLEDGEMENTS

### • Kat Bode •

"To my husband, Roger Carman, your optimism has been my lighthouse. To my children and my grandchildren, you are my inspiration. Your encouragement through this process has meant everything! Always keep learning, and reach for the stars! To my parents, John & Diane Bode, you are my pillars; you've modeled perseverance, resilience, and a joy of learning. You are the grittiest people I know and I couldn't have asked for better parents! To my mentors, Dr. Patsy Boverie, Dr. Grassberger, Dr. Flor, Dr. Cooley, and Dr. Wilkinson, you have continuously encouraged and believed in me. I am transformed, and forever grateful to each of you."

### • Sophie Bowers •

"I'd like to acknowledge my committee members, Dr. Boverie, Dr. Svihla, Dr. Flor, and Dr. Wilkinson for their questions, encouragement, and guidance throughout the dissertation process. Dr. Grassberger who has been a constant throughout my time in the program. Chris Larranaga and the rest of the staff, who helped with all the logistical requirements, your work doesn't go unnoticed. The GPSA writing boot camp. Having this space to write made it possible. Finally, my family and close friends, too many to name but they know who they are, for their continuous support, encouragement, and love. You all enrich my life."

### • Sue Coates •

"My nationwide cheering section includes friends, family and colleagues, as well as UNM faculty and staff. Three Committee Chairs: Dr. Mark Salisbury, Dr. Robert Grassberger, and Dr. Patricia Boverie. Dissertation Committee chaired by Dr. Boverie, with Dr. Fran Wilkinson, Dr. Gary Smith, Dr. Lawrence Roybal, and Dr. Anne Madsen. Three special contributions to my success: Dr. Mario Rivera, Dr. Mark Davidson, and Dr. Rebecca Adams. Professional colleagues in the Association of Procurement Technical Assistance Centers, the National Contract Management Association, and the Association for Talent Development steadfastly encouraged me to keep going. Others are anonymous, you know who you are!"

### • Charles Hinson •

"I very much appreciate my advisor, Vanessa Svihla, for her feedback and support. I also appreciate my boss, Eileen Sanchez, for her flexibility and encouragement. I'd like to thank my parents for encouraging me to learn and my grandmother, Alma, for reading to me. You gave me space to try new things and do it my way - you set the tone for my life. I'd be remiss if I didn't give a big shout out to my study buddy, Fredrick Palmer - the "other Charles". You've made this journey so much more fun and interesting - thanks for everything buddy!"

### • Carleigh Lameman •

"Ahe'hee to My Love, Family, and Friends! As I graduate, a new journey begins, and I want to say thank you for your love, support, and prayers. You have seen me grow into the strong Native woman I am today. My success is our success! Thank you and I love you!"

### • Dania Loya •

"You can't connect the dots looking forward; you can only connect them looking backwards. So you have to trust that the dots will somehow connect in your future. You have to trust in something- your gut, destiny, life, karma, whatever. This approach has never let me down, and it has made all the difference in my life." - Steve Jobs  
"I wouldn't be where I am today without the care and support from my family, friends and professors. I will be taking all that I have learned in these years and will keep them close to heart. Thank you for preparing me in always moving forward and see the positive things in life."

### • Reiner Martens •

"I am grateful for the guidance and dedication of my committee; Dr. Victor Law, Dr. Lani Gunawardena, Dr. Harry Van Buren, and Dr. Christian Mias. Having you as coaches and critics made all the difference in producing a done dissertation. I want to thank specifically Victor for his ongoing support and encouragement. I want to express my sincere appreciation to the OILS department staff; Chris Larrañaga. You guided me through all the administrative aspects. Most of all, I want to thank my family. They have been patient with me for six and a half years until this journey came to an end."

### • Alexander Laupheimer •

"I would like to thank my mother Grace, my father Tony, my sister Amanda, my grandmother Lenore, and I would like to especially thank Christopher Larrañaga along with the rest of the OILS staff."

### • Fredrick Palmer •

"Damon: Without your support, understanding, and encouragement, I would not have achieved this. You made this dream possible! Thank you for always believing in me, even when I didn't believe in myself. Charles: We traveled this path together from day one. Thank you for being my study buddy, confidant, true friend, and mentor. We did it! Miguel: Thank you for your patience, and always being willing to help me with projects and my crazy ideas. I hope I can do the same as you make your way in your own journey. Mom & Dad: Thank you. I love you."

### • Damien Sanchez •

"I would like to express my gratitude to the following influential people without whom my academic accomplishments would not have been possible: Lani Gunawardena - for all of your mentorship and support over the years that have forever changed the trajectory of my life and career; Nick Flor - for introducing me to innovative methods that will serve me well for years to come; Pat and Joey Sánchez - for your unwavering love, support, and encouragement. You two are my rock; Anita Sánchez and Emilia Durán - for teaching me the value of hard work and humility. This one is for you ladies."

### • Kiyoko Simmons •

"I would like to thank my committee members, Dr. Patsy Boverie, Dr. Victor Law, Dr. Kate Krause, and Dr. Ricardo Maestas for their guidance and patience through this process. I could have not come this far without them. I would like to thank all my family attending today for their support and a special thanks to my parents who have traveled here from Japan to see me walk at graduation. And of course, thanks to my husband who has supported me for the last 20 years for this moment. I am blessed to have him in my life."

## STUDENT SPEAKERS

### Kylie Safa, B.S.

Kylie grew up in Northern California and moved to Albuquerque to attend college at UNM. She took a break to become a certified automotive technician through CNM and ASE. After working as a mechanic, she decided to return to UNM to complete her bachelor's degree. The OILS program was a clear choice as it complimented both her vocational and technological interests.

After graduation and an overdue trip abroad, Kylie is planning to move back to the San Francisco Bay Area, and pursue a career at an online learning technology company. Her degree has perfectly equipped her to hit the ground running, and become an advocate for educational pursuits at any age.

### Charles F. Hinson, M.A.

Charles was born and raised in rural North Carolina. Working full time to pay his way through college, he earned a B.S. in Business Management from Gardner-Webb University in Boiling Springs, NC. Charles then worked for Nationwide Insurance for 15 years in various IT and Learning & Development roles. After moving to New York, he spent 10 years as Sr. Vice President/Global Head of Claims Training for AIG. His experience includes implementing strategic initiatives supporting major global growth/change strategies, and providing innovative learning solutions aligned with business objectives by leveraging technology platforms. Charles also holds a Certificate in Adult Learning from Teacher's College at Columbia University of New York.

Pursuing a masters degree has long been a personal and professional goal for him. He moved to Albuquerque in 2014 and later joined The University of New Mexico Hospitals as an Organizational & Professional Development Specialist. This role afforded him the opportunity to work full time and pursue an advanced degree. His graduation today with a masters degree in the Organization, Information and Learning Sciences program, Learning Officer concentration fulfills that long-held dream.

### Damien Sanchez, Ph.D.

Damien is from the small farming community of Los Ojos, NM. He started his academic pursuits in Organizational Learning and Instructional Technology (OLIT) in 2001 consecutively completing both his BUS and MA in the program. He then transitioned to a position as an Instructional Designer that allowed him to develop cutting-edge learning solutions for corporate and government clients over a six-year span. Damien also took the opportunity to work as a consultant in Sri Lanka training teachers from across the country how to implement Computer Assisted Learning.

In 2014 Damien decided to build on his work experience by returning to UNM for his doctorate. His desire was to develop research skills and improve his knowledge of analysis and evaluation. Damien achieved his goals by working as an evaluator and earning the highly sought after Certified Return on Investment Professional (CRP) designation. His doctoral journey also opened up plenty of new and unexpected opportunities as Damien expanded his expertise into Social Learning Analytics and Social Network Analysis. Damien aspires to engage in international development consulting via his newly co-founded company, High Peak Technology Education Consulting.

## CONGRATULATIONS!

Congratulations to the 2017-2018 graduates of the Organization, Information, & Learning Sciences program (OILS)! Today we celebrate and recognize the academic achievements of our graduating students. Their hard work, creativity, and desire to succeed has resulted in a life-changing accomplishment that has prepared them for a dynamic future.

On this happy occasion for our graduates and their families, OILS also has much to be excited about as the program continues to grow. The Bachelors program has stayed constant while the MA and PhD programs have admitted a total of twenty-nine students. Moving forward, the program should see an increase of about fifty students per year now that the OILS minor agreement has been finalized with the College of Arts and Sciences. With all of this growth, OILS classes are filled to capacity with some even overflowing; as such, more class sections will be added to the schedule for the Fall 2018 semester.

The success of OILS is a reflection of the talented students, staff, and faculty who are dedicated to the program. The students bring much enthusiasm and ingenuity while the staff and faculty share their expertise and a commitment to student success. New faculty member Oleksandr "Alex" Tkachenko has already contributed much to the program since starting in August 2017. Alex's expertise is in Human Resource Development, and he has taught a number of classes, including one on the Foundations of HRD and Instructional Technology. OILS will be welcoming another new faculty member to the team as Amir Hedayati Mehdiabadi will join the department in the Fall of 2018. Amir specializes in Human Resource Development, and his research interests includes professional ethics development and educational technology.

Please join me in wishing Professor Patricia Boverie well in her upcoming retirement this summer. Dr. Boverie has been inspiring students, conducting groundbreaking research and providing exceptional service to UNM for nearly thirty years. She joined UNM as a faculty member in 1990 and served as the Chair and Program Director for OILS for a number of years. Dr. Boverie's research and teaching focused on adult learning, transformational learning, leadership development through mentoring, and the applications of positive psychology at work. Her impact on the OILS program and the students she has advised has been significant. She will be missed by all who have had the opportunity to work with her.

I encourage our new graduates to stay involved with the OILS program and the UNM community as alumni. Your time, talent, and insight can greatly benefit current students and further contribute to the long-term success of the OILS program.

Congratulations again to all of our OILS graduates! We are very proud of your accomplishments.



Richard W. Clement  
Dean, College of University Libraries & Learning Sciences

## PROGRAM

### Welcome

**Frances C. Wilkinson**  
Senior Associate Dean and Administrative Director

### Introduction of OILS Faculty

**Patricia Boverie, Program Director**

### Introduction of Student Speakers

**Victor Law, Associate Program Director**

### Student Speakers

**Kylie Safa, B.S.**  
Moving On

**Charles Hinson, M.A.**  
Yes Please

**Damien Sanchez, Ph.D.**  
Reflections for the Road

**Recognition of Graduates**  
**Mark Emmons, Associate Dean**

•• Reception ••

## GRADUATES

### Bachelor of Science

Leo Nathaniel G. Flores  
Jason Gomez  
Alexander Laupheimer  
Carleigh Lameman  
Dania Loya  
Gabriel Montoya

Alison Murray  
Christopher Ortega  
James Rader  
Kylie Safa #  
Tara Slovian †  
Benjamin Wright

### Master of Arts

Kyong Burnett  
Joseph Candelaria  
Charles Hinson  
Michelle Kelton  
Nora Nevera

Yvette Montoya +  
Fredrick Palmer  
Dao Pham  
Anita Quintana

### Doctor of Philosophy

Kathryn Bode  
Discovering Psychological Components of a Ph.D., the Road to Success

Sophia Bowers  
Mindfulness in the workplace: Mindful self-regulation

Elinor Sue Coates  
Pre-Boomer Students on Campus: An exploratory study of how students born before 1946 experience the youth-oriented campus culture at UNM

Reiner Martens  
An analysis of the relationship between leadership style and lean expressed through respect, proactivity, and innovative work behavior

Damien Sanchez  
Building a Call to Action: Social Action in Networks of Practice

Kiyoko Simmons  
The Effect of Undergraduate Research Programs on Retention of Hispanic Students

Mark Weaver  
Organizational Leading in the Policing Power-Public Trust Relationship:  
An Exploratory Mixed Methods Case Study

+ with distinction | # cum laude | † magna cum laude