

Vita

John M. Decman, Ed.D.

Professor

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dr.decman@gmail.com

EDUCATION

Doctor of Education, Administration and Supervision, Ball State University

Master of Science in Education, Administration and Supervision, Indiana University

Bachelor of Arts, English Teaching, Purdue University

ACADEMIC EXPERIENCE

Teaching and Research Appointments

Sul Ross State University

Professor of Educational Leadership and Ed.D. Program Director

January 2026 – Present

College of Education

University of Houston – Clear Lake

Professor of Educational Leadership

September 2021 – December 2025

College of Education

Department of Educational Leadership and Policy Analysis

Associate Professor of Educational Leadership (Tenured)

September 2007 – September 2021

School of Education/College of Education

Department of Educational Leadership and Policy Analysis

Assistant Professor of Educational Leadership

July 2001 – September 2007

School of Education, Administration and Supervision

Lamar University

Adjunct Professor of Educational Leadership

September 2022 - October 2023

Department of Educational Leadership

Administrative Appointments

University of Houston – Clear Lake

Program Director - *Administration and Supervision, Principal Preparation*

2025

Program Coordinator - *Administration and Supervision, Principal Preparation*

2017 – 2022

Program Coordinator - *Administration and Supervision, Principal Preparation*

2006 – 2011

Graduate Internship Coordinator - *Administration and Supervision, Principal Preparation*
2004 – 2011

PROFESSIONAL ORGANIZATION LEADERSHIP

Texas Council of Professors of Educational Administration

Executive Director – 2020-present

- Responsible for daily operation and oversight of statewide professional organization for professors of educational administration
- Initiated statewide Superintendent Program Resource Group
- Launched Regional Affiliation Committee to support colleagues in regions who are not served by a professional organization
- Spearheaded annual workshop for scholarly research and writing
- Participant in incorporating statewide Principal Program Resource Group into organizational purview
- Instrumental in developing leadership structure in the organization that provides multiple professional development opportunities for membership and graduate students in greater Texas region.

International Council of Professors of Educational Leadership

Executive Board Member – 2024-present

- Member of host committee for annual conference
- Chair of Board “State Affiliate” committee
- Chair of Board Programming committee

SCHOLARSHIP

Refereed

Journal Articles: National and International

Cooper, J. M., Gauna, L., **Decman, J.**, & Baker, S. (2025). Cultivating commitment within educational ecosystems: Improving teacher satisfaction through autonomy and expertise. *School Leadership Review*, 19(2).

Cooper, J. M., Baker, S., **Decman, J.**, & Gauna, L. (2024). Exploring educators’ experiences with school ecosystems: A qualitative inquiry. *School Leadership Review*, 18(2).
<https://scholarworks.sfasu.edu/slr/vol18/iss2/9/>

Miller, Q., **Decman, J.**, Tabor, A., & Emig, G. (2023). Changing of the guard: Reflecting on the impact of administrative change on campus stakeholders. *Journal of Cases in Educational Leadership*, 0(0).

Decman, J., Grace, J., Simieou, F., & Miller, Q. (2023). Educational accountability and equity: Superintendent perspectives. *School Leadership Review*, 17(2).
<https://scholarworks.sfasu.edu/slr/vol17/iss2/3/>

Simieou, F., Miller, Q., Grace, J., & **Decman, J.** (2023). “The road less traveled: Why black males choose alternative routes that lead to education.” *School Leadership Review*, 17(2).
<https://scholarworks.sfasu.edu/slr/vol17/iss2/1/>

- Bowman, H., Giles, M., Orange, A., **Decman, J.**, & Willis, J. M. (2022). Social media practices of school administrators: The time is now. *School Leadership Review*, 17(1).
<https://scholarworks.sfasu.edu/slr/vol17/iss1/4/>
- Grace, J., Simieou, F., Lastrapes, R., & **Decman, J.** (2022). Confronting the racism boogeyman: Educational leaders make meaning of the impact of George Floyd. *Education, Citizenship, and Social Justice*, 0(0). <https://doi.org/10.1177/17461979221123014>
- Decman, J.**, Badgett, K., & Simieou, F. (2021). Leadership through chaos and the demand for resiliency. *School Leadership Review*, 16(1), 1-24.
<https://scholarworks.sfasu.edu/slr/vol16/iss1/8/>
- Simieou, F., Grace, J., **Decman, J.**, & Cothorn, T. (Spring, 2021). Let's stay together: Examining a grow your own program in an urban district. *International Journal of Educational Leadership Preparation*, 16(1), 137-151.
- Baker, S., **Decman, J.**, & Willis, J. (2020). Talk or walk: School principals as instructional leaders. *School Leadership Review*, 15(1).
- Badgett, K. & **Decman, J.** (2019). Fostering inclusive culture through partnerships with nonprofits. *School Leadership Review*, 14(2).
- Decman, J. M.**, Badgett, K., Shaughnessy, B., Randall, A., Nixon, L., & Lemley, B. (2018). Organizational leadership through management: Superintendent perceptions. *Educational Management Administration & Leadership*, 46(6), 997-1013.
- Badgett, K., **Decman, J.**, & Carman, C. (2014). The impact of teacher graduate degrees on student reading assessments. *AASA Journal of Scholarship & Practice*, 11(1).
- McCarley, T., Peters, M. & **Decman, J.** (2014) Transformational leadership related to school Climate: A multi-level analysis. *Educational Management, Administration and Leadership*, 44(2). 322-342.
- Badgett, K., **Decman, J.**, & Carman, C. (2013). The impact of teacher graduate degrees on student math assessments. *National Forum of Teacher Education Journal*, 23(3), 1-18.
- Decman, J.**, Badgett, K., Randall, A., Parmer, R., Coryatt, D., & Sanchez, J. (2010). Superintendent practices and ISLLC standard one. *AASA Journal of Scholarship and Practice*, 7(3), 16-36.
- Grigsby, B., Schumacher, G. **Decman, J.** & Simieou, F. (2010, June). A principal's dilemma: manager or instructional leader. *Academic Leadership Journal*, 8(3).
- Simieou, F., **Decman, J.**, Grigsby, B., & Schumacher, G. (2010). Lean on me: Peer mentoring for novice principals. *International Journal of Educational Leadership Preparation*, 5(1).
- Decman, J. M.** & Simieou, F. III. (2009). Review of selected dissertations addressing school public relations, administrator communication, and conflict resolution. *Journal of School Public Relations*, 29(4).
- Mackey, B., Pitcher, S. & **Decman, J.** (2006). The influence of four elementary principals upon their schools reading programs and student reading scores. *Education*, 127(1), 39-55.
- Decman, J.** (2005, Summer). Public relations in rapidly growing suburban school districts: insights from Texas superintendents Bonny Cain and Doug Otto. *Journal of School Public Relations*, 26(3), 207-222.

- Decman, J. & Bauer, C. (2003).** Student discipline and the sharing of records: FERPA, IDEA, and the duty to ensure safety. *ELA Notes*, 38(3), 7-20.
- Decman, J. & Bauer, C. (2003, January).** Student discipline and the sharing of records: FERPA, IDEA, and the duty to ensure safety. *West's Education Law Reporter*, 171(2), 407-414.
- Kajs, L.T., **Decman, J. M.**, Cox, C., Willman, E., & Alaniz, R. (2002). Addressing mentor-principals' lifelong learning needs in the preparation of principal candidates. *National Council of Professors of Educational Administration (NCPEA) 2002 Yearbook*. Langham, MD: Scarecrow Press.
- Kowalski, T. J., & **Decman, J. M.** (2002, January). Short-term effects of state deregulation on the adequacy and equity of school facility projects. *Educational Leadership Review*, 3(1).

Books

- Decman, J. (Ed.) & Kaiser, F. (Co-Ed.). (2026, Spring).** *Demystifying Dissertations – Providing Clarity in the Chaos – A Comprehensive Guide for Doctoral Faculty and Students*. Kendall Hunt.

Refereed Chapters in Books

- Decman, J., Badgett, K., Garrett, J., & Simieou, F. (2020).** Supporting parents as strategic partners. In Templeton, N.R. (Ed.) *Voices from the Field: Building Capacity for Leadership and Social Change in Rural Schools* (99-111). Ypsilanti, MI: ICPEL Publications.
- Decman, J. (2005).** Athletics. Chapter in *Contemporary Issues in Higher Education Law*, Ed.: Beckham, J. & Dagley, D. Dayton, OH: Education Law Association.

Invited Publications

- Decman, J. & Young, K. (Winter, 2024).** Things are not what they used to be. *Texas Association of School Administrators Professional Journal. Insight*, 38(4), 23-25.
- Young, J. K. & **Decman, J. (2022, Spring).** Better. *Texas Association of School Administrators Professional Journal. Insight*, 37(1), 25-29.

Conference Published Proceedings

- Simieou, F., Grigsby, B., Schumacher, G., & **Decman, J. (2009, Spring).** Increasing graduation rates: Schools responses to No Child Left Behind. *Education Law Association 55th Annual Conference. Conference Proceedings. (CD ROM format)*. San Antonio, TX: Education Law Association (ELA).
- Decman, J., & Simieou, F. (2008, November).** Texas school finance: Wemberly resurrects the discussion of liberty and equity. *Education Law Association 54th Annual Conference*.

Conference Proceedings. (CD ROM format). Dayton, OH: Education Law Association (ELA).

Decman, J. M., & Arasi, T. (2004, October). Ethics, integrity and fairness: Using school law in standards-based leadership preparation. *Education Law Association 50th Annual Conference. Conference Proceedings. (CD ROM format).* Dayton, OH: Education Law Association (ELA).

Decman, J. & Decman, R. (2003, November). Special education students and athletic participation limits: A road better left uncrossed. *Winds of Change. (CD ROM format).* Dayton, OH: Education Law Association (ELA) 49th Annual Conference in Savannah, Georgia.

Mackey, B., Pitcher, S., & **Decman, J.** (2003, June). The role of the principal in four elementary literacy programs. *Proceedings of the Ethnographic and Qualitative Research in Education 15th Annual Conference,* Pittsburgh, PA.

Decman, J. M., Kajs, L.T., & Hilburn, S. (2002, July). The pedagogical implications of integrating brain research into technology-based lesson plans. *Proceedings of ED-MEDIA 2002 World Conference on Educational Multimedia, Hypermedia & Telecommunications: Vol. 1* (pp. 398-399). Norfolk, VA: Association for the Advancement of Computing in Education (AACE).

Decman, J. M., & Kajs, L.T. (2002, March). Sustainability of a PT3 program: A case study. *Information Technology & Teacher Education Annual. Proceedings of SITE 2002: Vol. 3* (pp. 1570-1571). Norfolk, VA: Association for the Advancement of Computing in Education (AACE).

Kajs, L.T., McCormick Grimm, L., & **Decman, J. M.** (2002, March). Computer database model to teach legal issues in principalship program. *Information Technology & Teacher Education Annual. Proceedings of SITE 2002: Vol. 1* (pp. 495-496). Norfolk, VA: Association for the Advancement of Computing in Education (AACE).

Decman, J. M. & Bauer, C. (2002, March). FERPA, IDEA and student discipline: Navigating the “shark-infested waters”. *Privacy Rights in the 21st Century. Winter Seminar 2002. Proceedings of Education Law Association – 2002 Winter Seminar. Lake Tahoe, NV. (CD ROM format).* Dayton, Ohio: Education Law Association.

Reviews

Decman, J. M. (2003). Leading with emotion: Reaching balance in educational decision-making by James O. McDowelle and Kermit G. Buckner. *Journal of School Public Relations, 24* (Winter 2003), 53-56.

Professional Meeting Papers Presented

National and International

Decman, J. & Young, K. (2025, July). *Immorality on the bottom line: Discussing what we see in the mirror.* [Online Roundtable Presentation]. International Council of Professors of Educational Leadership Annual Conference. (Live, Virtual).

Cooper, J. & **Decman, J.** (2025, July). *Between autonomy and control: Teachers’ experiences with curriculum implementation in Texas schools.* [Online Paper Presentation]. International Council of Professors of Educational Leadership Annual Conference. (Live, Virtual).

- Decman, J.** & Young, K. (2024, July). *Leadership and implications for practice*. [Roundtable Discussion] Invited Fireside Chat at International Council of Professors of Educational Leadership Annual Conference, San Antonio, TX.
- Decman, J.,** Young, K., Simieou, F., & Morrison, S. (2024, July). *Strengthening the profession: Year 2 of the regional affiliate*. [Roundtable Presentation]. International Council of Professors of Educational Leadership Annual Conference, San Antonio, TX.
- Simieou, F., **Decman, J.,** Grace, J., & Young, K. (2024, July). *Stop, look and listen: Examining voices from the field in a teacher shortage*. [Paper Presentation]. International Council of Professors of Educational Leadership Annual Conference, San Antonio, TX.
- Decman, J.** (2024, February). *Advertising firm wanted: Is a rebranding what our profession needs?* [Roundtable presentation]. Invited “Thought Leader” on AAQEP Virtual Collaborative Conversation.
- Decman, J.,** Simieou, F., & Young, J.K. (2023, July). *The regional affiliate: Year one of the Texas approach*. [Roundtable presentation]. International Council of Professors of Educational Leadership Annual Conference, Orlando, FL.
- Simieou, F., Grace, J., & **Decman, J.** (2023, July). *Black administrators matter: Qualitative Study of factors influencing African American administrators in higher education*. [Paper presentation]. International Council of Professors of Educational Leadership Annual Conference, Orlando, FL.
- Grace, J., Simieou, F., Lastrapes, R.E., & **Decman, J.** (2023, May). *Reflecting on the impact of George Floyd on educational leadership*. [Online Paper presentation]. AERA Annual Conference, AERA Virtual.
- Simieou, F., Grace, J., & **Decman, J.** (2022, August). *As good as any, better than most: An exploration of the voice of black American leaders in higher education*. [Paper presentation]. International Council of Professors of Educational Leadership Annual Conference, Denver, CO.
- Decman, J.,** Grace, J., & Simieou, F. (2022, August). *Superintendent voices: Accountability in an era of social justice*. [Paper presentation]. International Council of Professors of Educational Leadership Annual Conference, Denver, CO.
- Chalupsky, M. & **Decman, J.** (2022, August). *Principals’ tenures and other fixed variables and their impact on students’ achievement*. [Paper presentation]. International Council of Professors of Educational Leadership Annual Conference, Denver, CO.
- Decman, J.,** Simieou, F., & Grace, J. (2022, August). *University/ISD partnership: Lessons after year one*. [Paper presentation]. International Council of Professors of Educational Leadership Annual Conference, Denver, CO.
- Grace, J., Lastrapes, R. E, Simieou, F., & **Decman, J.** (2021, November). *The development of the anti-racism disposition scale for school administrators*. [Paper presentation]. University Council for Education Administration 2021 Annual Convention, Columbus, OH.
- Decman, J.** & Badgett, K. (2021, November). *Leadership in chaos and the demand for resiliency*. [Paper presentation]. Mid-South Educational Research Association Annual Meeting, New Orleans, LA.

- Grace, J., Simieou, F., & **Decman, J.** (2021, August). *Implications for social justice leadership through examining the experiences of black males*. [Online Paper presentation]. International Council of Professors of Educational Leadership Annual Conference. (Virtual)
- Simieou, F., Grace, J., **Decman, J.**, & Cothorn, T. (2021, August). *The road less traveled: Why black males choose alternative routes that lead to education*. [Online Paper presentation]. International Council of Professors of Educational Leadership Annual Conference. (Virtual)
- Cothorn, T.L., Simieou, F., **Decman, J.**, and Lastrapes, R. (2020, August). *The professional development of rural school principals: The elements, contexts, and topics desired by principals in a rural school district*. [Online Paper presentation]. 2020 Annual Meeting of International Council of Professors of Educational Leadership, Denver, CO.
- Simieou, F., Cothorn, T., & **Decman, J.** (2020, August). *Let's stay together*. [Online Paper presentation]. 2020 Annual Meeting of International Council of Professors of Educational Leadership, Denver, CO.
- Decman, J.**, Badgett, K. (2020, August). *Utilizing parents as strategic learning partners*. [Online Paper presentation]. 2020 Annual Meeting of International Council of Professors of Educational Leadership, Denver, CO.
- Decman, J.**, Badgett, K., Simieou, F., & Cothorn, T. (2020, August). *Working with the media: PR from the media perspective*. [Online Paper presentation]. 2020 Annual Meeting of International Council of Professors of Educational Leadership, Denver, CO.
- Baker, S., **Decman, J.**, & Willis, J. (2020, March). *Hidden figures: Administrators' perceptions of professionally trained school librarians*. [Paper presentation]. 2020 Society for Educational Technology and Teacher Education) SITE Annual Meeting, New Orleans, LA.
- Decman, J.**, Badgett, K., Simieou III, F., & Cothorn, T. (2019, July). *Learning from non-profits: Lessons for p-12 educational leaders*. [Paper presentation]. 2019 International Council of Professors of Educational Leadership, Aliso Viejo, CA.
- Decman, J.** (2017, August). *Implications of the contextual demands of public and private leadership*. [Paper presentation]. 2017 National Council of Professors of Educational Administration Conference, San Juan, PR.
- Badgett, K.W. & **Decman, J. M.** (2015, June). *School and community partnerships: Successes, challenges, and lessons learned*. [Paper presentation]. 2015 Annual Meeting of American Educational Research Association, Chicago, IL.
- Decman, J. M.**, Peters, M. L., McCarley, T., Simieou, F. & Badgett, K. W. (2015, April). *Dispositions of school leaders: Impact on school climate*. [Paper presentation]. 2015 Annual Meeting of American Educational Research Association, Chicago, IL.
- Badgett, K, Garrett-Staib, J, & **Decman, J.** (2014, November). *School public relations: The media as strategic partner*. [Paper presentation]. Annual Convention of University Council of Educational Administration, Washington, DC.
- Decman, J.**, Badgett, K., & Simieou, F. (2014, April). *Identifying factors related to student success*. [Paper presentation]. Annual Meeting of American Educational Research Association, Philadelphia, PA.
- Simieou, F., **Decman, J.**, Peters, M., & Badgett, K. (2013, July). *Texas afterschool centers on education (ACE): What's going on?* [Paper presentation]. 2013 National Council of Professors of Educational Administration Conference, Meadowlands, NJ.

- Decman, J. M., & Badgett, K. W.** (2013, April). *Examining the impact of graduate degrees on reading achievement in Texas*. [Paper presentation]. 2013 Annual Meeting of American Educational Research Association, San Francisco, CA.
- Decman, J., Badgett, K., Nixon, L., Lemley, J.** (2011, April). *The implementation of ISLLC standard three: Superintendent perceptions*. [Paper presentation]. Annual Meeting of American Educational Research Association, New Orleans, LA.
- Decman, J., Badgett, K., Randall, A., Nixon, L, Lemley, J., Benivides, B.** (2011, April). *Superintendent voices in an era of accountability: Politics and social intelligence*. [Paper presentation]. Annual Meeting of American Educational Research Association, New Orleans, LA.
- Decman, J. M., Badgett, K. W., Coryat, D. R., Parmer, R., Randall, A. M., & Sanchez, J. T.** (2010, April). *The implementation of ISLLC standard one: Superintendent perceptions*. [Paper presentation]. Annual Meeting of American Educational Research Association, Denver, CO.
- Grigsby, B., Schumacher, G, **Decman, J., & Simieou, F.** (2009, August) *A principal's dilemma: Instructional leader or manager*. [Paper presentation]. Annual Meeting of National Council of Professors of Educational Administration, San Antonio, TX.
- Decman, J., Davis, A., Coronado, C., & Pena, N.** (2009, August). *Agents of change: Superintendent response and influence of external environments*. [Paper presentation]. Annual Meeting of National Council of Professors of Educational Administration, San Antonio, TX.
- Decman, J., Scurry, S., Burchfield, T., & Bidy, D.** (2009, August). *Superintendents and ISLLC six: Understanding and responding*. [Paper presentation]. Annual Meeting of National Council of Professors of Educational Administration, San Antonio, TX.
- Schumacher, G., Grigsby, B., **Decman, J., & Simieou, F.** (2009, November). *Teacher perceptions of the impact of a standards-based evaluations process on their teaching performance*. [Paper presentation]. Annual University Council on Educational Administration (UCEA) Convention, Anaheim, CA.
- Simieou, F., Grigsby, B., Schumacher, G., & **Decman, J.** (2009, October). *Responding to regulation: The dropout dilemma*. [Paper presentation]. Education Law Association (ELA) Annual Conference, Louisville, KY.
- Decman, J., & Simieou, F.** (2008, November). *Texas school finance: Wemberly resurrects the discussion of liberty and equity*. [Paper presentation]. Education Law Association (ELA) Annual Conference, San Antonio, TX.
- Decman, J., Estes, A, Sansing, L., Derrick, B. & Lopez, G.** (2008, July). *Does preparation play a role in hiring? Superintendent perspectives*. [Paper presentation]. Annual Meeting of National Council of Professors of Educational Administration, San Diego, CA.
- Simieou, F., **Decman, J. & Grigsby, B.** (2008, August) *Leadership development: The opportunities and constraints of a regional network*. [Paper presentation]. Annual Meeting of National Council of Professors of Educational Administration, San Diego, CA.
- Grigsby, B., Simieou, F. & **Decman, J.** (2008, July). *NCLB and school reconstitution: Redefining our meta values*. [Paper presentation]. Annual Meeting of National Council of Professors of Educational Administration, San Diego, CA

- Simieou, F., **Decman, J.** & Boske, C. (2007, August). *Middle school parent involvement: Implications for preparing future educational leaders*. [Paper presentation]. Annual Meeting of National Council of Professors of Educational Administration, Chicago, IL.
- Decman, J.**, Simieou, F., & Boske, C. (2007, August). *Formative pedagogical assessment utilizing data-driven decisions: Leadership implications for middle school principals*. [Paper presentation]. Annual Meeting of National Council of Professors of Educational Administration, Chicago, IL.
- Boske, C., McCollum, D, **Decman, J.**, & Simieou, F. (2007, August). *In the spirit of our nation's children: Superintendents and the National Leadership Standards*. [Paper presentation]. Annual Meeting of National Council of Professors of Educational Administration, Chicago, IL.
- Decman, J. M.**, Mackey, B, & Pitcher, S. (2006, April). *The influence of four elementary school principals on school reading programs and student reading scores*. [Paper presentation]. American Educational Research Association (AERA) Annual Meeting, San Francisco, CA.
- Decman, J. M.**, & Arasi, T. (2004, October). *Ethics, integrity and fairness: Using school law in standards-based leadership preparation*. [Paper presentation]. Education Law Association (ELA) 50th Annual Conference, Tuscan, AZ.
- Decman, J. M.** (2004, July). *The principal internship: Tying standards to reflective practice*. [Paper presentation]. Annual Summer Conference of National Council of Professors of Educational Administration (NCPEA), Branson, MO.
- Decman, J. M.**, & McDonald, D. (2004, February). *Ensuring beginning teachers' productivity and longevity: An examination of perceptions and expectations of initial teaching skills, assumed knowledge, & valued attributes*. [Paper presentation]. American Association of Colleges of Teacher Education (AATCE) Annual Conference, Chicago, IL.
- Craig, C., Burchell, H., Dyson, J., Clandinin, J., McDonald, D., **Decman, J.**, Foster, A. & Schorzman, E. (2004, April). *Reflective spaces: Creating opportunity for professional growth through individual and collective inquiry*. [Paper presentation]. American Educational Research Association (AERA) Annual Meeting, San Diego, CA.
- Pitcher, S., Mackey, B., & **Decman, J.** (2003, December). *Taking the lead: How eight elementary principals influence their school reading programs*. [Paper presentation]. National Reading Conference, Scottsdale, Arizona.
- Decman, J.** & Decman, R. (2003, November). *Special education students and athletic participation limits: A road better left uncrossed*. [Paper presentation]. Education Law Association (ELA) 49th Annual Conference, Savannah, Georgia.
- McDonald, D. & **Decman, J.** (2003, October). *Expected skills, assumed knowledge and valued attributes: Perceptions of competencies and individual characteristics necessary for beginning teacher productivity and longevity*. [Paper presentation]. American Association of Teaching and Curriculum (AATC) 2003 Conference, Baltimore, MD.
- Craig, C., Burchell, H., Dyson, J., Clandinin, J., McDonald, D., & **Decman, J.** (2003, October). *Creating reflective spaces: Professional learning in higher education*. [Paper presentation]. American Association of Teaching and Curriculum (AATC) 2003 Conference, Baltimore, MD.

- McDonald, D. & **Decman, J.** (2003, August). *Graduate cohorts: A supportive catalyst for professional identity formation*. [Paper presentation]. Association of Teacher Educators (ATE) 2003 Summer Conference, Santa Fe, NM.
- McDonald, D. & **Decman, J.** (2003, August). *A kaleidoscope for change: Multiple visions of the faculty academy*. [Paper presentation]. Association of Teacher Educators (ATE) 2003 Summer Conference, Santa Fe, NM.
- Decman, J.** & McDonald, D. (2003, August). *What are they expected to know? Perceptions of competencies necessary for beginning teachers' productivity and longevity*. [Paper presentation]. Association of Teacher Educators (ATE) 2003 Summer Conference, Santa Fe, NM.
- Mackey, B., **Decman, J.**, & Pitcher, S. (2003, August). *Leadership traits: The influence of eight elementary principals on school reading programs*. [Paper presentation]. Annual Summer Conference of National Council of Professors of Educational Administration (NCPEA), Sedona, AZ.
- Mackey, B., Pitcher, S., & **Decman, J.** (2003, June). *The role of the principal in four elementary literacy programs*. [Paper presentation]. Ethnographic and Qualitative Research in Education 15th Annual Conference, Pittsburgh, PA.
- McDonald, D., **Decman, J.**, & Peterson, J. (2003, April). *Developing graduate inquiry: Supporting the metamorphosis of professional identity*. [Paper presentation]. Invisible College for Research on Teaching (IC), Chicago, IL.
- Craig, C., Burchell, H., Dyson, J., Clandinin, J., McDonald, D., & **Decman, J.** (2003, April). *Creating reflective spaces: Professional learning in higher education*. [Paper presentation]. Invisible College for Research on Teaching (IC), Chicago, IL.
- Decman, J. M.**, & Decman, R. S. (2002, November). *Embracing the disenfranchised: The importance of including all students in extracurricular activities*. [Paper presentation]. 2002 Education Law Association (ELA) Annual Conference, New Orleans, LA.
- Decman, J. M.** (2002, August). *Beyond the in-box: Integrating decision-making and reflection into web-enhanced teaching and learning in educational administration preparation courses*. [Paper presentation]. National Council of Professors of Educational Administration (NCPEA) Annual Conference, Burlington, VT.
- Decman, J. M.** & Kajs, L. T. (2002, June). *The pedagogical implications of integrating brain research into technology-based lesson plans*. [Paper presentation]. 14th ED-MEDIA World Conference on Educational Multimedia, Hypermedia & Telecommunications / Association for the Advancement of Computing in Education (AACE), Denver, CO.
- Decman, J. M.**, & Kajs, L.T. (2002, March). *Sustainability of a PT3 program: A case study*. [Paper presentation]. Society for the Integration of Technology in Education (SITE) Annual Conference, Nashville, TN.
- Kajs, L.T., McCormick Grimm, L., & **Decman, J. M.** (2002, March). *Computer database model to teach legal issues in principalship program*. [Paper presentation]. Society for the Integration of Technology in Education (SITE) Annual Conference, Nashville, TN.
- Decman, J. M.**, & Bauer, C. (2002, March). *FERPA, IDEA and student discipline: Wise administrative practices to avoid litigation*. [Paper presentation]. Education Law Association (ELA) Winter Conference, Lake Tahoe, NV.

Kowalski, T.J., & Decman, J. M. (2001, April). *Effects of state deregulation on the quantity and adequacy of school facilities*. [Paper presentation]. American Educational Research Association Conference, Seattle, Washington.

Regional and State

Badgett, K., & Decman, J. (2021, November). *Leadership in chaos and the demand for resiliency*. [Paper presentation]. Mid-South Educational Research Association Annual Meeting, New Orleans, LA.

Kowalski, T.J., & Decman, J. M. (2000, October). *Effects of state deregulation on the quantity and adequacy of school facilities*. [Paper presentation]. Midwest Educational Research Association Conference, Chicago, Illinois.

Grants and External Funding

Year	Title	Role	PI(s)	Outcome
2020	Collaborative Academy of Effective School Leadership (CAESL) <i>Source:</i> Institute of Education Sciences (IES)	PI	Decman, J. M.	\$3.5 million unfunded
2019	Faculty Research Support in Educational Leadership	Collaborator	Cothorn, T.	Funded
2017	Developing Excellence in Educational Leadership <i>Source:</i> US Department of Education, Office of Innovation and Improvement SEEDS (Supporting Effective Educator Development) Programs	Co-Investigator	Pedro, J.	\$8.5 million unfunded
2009	Collaborative School Librarian Training (CSLT) II Grant <i>Source:</i> US Department of Education	Curriculum Specialist	Claes, J.	\$900,000 funded

COURSES TAUGHT

University of Houston – Clear Lake (2001- present)

- EDLS 8030 - Organizational Leadership, *F2F*
- EDLS 8330 - Human Resources Management, *Hybrid*
- EDUC 6033 – Research Design and Analysis, *Online*
- ADSU 6030 - Introduction to Educational Leadership, *F2F, Hybrid, and Online*
- ADSU 6132 – Curriculum, *Hybrid and Online*

- ADSU 6233 – Principalship, *F2F, Hybrid, and Online*
- ADSU 6235 - Administration of Special Programs, *F2F, Hybrid, and Online*
- ADSU 6237 - Student Legal Matters, *Hybrid, and Online*
- ADSU 6333 - Instructional Leadership, *Online*
- ADSU 6432 - Management Theory, *Online*
- ADSU 6436 - School Resource Management, *F2F, Hybrid, and Online*
- ADSU 6437 - School Law, *F2F, Hybrid, and Online*
- ADSU 6533 - Appraisal of Teaching, *F2F, Hybrid, and Online*
- ADSU 6638 - School-Community Relations, *Online*
- ADSU 6735 - Leadership Research Seminar, *Online*
- ADSU 6739 - Graduate Practicum, *F2F, Hybrid, and Online*
- EDLS 8939, EDLS 8969, EDLS 8999 – Dissertation Supervision

Lamar University (2022-2023)

- EDUD 6317 – Academic Research Writing II, *Online*
- EDUD 6330 – Fundamentals of Program Evaluation, *Online*

DOCTORAL COMMITTEE SERVICE

- Susan Scurry, University of Houston – Clear Lake (Chair), Completed 2010
- E. DeeAnn Powell, University of Houston – Clear Lake (Co-Chair), Completed 2011
- Barbara S. Derrick, University of Houston – Clear Lake (Chair), Completed 2011
- Angelina Estes, University of Houston – Clear Lake (Chair), Completed 2011
- Angela M. Randall, University of Houston – Clear Lake (Chair), Completed 2011
- Kevin W. Badgett, University of Houston – Clear Lake (Chair), Completed 2011
- Troy McCarley, University of Houston – Clear Lake (Chair), Completed 2012
- Saneer Bell, University of Houston – Clear Lake (Chair), Completed 2015
- Thomas G. Dorsch, University of Houston – Clear Lake (Chair), Completed 2020
- Marlo Molinaro, University of Houston – Clear Lake (Chair), Completed 2020
- Matthew Bolinger, University of Houston – Clear Lake (Committee Member), Completed 2022
- Melissa Chalupsky, University of Houston – Clear Lake (Chair), Completed 2022
- Peter Pape, University of Houston – Clear Lake (Chair), Completed 2023
- Matt Burke, University of Houston – Clear Lake (Committee Member), Completed 2024
- Dolores Perez, University of Houston – Clear Lake (Committee Member)
- Sue Kucokosman, University of Houston – Clear Lake (Committee Member), Completed 2025
- Garnet Foster, University of Houston – Clear Lake (Committee Member), Completed 2024
- Philip Parmar, University of Houston – Clear Lake (Chair)

PROFESSIONAL SERVICE

National/International

International Council of Professors of Educational Leadership

- Elected to Executive Board (July 2024)

- State Affiliate Committee Chair (2024-present)
- Onsite Planning Committee – Member (2019-2020) (2021-2022) (2022-2024)
- Morphet Dissertation Award Committee – Member (2025)
- Chair: Technology and Innovation Division (2025)
- Member: PK – 12 Leadership Division (2025)
- Member: Creighton Publication Innovation Award Committee (2025)
- Mentoring Mosaic Committee

Program Reviewer for *Education Leadership Constituent Council (ELCC)* Special Program Area (SPA) to National Council for Accreditation of Teacher Education (NCATE) (2009, 2010)

AASA Journal of Scholarship and Practice - Reviewer

Educational Management, Administration, and Leadership - Reviewer

NCPEA Connexions (2008-2016) - Reviewer

NASSP Bulletin - Reviewer

School Leadership Review - Reviewer

Administrative Issues Journal - Reviewer

American Educational Research Association

- Reviewer Division A Conference Proposals
- Reviewer Special Interest Group: Leadership for School Improvement (2013)
- Reviewer Special Interest Group: Learning and Teaching in Educational Leadership (2013)

State

- *Executive Director of the Texas Council of Professors of Educational Administration* (April 2020-present)
- Member: **Texas Association of School Administrators Higher Education Committee** (2023-2024)
- Invited Speaker: **Texas Community College Teacher Association: Leading from the Middle 2025** (2025)
- External Reviewer: University of Texas at Tyler (2025)
- External Reviewer: Texas Tech University (2024)
- External Reviewer: Sam Houston State University (2023)
- External Reviewer: University of Texas – Rio Grande Valley (2023)
- External Program Reviewer for Educational Leadership Program at Texas A&M – Commerce (2022)
- Elected to *Executive Board of the Texas Council of Professors of Educational Administration* (2019)
- Invited to participate as session presenter in **Texas Education Agency** Webinar regarding programming changes related to moving to the 268 Principal as Instructional Leader Examination (2019)
- Higher education representative on **Standard-Setting Committee for the Texas PASL 368 Examination** (2018)
- Higher education representative on **Standard-Setting Committee for the Texas 268 Principal as Instructional Leader Examination** (2019)
- Invited Speaker: **Harris County Department of Education: Passing the Principal TExES Examination** (2010)

- Selected as Campus Administrator Mentor by **School Improvement Resources Center** (2009, 2010)
- Member of the Outstanding Dissertation Committee – **Education Law Association**, 2006-2007.
- Member of Research Funds Committee of the **National Council of Professors of Educational Administration**, 2001 – 2004
- Member of Membership Development Committee of the **Education Law Association**, 2001 – 2004

University Service (Committees)

- Graduate Council – Member (2021 – 2023)
- Council of Professors – Member (2021 – present)
- Fall 2020 Instructional Planning Taskforce – Member (2020)
- Search Committee: College of Education Dean – Member (2020)
- Course Design Faculty Associate (2020)
- Space Allocation and Utilization Subcommittee – Member (2009 - 2011, 2017 - 2020)
- Graduation Marshal (2019)
- University Strategic Planning Session (2019)
- Bookstore Committee – Member (2009 - 2010)
- Academic Honesty Committee – Member (2009 - 2011)

College Service (Committees)

- College Artifact Verification Committee (CAVC) – Member (2022-present)
- Program Coordinator of Administration and Supervision Program – (2006 - 2011, 2017 - 2022)
- ADSU Program Advisory Committee – Chair (2009 – 2011, 2018 – 2020)
- Teacher Center Executive Board Meeting – ADSU Representative (2020)
- Tier 2 Strategic Planning Committee – Member (2020)
- TEA Field Supervisor Training – Trainer (2020)
- Academic Review Committee – Member (2014, 2020-2022. Sub. in 2016, 2017, 2018, 2019) Chair (2012, 2013)
- Doctoral Program Committee (later renamed DLPA) – Member (2009 - 2020)
- ADSU Program Advisory Committee – Member (2012 - 2017)
- Promotion and Tenure Committee – Member (2018, 2019, 2022), Chair (2022, 2023)
- Promotion and Tenure (Third-year Review) Committee – Member (2018, 2019, 2024) Chair (2018 - 2019)
- CAEP Accreditation Council – Member (2018 - 2019)
- CAEP Committee for Standard 4 – Chair (2018-2019)
- CAEP Advanced Standards Committee – Chair (2019)
- Writer for Special Programs Area (SPA) Report to ELCC/CAEP (2018-2019)
- Doctoral Program Admissions Committee – Member (2018-2019)
- Educational Leadership Search Committee: Assistant – Chair (2019-2020)
- EDLS Executive Committee (2009 – 2019)
- Supervisor Coaching Training Facilitator (2017, 2023)
- Educational Leadership Search Committee: Assistant – Member (2015, 2016, 2017)
- Doctoral Examination Committee – Member (2013, 2016)

- English Language Proficiency Standards Committee – Member (2009, 2010)
- Unit Review Committee – Member (2009, 2010, 2011)
- Educational Leadership Search Committee: Associate/Full – Member (2009, 2010)
- Educational Leadership Search Committee: Assistant/Associate – Chair (2009, 2010, 2019) (Member 2021-2022)
- Educational Leadership Search Committee: Lecturer – Chair (2009, 2010)
- Comprehensive Examination Subcommittee to the Doctoral Program Committee – Chair (2009, 2010)
- Faculty Development Committee – Member (2009, 2010)

CERTIFICATIONS AND ACTIVITIES

- Superintendent Certification in the State of Texas
- Superintendent Certification in the State of Indiana
- Certified *Field Supervisor Coaching Trainer*, Texas Education Agency, 2016
- Certified *Advancing Educational Leadership* Instructor for State of Texas, 2015
- Certified Instructor of *Texas Teacher Evaluation and Support System*, 2016
- Certified Instructor of *Instructional Leadership Development* for State of Texas, 2002
- Certified to present “From ILT to ILD: Moving Texas Forward” PDAS appraiser recertification training in the State of Texas, 2002
- Certified Professional Development and Appraisal System Appraiser
- Certified to participate on Campus Intervention Teams for Academically Unacceptable Schools in Texas
- Certified as Continuing Professional Education (CPE) Provider in Texas
- Educational Facilitator for Indiana Department of Education, 1991 – 1994
- Chaired North Central Association Accreditation Visiting Team, 2001
- Member of North Central Association Accreditation Visiting Team, 1999 and 2000

HONORS

- Awarded *James A. Vornberg TCPEA Living Legend Award* – 2024
- Awarded *2019 Educator of the Year* Award by the Texas Council of Professors of Educational Administration
- Nominated for *Minnie Piper Excellence in Teaching Award* at the University of Houston – Clear Lake
- Awarded *Distinguished Hoosier Award* by Indiana Governor Evan Bayh, 1993

PROFESSIONAL AFFILIATIONS

- International Council of Professors of Educational Leadership
- Texas Council of Professors of Educational Administration

- University Council for Educational Administration
- American Educational Research Association
 - Division A: Teaching in Educational Administration Special Interest Group
 - School Evaluation and Program Development Special Interest Group
 - Educational Policy and Politics Special Interest Group
- Association for Supervision and Curriculum Development
- Texas Association of School Administrators