

Commencement

March 4, 2023

4:00 p.m.

SCHOOL OF BUSINESS, TECHNOLOGY, AND HEALTH CARE ADMINISTRATION



Welcome!

It's my distinct pleasure to welcome you to Capella University's Charlotte commencement ceremony. All of us at Capella – our board of trustees, faculty, and staff – are honored to celebrate with you and recognize the significant accomplishments of all our graduates.

Your academic achievements, determination, and perseverance have brought you to this point. The diplomas and certificates earned recognize new achievement as well as new responsibilities – to your community, profession, family, and to yourself. You have the knowledge, skills, and professional countenance to make your part of the world a better place and to serve as a role model for those aspiring to attain what you have.

As a participant in commencement, you join more than 112,000 Capella graduates who have gone before you. Many more will follow. Your success is a beacon to us all, and this commencement underscores the dedication and drive you showed throughout your studies. We stand together, better prepared, more focused, more deeply committed to making a difference in the future we share as a community.

As you move forward with your life and career, the support of Capella University remains with you. I encourage you to stay close to Capella through our Alumni Association and let us know about your achievements.

To the loved ones of our graduates: You deserve special recognition. We appreciate the unique challenges that our learners face as well as the sacrifices required of those around them. Your support and encouragement helped make their success possible. On behalf of Capella's learners, faculty, and staff, I extend our sincere gratitude and admiration.

Graduates, I encourage you to savor this moment – it is one you will long remember and cherish. Take pride in your accomplishments. We are honored to celebrate with you.

Sincerely,

Richard Senese, PhD, LP President, Capella University

Capella University Leadership

Richard Senese, PhD, LP President

Constance St. Germain, EdD, JD Senior Vice President Academic Affairs & Provost

Ying Iverson, PhD Associate Provost, Vice President, Academic and Faculty Affairs

Charlyn Hilliman, PhD Chief Diversity Officer &Vice President, Academic Enrichment and Learner Support

Barbara Butts Williams, PhD Executive Dean Social Responsibility and Community Engagement

Heather Welzant, PhD Dean School of Public Service and Education

Melissa McIntyre-Brandly, PhD Associate Dean School of Public Service and Education

Josh Stanley, EdD, NCC, ACS Dean School of Social and Behavioral Sciences

Jody Neuman-Aamlie, PhD, LP Assistant Dean School of Social and Behavioral Sciences

Irene Nicolet, PhD, NCSP, LSSP

Assistant Dean School of Social and Behavioral Sciences

Jennifer Straub, PhD

Dean School of Business, Technology, and Health Care Administration

Cheryl Boncuore, PhD

Associate Dean School of Business, Technology, and Health Care Administration

Lisa Kreeger, PhD, RN Dean School of Nursing and Health Sciences

Constance Hall, EdD, RN Associate Dean School of Nursing and Health Sciences

Curtis Brant, PhD, CIP Dean Office of Research and Scholarship

Jessica Hunter, BS Director, Career, Alumni, and Event Services

Tom Sonnek, MFA Director Continuous Quality Improvement

Michael Webb, PhD Director of Innovation

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Debora Adler, EdD Darlene Barnard, DHA Stephanie Brooke, PhD, NCC Angela Charles, PhD Charlene Dunfee, PhD Christopher Fichera, DBA Liz Hatchuel, PhD Carol Messmore, PhD Chelsea Overholt, PhD Matt Pace, PhD Samuel Palmieri, PhD Philip Randall, EdD Rosanne Roberts, PhD AnnaLynn Schooley, PhD Jason Sheedy, PhD Vincent Tran, MS Bradly Roh, PhD, DBA William Utesch, PhD Kathryn Van Asselt, PhD Pamelyn Witteman, PhD

Connect. Celebrate. Share.

Share your photos, thank-yous and inspiration with the hashtag **#CapellaGrad**



Share your ceremony with family, friends and others who are unable to attend.

Live webcast: capellavirtualcommencement.com

Commencement information: www.capella.edu/commencement

Photography: The official commencement photographer for Capella University is GradImages. There will be a photographer taking photos as each graduate crosses the stage.

Preregister with GradImages by visiting www.gradimages.com and selecting Pre-Event Registration at the bottom of the page. You may register your email and up to six emails of loved ones who would like to share in your accomplishments by viewing and ordering photos. When you preregister, you will automatically receive a coupon code for 20% off. Your proofs will be available after the ceremony. To view your proofs online, visit www.gradimages.com. Order pictures online, by phone or by mail. If you have any questions, contact customer service at 800.261.2576, or by email at giservice@gradimages.net.

Commencement Speaker | Martina Edwards, MBA

Martina Edwards is the chief of strategic partnerships at Access to Capital for Entrepreneurs (ACE). She majored in finance at Tuskegee University, a historically Black university.

In 2004, after three years and two promotions, Edwards became a member of the New York Stock Exchange (NYSE) on behalf of Merrill Lynch, making her the first Black woman equity trader for the NYSE in its 200-plus-year history.

Edwards' 20-year career journey has spanned multiple industries, from public to private equity, nonprofit leadership and venture capital. Through her work as a C-suite executive at ACE, she raised over \$25 million in grant funds in just under three years to support traditionally underserved small business owners and entrepreneurs.

Edwards has penned articles such as "The Fragility of Small Business" and has been featured on CNN Money, CNBC Make it Real, PrivCap, WABE Radio, The Atlanta Small Business Network and in the Atlanta Business Chronicle.

Grand Marshal | Cheryl Boncuore, PhD

Dr. Cheryl Boncuore serves as Associate Dean of the School of Business, Technology, and Healthcare Administration at Capella University. She focuses on curricular alignment with innovative strategies and current-world connections, so learners gain the skills to become great leaders and have a positive and lasting impact on the world around them. A veteran innovator in higher education, she is an expert in technology implementation, assessment, and curriculum design. She has held many leadership roles in her tenure and enjoys building high-performing teams. Dr. Boncuore has earned the degrees of Doctor of Philosophy in Education, Professional Studies specializing in academic technology; an MA in Training and Development specializing in adult learning; and a B.S. in Communication.

Reader | Paul Tonden, MBA

As Senior Talent Development Consultant at Strategic Education, Inc., Mr. Tonden is responsible for architecting solutions for and monitoring the impact of employee experience, continuous learning, and career development initiatives across the enterprise with a focus on leadership development, DEIB, and whole-person wellness. He holds a BA from Rowan University and an Executive MBA from the Jack Welch Management Institute at Strayer University.

COMMENCEMENT CEREMO	NY 4:00 p.m.
Bagpipes	Peter Case and Melanye Brennan
Processional	Pomp and Circumstance (Rec) Edward Elgar, Orchestral Academy of Los Angeles
Color Guard	Charlotte Fire Department Honor Guard
The National Anthem	Lisa Pallen
Welcome	Richard Senese, PhD, LP President, Capella University
Commencement Address	Martina Edwards, MBA
Presentation of Candidates fo	Degrees School of Business, Technology, and Health Care Administration
Conferral of Degrees	Richard Senese, PhD, LP President, Capella University
Recessional Please rer	nain in your seats as the graduates exit the auditorium.

Grand Marshal - Cheryl Boncuore, PhD

Reader - Paul Tonden, MBA

Guest safety and conduct

We're glad you're here to support your Capella University graduate. Enjoy the celebration today, but please don't let your enthusiasm impede on others enjoyment. You can help us make today a safe and joyful occasion by reporting inappropriate behavior to an usher or security. Please comply with requests from venue staff and security regarding facility operations and emergency response procedures. Thank you for respectfully celebrating all of our newest Capella graduates.

School of **Business, Technology, and Health Care Administration**

UNDERGRADUATE CERTIFICATE IN BUSINESS

Cody Harrington

BACHELOR OF SCIENCE IN BUSINESS

Samantha Aaron Dahir Adam * Emily Adams * Brian W Ahlborn * Sherry Alexander * Grant Allen * Rhonda Allen Stormy Lee Allen * Paola Anaya * Morgan Anderson * Taneka Anderson * Erasmus D Appleton Lashawndra Arceo * Adrianna Areas * Angie Armenta * Carly Armstrong * Alan Aufderhar * Rhonda N Augustine Britton Jerome Autry * Crystal Dawn Avey Suryanarayana Avula * Cynthia Baddeley * Michelle Barbosa * Amenoel Barfield * Kefira Bar-Golani * Shanelle Barnes Jenny Barnett * Fathima Shihana Basheer * Allison Bauer Alexandria Renee Bays * Sarah Elizabeth Beach * Aaron Beck * Lauren Elizabeth Becker Cassidv Bell Kerry-Ann Bennett Dawn E. Bentley-Bremer * Michaelle Antoinette Bernards *

Damon Billington * Carrie L Binger * Donna Blackburn * Robyn Corrine Blake Jonathan BonDurant * Tawana Boneparte * Brian Bonstell * Angela Sue Borjon * Ronald K Bossolono * David Bouchard * Danielle Elizabeth Bower * Alfreda U. Bowman Keyontha Bowman Omobola Boyede * Frank Bozynski * Haley Braun * Teri Brazil Darion Andre Breland * Aia Brewster Lisa Broesch-Weeks * Hannah Brosted * JaNiece Brown Letitia Brown * Lisa Brown * Marvelle Brown Rachel A Brown * Patrick Bruce * Emily Jessen Bruegger * Kimberly Dawn Bryan * Laura Bueno Maria Burgos * Anna Burrows Jordan Earl Butler * Yesenia Cabrera * Evelin Calles * Karilee Capaldo * Leslie M Cardenas

Amanda Lee Carkin * Amanda Cashwell * Brandy Cason * Diana Castellon Kierra Siobhan Cavazos * Christine Ceravolo Arti Chand * Nikia Charles * Joshua Chavez * Thanh Christianson Amanda Clements Jessica Cloud Christopher Coleman * Jennifer Coley * **Opal Leona Collins** Wealtherly Collins Sarah Sixl Conlow * Brittanie Cooley * Eileen Jacquez Cooper Laketta Shanese Cooper Marshall Coronado Etienne * Gary Cottingham Travis Crane * Barbara Culbert Jennifer Cusumano * Ella Dagbovie * Matthew Daly * Bethany Daniels * Chiquita Juanita Daniels * Jared Darr **Gregory Daugherty** Christopher Paul Dauzat * Richard W Davis * Tracy Nicole De Bruin Melanie R. Dennis Amanda DeRosa * Meagan Devaney * Carey Devereaux * Charen Dews-Smith * Jessica Diaz * Deborah DiDia * Dominique Dillon * Lisa Louise Abate DiMonte Marian R Dixon-Miles * Lena Dorsey Sara Elizabeth Drye *

Phonecia Durant Jazmine Durrette * Paule Duverger Michelle Dyer Dee Anne Eager * Kaitie R Edel * Jessica Edmundson * Bobby Edward * Kaiso Egal * Veronica Elisio * Zaid Elkhateeb * Sharon Ann Ellington * Erica Engstenberg * Ana Erie * John Erskine Nancy Espiricueta * Mikayla Evenstad Kimaya Faison * Ian Faria Carly Farron Robert Edward Fears * Angel Fields Mitchell * Victoria Fife * Stacie Fink Brad Fiorenza * Kayla Fischer * Ralph Fisher * Jill Fleming * Danny Flores Jeffrey A. Foshee * Raguel Fowell * Joshua Franey Sharon Elizabeth Frazier * Kate Fuhrman * Leticia Raini Fusilier * Shana Gago * Jessica Galvan * Isaias Garcia Romero * Elizabeth A Garner * Tiffany Gentry * Keeva George * Melissa Gilbert * Janice Godin * Ashlev D Gold Jennifer Gooch * Scott Gossett *

10 COMMENCEMENT 2023 CHARLOTTE

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Jodi Ann Ryan * Adria Rybarski Chantel Sabatel Daniel Joseph Saia * Paul Sainato * Wendy Salazar * Anisa Marie Saleh * Ariel Samuel * Courtney Sanders * Misty Rose Sanders * Allison Marie Schulz * Eric Scott * Shannon Scott * Yarsin Jerome Scott * Jennifer Sue Scribner Elizabeth Ser Carolyn Setterholm * Mireille Severe * Dylan Shaffer * Karen Sheairs Chevenne Shern Stephanie Sherrow * Joshua Shimer * Randy Shutt * Angela Simmons * Carol Simmons * Avinash Singh * Amber Lynn Smith * Aneiko Smith Autumn Marie Smith * Carmen A. Smith * Charles Edward Smith, Jr. * Mary Smith * Percy Smith III * Tricia Smithson * Sarah Solomon * Travis Stargardt * Kimberly Anne Stark * David Storione Catherine Story * Layton Stover * Erica Renee Stuckey-Lancaster Charmaine Suchit Margaret Mary Sylvester * Richard Tang * Elizabeth Bamidele Taylor * Catherine A Teel *

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MASTER OF SCIENCE IN HUMAN RESOURCE MANAGEMENT

Melva Lancia Anderson * Jodi Baker * Patricia Dav Beamer Justice Shania Brabson * Sherry Burney Kerrie Alisha Bush Michelle Cadet * Kristen Cavalieri * Yaritza Cedano Bobby Cole Aaron Matthew Criss * Quantavius Lamaar Crowley Maxa Decossard Yanira Diaz * Pamela Dora-Thomas * Suzarah Kenishah Dorleus Paula Chantal Duverge * Arlene Enriquez Stephanie Escobedo Nancy Espiricueta * Eloisa Estrada Darkecha Exum Joseph John Mopeh Forster Kathryn Frederick * Michelle Fruth * Julia Gannotti * Brittany George * Jacqueline Kim Goins * Pamela Gordon Megan Elizabeth Graser * Melissa N Guillen * Pamela N. Hargrave Elizabeth Marie Hawes * Stacy Heltemes Jamie L Hill Sonjia T. Hill * Lori Holub * Kendall Lamar Iverson * Tacea L Iverson * Teal Johnson * Kimberly Jones * Jason Kallas Andy Kaul Phoebe Martha Kelleher * Questel King Faithful Estorco Kohler *

Alana Lafave-Bissonnette * Tiphani Brenda Lee * Michele Lewis Tammy Lynch * Lashell Martin Stephanie Mason * Kevin McGarry * Dannay McMillian * Tracy McPherson Tanya Miles Brvtnev Miller * Rae Moen Marie Carmel Mogent * Larrisa Morris Clarissa Morrison-Heffern * Teresa Myers * Lakesha Noel Sara Palmer * Lori Patten * Jenna Pawlak * Megan Ashley Payton * Gerraina Nicole Phipps * Melanie Christine Pinkston Lauren D Placek Brenda Plong * Mirna C Ramos Toni Renee Redman Terry Wayne Richardson Remedios Rico * Kimberley S. Robinson * Melissa Christine Schroeder * Matthew Schwarz Courtney Lynn Schweigert * Consuelo Loraine Scott Tameka Sells * Amanda J. Shell * Tasha Shakia Sledge Carie Smith * Danise Nicole Smith Melody Lechelle Speed Kelly Strange * Alyson Suzuki * Kenneth L Taylor * Jorie Thomas * Shamel Wheeler * LaRon Wilson-Angel *

DOCTOR OF BUSINESS ADMINISTRATION

Joanna Baldridge

Human Resource Managers' Opinions During COVID-19 on Presenteeism Mentor: Jason Sheedy

Ana Francesca Bisciello

Marketing Innovation Challenges in Home Furnishing Retail During Periods of Disruption Mentor: Samuel Ude

Veronica Bybee

Leadership During Crises: Strategies to Aid Leaders in the Hotel Industry During Times of Crises Mentor: Adam Hickman

Katia C Chaban

Breaking Barriers for Returned Consumer Goods Going Circular Mentor: Janice Tucker

Michael Cross

A Standardized Approach: Assessing the Benefits of Consolidated and Centralized Pre Visit Healthcare Access Mentor: Susan Saurage-Altenloh

Scherill Crowley

Exploring Perceptions of HR Managers on the Federal Employee Viewpoint Survey's Utility Towards Employee Engagement Mentor: Kevin Danley

Emilyn Dale

E-Leadership Approaches to Mitigate Workplace Isolation in Distributed Software Development Mentor: Susan Saurage-Altenloh

Stella Damoah

International Financial Reporting Standards (IFRS) Adoption and Earnings Quality in Canada Mentor: Pamelyn Witteman

Nadine Daoud

Strategies Managers Use to Increase Recruiting, Retention, and Productivity of Multicultural Teams Mentor: Freda Turner

Shikha Desai

Teleworking Impact on Research and Development Employees Mentor: Kevin Danley

Tiffany Flinn

Improper Asset Valuation Detection Mentor: Pamelyn Witteman

Rachel Gramann *

Managing the Remote Work Divide in the Information Technology Industry

Steven JaMichael Grant

Digital Transformation Capabilities in a Competitive Accounting Environment Mentor: Kevin Danley

Vinita Elaine Hambrick-Brown

HR Practices to Reduce Turnover in the Retail Fashion Industry Mentor: Angela Charles

Tyler J. Hawkins

Corporate Boardroom Gender and Board Diversity Performance Mentor: Pamelyn Witteman

Melissa Rei Hinnenkamp

The Effects of Using Lean Principles and Tools in Achieving Lean Warehousing in a Manufacturing Facility Mentor: Melvia Scott

Peggy Hough

Top Management Teams Diversity and Inclusivity Role in Innovation Outcomes Mentor: Angela Charles

Cristina L. Jones

Utilization of Quality Improvement Strategies for Maximizing Value-Based Reimbursement in Urban Community Hospitals Mentor: Jason Sheedy

Jehoshaphat Jones

Forward-Looking Strategies in the Video Streaming Industry to Reduce Buyer Power Mentor: Brenda Jack

Alexis Monet Keyes

Human Resources Cruise to Cultural Alignment Through Acquisition Due Diligence Mentor: Melvia Scott

Kim J Krumsiek

Retention of Tacit Knowledge From Baby Boomers Prior to Leaving the Workforce Mentor: Freda Turner

Emma Lauren Lineberger *

A Lack of Millennial Employee Retention Transforming the Workforce

Krystyna Marie Lockley

The Influence of Millennials' Attitudes Toward Purchase Intentions on Social Media Mentor: Pamelyn Witteman

Christopher Choate Long

Independent Restaurant Strategies Used to Sustain Operations During the COVID-19 Pandemic Mentor: Rebecca Siceloff

Daniel Washington Lucas

Mitigating the Impact of Intergenerational Conflict in the Retail Trade Industry Mentor: Jason Sheedy

Judith A. MacCallum

Authentic Leadership Style and Organizational Citizenship Behavior During Continuous Change Mentor: Pamelyn Witteman

Leticia Mata Trujillo

Exploring Strategies to Improve Employee Engagement Mentor: Jason Stroman

Paul Matshona

Effective Internal Controls That U.S. Banks May Implement to Detect and Minimize Employee Fraud Mentor: Jason Stroman

Russell Mattox *

Management-Driven Change in the United States Entertainment Industry

Janelle McIntosh-Evans

Empowering Leaders With Diversity, Equity & Inclusion Strategies to Improve Employee Workplace Engagement in Customer-Centric Organizations Mentor: Susan Saurage-Altenloh

Amber McKnight

Small Business Leadership Strategies for Sustainability Development Mentor: Freda Turner

Dayton Mims *

Intelligence and Knowledge-Driven Strategic Agility

Cory Bennet Mitchnick *

Integrating Effective Strategies to Incorporate AI Technology in U.S. Warehouse Distribution

Erica J. Murray

Emotional Intelligence Training Strategies on Virtual Team Communication Mentor: Pamelyn Witteman

Vernon L. Myers

Idea Generation at the Front End of Innovation: Perspectives on the Strategies Used by Executive Leaders of Small and Medium Technology Service Enterprises Mentor: Pamelyn Witteman

Denyse L Nobles

Strategies to Reduce Employee Turnover Mentor: Natalie Casale

Sunday Omodan

Strategic Responses of Project Managers to Communication Problems in Commercial Construction Mentor: Angela Charles

Gloria Perine

Leadership Approaches to Employee Retention Within an Inclusive Working Environment Mentor: Steven Munkeby

Jeffery Lynn Richardson

Relationship Between Emotional Intelligence and Managed Care Sales Agent Performance Mentor: Pamelyn Witteman

Crystalynn Rodriguez

Leadership Accountability for Employee Engagement: A Qualitative Descriptive Study of Managers' Use of Employee Engagement Data Mentor: Adam Hickman

Christine Marie Sanon

Non-Profit Organization Executive Leaders' Perspective on Succession Planning Mentor: Pamelyn Witteman

SuziAnna Scheidegger

Virtual Team Member Perceptions of Leader Communication on Team Cohesion Mentor: Pamelyn Witteman

Traci Lee Simonton

Family-Owned Microbusinesses: The Importance of Succession Planning to Ensure Prosperity Mentor: Angela Charles

Jeffrey Jerome Smith

Human Resource Management Responses to COVID-19 Pandemic: Facilitating Transition to Remote Work Mentor: Natalie Casale

Shameka Waiters

Leadership Strategies Used to Engage Employees in the Private Sector Mentor: Freda Turner

Richard E. Ward

Leaders Micromanaging in Organizations Mentor: Kevin Sorbello

Mary Beth Watts *

Leading Through Disruption in the Banking Industry

Katherine Weber *

Soft Skills Development for Leaders Supporting the Health Care Supply Industry in the United States

DOCTOR OF PHILOSOPHY IN BUSINESS MANAGEMENT

Munkaila Abdulai

The Moderating Role of Absorption Capacity on the Relationship Between Employee Learning Orientation and Open Innovation Performance Among SMEs in Ghana: A Correlational Study Mentor: Dawn Valentine

Dwight M. Bailey, Jr.

The Relationship Between Change Leadership, Prosocial Motivation, and Employee Commitment in Small to Medium-Sized Enterprises (SMEs) in the United States Mentor: Steven Munkeby

Melanie Jean Blunn

Strategic Risk Management and Game Developers' Ethical Practices in Design Mentor: Jason Stroman

Charmaine Connell

A Generic Inquiry: The Influence of Mindfulness Behaviors on Organizational Change Mentor: Johnny Morris

Dorothy Lee Derico

Human Resource Department Professionals' Experiences and Perspectives Regarding Their Organization's Corporate University Mentor: Marc Muchnick

Susan Ehlert

Impact of Virtuality on Trust, Reciprocal Relations, and Knowledge-Sharing Behaviors Mentor: Annette Craven

Damian Ike Ekezie

An Examination of Institutional Investor Participation and Broad Set of Financial Market Phenomena or Corporate Events Mentor: Michael Brizek

Monique Sheree Ekundayo

The Influence of Knowledge Management on Organizational Innovation Mediated by Organizational Learning, a Quantitative Study Mentor: Pamelyn Witteman

Matthew F Fowler

Career Experiences of Forensic Accountants and Their Obtainment of Proficiency in Information Technology: Qualitative Exploratory Inquiry Mentor: Angela Charles

Cynthia Ann Huertas

The Relationship Between Project Managers' Emotional Intelligence and Organizational Communication Related to Project Success in Fortune 500 Companies Mentor: John Elmer

Neil Ifill

A Phenomenological Study of Human Resources Leaders Participating in Professional Development Activities Mentor: David Stein

Notoya James

Corporate Social Responsibility and Employee Engagement: A Quantitative Study Mentor: Daniel Mays

Kerri Lin Jones

The Influence of Transformational Leadership Style of Real Estate Managing Brokers, Perceptions of Group Dynamics, and the Influence of These Perceptions on Job Satisfaction

Mentor: Richmond Adebiaye

DOCTOR OF PHILOSOPHY IN BUSINESS MANAGEMENT continued

Tredith Hortensia Knowlin

How Military Leaders Who Transition to Civilian Sector Roles Experience the Integration Process Mentor: Marc Muchnick

Saththiyabama Kumaravel

The Adoption of IFRS and Its Impact on the Value Relevance of Canadian Public Companies Mentor: Marc Muchnick

Heidi Joy Lalowski

Healthcare Leadership Decision-Making, an Explanatory Study of Advanced Imaging Ordering Volume and Cost Mentor: Woody Wu

Rodney E. Leonard

The Moderating Effect of Job Satisfaction on Work-Life Balance and Job Performance Mentor: Woody Wu

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A Critical Examination Into the Impact Succession Planning Has on Emerging Leaders View of Their Preparedness to Lead Mentor: Susan Saurage-Altenloh

Bryan Lewis Malone

The Relationship Between Transformational Leadership Dimensions and Organizational Learning Within U.S.-Based Organizations Mentor: Marc Muchnick

Preethy Manohar

Impact of Adopting Big Data Analytics on Strategic Decisions: A Delphi Study Using the Technology-Organization-Environment (TOE) Framework Mentor: Phillip Randall

Thomas Robert Marben

Transformational Leadership, Capital Budgeting, and Investment Decisions: A Qualitative Study Mentor: Michael Williams

Nneka France Onyeka

Exploring Female Perspectives of Work-Life Balance and the Role of Organizational Culture Mentor: Dawn Valentine

Jennifer Lynn Palmore

Disruptive Innovation and Small Business: A Qualitative Inquiry Mentor: Susan Saurage-Altenloh

Denise Patrick

A Qualitative Study of How C-Suite Executives Experience and Describe the Effectiveness of Their Communication With Stakeholders Within the Context of Organizational Change Mentor: Barbara Turner

Jennifer Pattillo

Exploring Workers' Perceptions of Leadership's Role in Engaging Employees in Corporate Social Responsibility Mentor: Susan Turner

Janki Shah

The Influence of Organizational Culture on Organizational Innovation for Employees in Pharmaceutical Organizations Mentor: Crystal Lupo

Marvin Louis Smith, Jr.

Quantitative Study on How Mid-Level Managers Respond to Conflict in a Virtual Workplace Mentor: Annette Craven

DOCTOR OF PHILOSOPHY IN BUSINESS MANAGEMENT continued

Halima Amani Aminata Taylor

Human Resource Professionals' Perceptions of the Influence of Servant Leadership Style on Employee Engagement Mentor: Michael Williams

Charlene Thomas

Strategies to Mitigate Negative Events: A Qualitative Study on Celebrity-Endorsed Marketing Mentor: David Stein

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Corporate Governance and Financial Performance in United States Banks Mentor: Marc Muchnick

Amber Williamson

Correlation of Inventory Turnover Ratio and Operating Profit Margin Among SMEs in the U.S. Retail Industry Mentor: Elizabeth Rescigno

Michael Woodard

The Relationship Between Situational Leadership II Behaviors and New Employee Engagement Mentor: Marc Muchnick

Keisha Benson Woods

What is the Effect of Reverse Mentoring on the Retention of Older Workers in the IT Industry? Mentor: Sherri Braxton

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Hania Abdel-Hadi Breland

GRADUATE CERTIFICATE IN INFORMATION ASSURANCE AND CYBERSECURITY

Kevin Legarreta Gonzalez

GRADUATE CERTIFICATE IN TECHNOLOGY

Christian Mitchael Poirot

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Lacv Kornelis Ryan Lardinois Terry Mahoney Tony Linard McClain George Mformem Pauline Kenyanya Misiak Kristina Nolan Emmanuel Olojakpoke Terry Saunders Bryan Josef Schwarz Marly Surena Llorens William H Suthoff, Jr. Ashley Taggart Krueger Deisy Velasco Kathryn Ann Wales Dawn Wilson Pierre Blaise Xavier

DOCTOR OF INFORMATION TECHNOLOGY

Gary Alvarez

Identifying a Network Security Strategy to Protect a Home System When Using IoT Devices Mentor: Ahmad Mostafa

Stephanie Ann Benoit-Kurtz

Factors Impacting the Adoption of Internet of Things Devices in the Casino Environment in Nevada: A Generic Qualitative Inquiry Mentor: Ahmad Mostafa

DOCTOR OF INFORMATION TECHNOLOGY continued

Danny Bruna

Exploring Implementation of Wargaming Strategies Defense System Administrators Mentor: Ahmad Mostafa

Todd Chamberlain

Need for Quantitative Risk Standards for Analysis of Cybersecurity in DoD Procured Software Mentor: Ahmad Mostafa

Lisa M English Dowdell

Best Practices for Small to Medium-Size Physicians Practices to Migrate On-Premises Patient Legacy Data to the Cloud Mentor: Ahmad Mostafa

Eylia Gaitan

Developing and Sharing Threat Intelligence: Strategies for Small and Medium-Sized Businesses Mentor: Ahmad Mostafa

Cornelius Green

Industry 4.0 Technologies and Biotechnology Biosensors a Game Changer in U.S. Supply Chain Food Safety: An Exploratory Study Mentor: Ahmad Mostafa

David Green

A Qualitative Inquiry of Small Businesses Cybersecurity Governance Strategies Mentor: Ahmad Mostafa

Toni A Holden-McGee

Adaptive Learning Systems Training of Library Technical Instructors: An Exploratory Single Case Study Mentor: Azad Ali

Ken Miguel Hughes, Sr.

Perceptions of How Implementing an SDN Impacts Managing Army Networks Mentor: Ahmad Mostafa

Eustace E King

Bring Your Own Device Security Awareness and Security Behavior: A Quantitative Explanatory Study Mentor: William McKibbin

Heesuk Lee

The Relationship Between the Frequency of Respective Cybersecurity Training Types and Information Security Awareness in the U. S. Technology Industry Mentor: Ahmad Mostafa

Yongbin Lee

Influence of Ethics Training on the Employees' Information Security Compliance Intentions Mentor: Ahmad Mostafa

Nicholas McCants

The Resource Allocation Process and the Effects on Cybersecurity Culture Mentor: Ahmad Mostafa

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Information Technology (IT) Influence in Adopting Telecardiology in a Rural Hospital: A Generic Qualitative Study Mentor: Ahmad Mostafa

Compton Alexander Moore

A Zero Trust Approach to Fundamentally Redesign Network Architecture Within Federal Agencies Mentor: Ahmad Mostafa

DOCTOR OF INFORMATION TECHNOLOGY continued

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Acceptance Factors Influencing the Adoption and Implementation of the Risk Management Framework for Cloud Systems Mentor: Ahmad Mostafa

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Examining the Aspects of Self Paced Cybersecurity Awareness Training: A Generic Qualitative Inquiry Mentor: Ahmad Mostafa

Lewis Pate

Factors Affecting Older Adults' Adoption of Wearable Health-Related Internet of Things Applications Mentor: Ahmad Mostafa

Claudia Rivas

Implementing Cybersecurity Controls in Industrial Control Systems: A Qualitative Analysis Mentor: Ahmad Mostafa

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Exploring Information Technology Professional's Perspectives on Controlling Security Misconfigurations in the United States: A Generic Qualitative Inquiry Mentor: Ahmad Mostafa

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Effectiveness of Information Security Governance in the U.S. Banking Industry: Towards a Resilient Business Perspective Mentor: Ahmad Mostafa

Carlos James Whitfield

The Challenges of Adopting Intrusion Detection Systems in Industrial Control Systems Mentor: Ahmad Mostafa

Brian Williams

Benefits From Electronic Medical Record Systems Adoption and Use in Small Hospitals Mentor: Ahmad Mostafa

DOCTOR OF PHILOSOPHY IN INFORMATION TECHNOLOGY

Adeniyi Fatai Adebayo

Contextualizing Influence of Organizational Governance on Information Security Risk Management Efficacy Mentor: Gayle Grant

Victor Anderson

Top Management and Organizational Support for Information Security as Perceived by U.S. Healthcare Employees: A Quantitative Study Mentor: Michael Brizek

Jibananda Biswas

Factors Influencing the Adoption of Cloud Computing in the Manufacturing and Services Sectors: A Quantitative Study Mentor: Daniel Mays

Augustine Blay

Factors Influencing Employees' Intention to Participate in a Bring Your Own Device Program in the Workplace: A Correlational Study in Ghana Mentor: Jelena Vucetic

DOCTOR OF PHILOSOPHY IN INFORMATION TECHNOLOGY continued

Jonathan Ervin Creekmore

A Predictive Study on Acceptance of Honeypots in U.S. Cybersecurity Professionals Mentor: William McKibbin

Martin DePoint

A Generic Qualitative Inquiry for Forensic Analysis of Risk Scoring of IoT Devices Mentor: Michael Hilley

Moice Eku Dixon

The Relationships Between Neutralization Techniques and Intent in Committing Non-Malicious Security Violations: A Correlational Study Mentor: Crystal Lupo

William Dunbar

Understanding the Perceived Impact of Proprietary DevOps Platforms on IT Strategy Development Mentor: Annette Craven

Nelson Esteves

Influence of Phishing Awareness on Remote Employee's Security Protection Behavior Mentor: Steven Munkeby

Torrez Ludwig Grace

The Effects of Age on Users' Attitudes Toward Security and Privacy in a Social Media Environment: A Quantitative Study Mentor: Michael Hilley

Pete Gyening

Cybersecurity Professionals' Behavioral Predispositions Affecting Cybersecurity Compliance Intentions: A Quantitative Study Mentor: Steven Munkeby

Doreen C. Hamilton

A Quantitative Study on User Acceptance for Biometric Privacy, Security, and Challenges in Data Collection and Storage Mentor: William McKibbin

Honore Elameji Nzambu

The Relationship Between Current Project Portfolio Management Best Practices, Portfolio Risk Management, and Portfolio Efficiency Mentor: Steven Munkeby

Shauna V. Powell

A Qualitative Study of Graduates' Experiences Applying Agile Education in the IT Workforce Mentor: Johnny Morris

Antonio Simpson

The Factors That Impact Generation X to Adopt Bring-Your-Own-Device Within the Workplace: A Correlational Study Mentor: Vernon Tynes

Jennifer Darlene Smith

Employees' Protection Motivations to Comply With Bring Your Own Device Security Policies: A Quantitative Study Mentor: Michael Brizek

Kelly Sweeten

Work Team Cohesion Effects on Agile Scrum Team Performance: A Predictive Study Mentor: Johnny Morris

Howard Edward Townsend III

An Examination of the Significance of Security Knowledge and Attitudes on Security Behavior Mentor: Annette Craven

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Sherica Searchwell Samantha Rae Skinner * De'Sharie La'Shea Smith * Parisa Sotoudeh Riazi * Laura Ann Stebbins * Mathew Stein Carrie Talamo * Roceda Thompson * Laura Tribbett * Sara Tumlinson * Amy Varughese * Jaime Walker Tammy Ward Ashley Watkins Crystal Dominique Williams * Christine Elizabeth Wilt * Alexandra G. Wohlers *

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McKenzie Carruthers Bryanna Carter * Lisa Caruso * Krystal Lee Cepeda * Heather Diane Charlet * Angela Charron Aia Cheslik * Corinna Augusta Clark * Kellv Coenen * Danielle Collick * Ronda Collins * Samantha L Conrad * Karey Cruz * Jocelyn Monique Culbreath * Wendy D Samuel Linzie Nicole Dame * Daneil Nicole Davis * Jesse Lee Day * Luke James Dettlo Lisa DeVoe * Melissa Dhaniram * Kathleen Diblin * Emily C. Digh * Foday V Donzo Tamara Dorce

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MASTER OF HEALTH ADMINISTRATION continued

Danielle Dubvak Jennifer Dupuis Heidi Eikom Marissa Elliott * Adaora Elonu Rachel Anne Esposito * Letty Faller * William Patrick Farrell * Travis Floyd Feuerhake * Sharon Figgins * **Kimberly Figgs** Haeleygh Finder * Nicole Finnerty * Neil Flores Hannah Forster * Latisha Fowler Jamie Gass * Simone Elizabeth Gentles Lavendia Gonzalez * Kimberly Greer Heather Hallett * Shamara Brionna Hammett * Cheree Harris Danielle Harris * Dauna Harris Brooks * Mariah Harrison * Staci C Hastings * Mesha Hayden * Matt Hegg Pamela Heising * Joi Henderson * Cheryl Henninger * Tiah L. Henry * Cari Ann Herrera * Tammy Higgason * Robin Anne Higgs * Tamara Ann Hill * Brett Christian Holt LeNa S Huffman Austin Akujobi Ibe * Megan Ihle Roselaure Jean Katrina Anna Johansson * Makayla T'Keyah Kym Johansson * Julie M Johnston * Amy Jolicoeur *

Brandon Jones Lauren Judge * Amina Khalif * Kallev J. Kidder * Destiny Klonitsko * Ashlee Knapp Felicia Natasha Knox * Paul Warren Korbal * Eric Kozakiewicz Ronald Krinn * Jennifer Kruczek * Mary Lally-Dealba * Vera Julieta Limogiannis * Amara Listenbee * Brittany Logue * Michelle Lorz * Astrea D. Luna Renee Lutterbie Alicia M Morrison * Jami Martin * Jill Martin-Skrinjorich * Heather Ann Mauceri * Terri Maultsby * Angela May * Mary McClairty Rivas * Candace Marie Meinschein * Kimberly Meyer * Stephanie Marie Mills * Kendal Nagel * Nichole Neigler * Manika Nestor Matthew Victor Newell Jason T Nickels Kathleen O'Doherty * Regina Olokor * Miguel Osvaldo Ortiz * Melanie Panepento * Taylor Parsons * Melissa Pena Alexandra Pierre Karen Pierre Xochil Pilossoph * Amber Pitillo Kowana DeShay Plummer * Erika Ponce * Shayla Cecelia Porter *

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Karlev Sullivan * Marilizeth Tejeda * Haben Tesfai * Kimberly Tharp Kaprice Tillman * Martha L. Tirado Amy Marie Travers * Nneka Roseline Ugwu * Sunayana Vallakonda * Srinivasarao Variseri * Latisha Villa Bibiana Von Malder * Tonya Wakefield * Lenna Walker Pettina Walton Julie Ward * Makila S Warrell Katherine Weber * Adrienne Williams * Theresa Williams * Kimberley Nicole Willis * Chelsea Wilson * Toby W Wright * Shekayla Yeldon Erica Zuniga

DOCTOR OF HEALTH ADMINISTRATION

KayLa Nechelle Allen

Prevention of Cancer Caregiver Burnout Through Communication and Support System Approach Mentor: Barbara Turner

Elena America Choong

Remote Versus Face-To-Face Physical Therapy Services: Health Administration and Physical Therapist Perspectives Mentor: Yvonne Alles

Elizabeth J. Cintron Lafontaine

Veterans' at Risk for Homelessness Social Reintegration Through Mental Health Treatment Adherence Mentor: Katherine Adler

Wanda P. Cornish-Void

Pandemic Preparedness Plan for Community Health Centers in the Northeast Middle Atlantic Region Mentor: Beverly Washington

DOCTOR OF HEALTH ADMINISTRATION continued

Joshua Gifford Impact of Zero-Harm Principles Within the Electronic Health Record Mentor: Yolanda Griffin

Annette Gonzalez Reduce Emergency Department Recidivism Through Patient Education on Appropriate Usage Mentor: Darryl Payton

Danielle Ranee Harrison

Big Data in Healthcare: Advanced Analytics Development Mentor: Yolanda Griffin

Kelly Edward Haynie

Novel Use of Innovative Ultraviolet Disinfection Technology to Improve Cleanliness Scores in the Inpatient Setting Mentor: Dana Moretz

Afewu Kofi Hughes Reducing Readmission Rates Mentor: Darleen Barnard

Jasmine Vnese Jones

Enhancing Patient-Physician Communication to Support Quality Care for the Transgender Population Mentor: Michael Bennett

Mark E Mahoney

Strategies to Mitigate COVID-19: A Critical Incident Technique Among Nursing Home Administrators Mentor: David Stein

Sandra Marlene Morris

Retention of Nurse Workforce During a Pandemic Mentor: Raymond Barlow

Kathleen Primo

Care Team Collaboration and the Impact on COPD Hospital Readmissions Mentor: Thomas Clobes

Shalahna Danielle Rhodes

The Successful Transition of Mentally III Patients Into Adult Family Homes Mentor: Darryl Payton

Crystal Monique Scott

Improving the Hospice Bereavement Process Mentor: Dana Moretz

Kristy Yohey

Value-Based Capitated Contracting in Home Care Mentor: Christopher Miller

Commencement programs

This program is not an official graduation list. While every effort is made to ensure accuracy in this commencement program, printing deadlines sometimes prevent inclusion of candidates' names or may contain the names of persons who have not yet completed their graduation requirements. Graduates are listed once for each degree and/or certificate they have earned. Therefore, multiple listings of an individual indicate they have earned more than one academic credential. Degrees and honors will be awarded only upon successful completion of all requirements. This printed program, therefore, should not be used to determine a student's academic or degree status. The university's official registry for conferral of degrees is the student's academic record, maintained by the Registrar's Office, 225 South 6th Street, 9th Floor, Minneapolis, MN 55402.

Alumni Association and Career Services

Congratulations on completing your program! We now welcome you to the Capella Alumni Association. Your membership is free, and we invite you to explore your new benefits and opportunities.

Career Services

Find interactive tools, résume help, and job search assistance, and use other resources to support your career development at every stage.

Alumni Library

Enjoy free access to databases, professional resources, publications and much more.

Learn more at capella.edu/Capella-Alumni-Association

The Capella University Mace Origin and Use

At commencement, a mace symbolizes the authority of the Capella University president to award degrees. The mace precedes the president and chancel party in the ceremonial procession. Capella University's mace has been in use since 2000. The head of the mace is a copper representation of the globe, topped by the Capella University emblem and motto. The globe is supported by a carved wooden shaft, is nearly three feet in length and weighs four pounds.

In medieval times, the mace was a fighting weapon effective at penetrating armor in battle. Composed of a shaft adorned with a heavy head studded with blades, the mace came to be associated with the protection of the sovereign rulers of England and France and was carried by the king's sergeantat-arms and other royal bodyguards. As long-range weapons were developed, such as the long bow and the musket, the mace became a ceremonial object.

In the thirteenth century, the mace was featured



in processions of city mayors and other dignitaries, and academic institutions began to use the mace in the pageantry of ceremonial occasions. Today, the British House of Commons and the U.S. House of Representatives have official maces as do most universities and colleges in the United States and abroad.

Academic Regalia Origin and Use

The academic regalia worn today originated in the Middle Ages. The distinctive gown served to set the faculty and students apart from other citizens. Until after the Civil War, students at most American universities wore caps and gowns daily. They varied in design until they were standardized by the American Intercollegiate Commission in 1894. Bachelor's gowns were to be made of worsted material with pointed sleeves; master's gowns of silk with long, closed sleeves; and doctor's gowns of silk with longer sleeves, faced with black velvet from neck to back, and with three velvet bands around each sleeve above the elbow. Hoods are made of the same materials as the gowns, the length varying with the degree. The lining of the hood identifies the highest degree-granting university by its colors. Capella University's regalia colors are red and black.

The border of the hood indicates the academic disciplines in which the degree is earned:

DOCTOR OF PHILOSOPHY (PhD – all disciplines)	
Royal blue	Philosophy

PROFESSIONAL DOCTORATE, MASTER'S, BACHELOR'S DEGREES, AND CERTIFICATES Drab Business

Drab	Business
Lemon yellow	Technology
Light blue	Education and Counseling
Peacock blue	Public Service Leadership and Human Services
Apricot	Nursing
Salmon pink	Health
Gold	Psychology
Citron	Social Work

Academic Honors

Many of our graduates are wearing colored cords to signify that they are honors recipients. They have earned this distinction by maintaining a high grade point average and by completing other requirements for university honors.

Baccalaureate degrees with honors are conferred upon students who have earned the following grade point averages:

- summa cum laude, 3.850-4.000 GPA (gold cord)
- magna cum laude, 3.750–3.849 GPA (silver cord)
- cum laude, 3.500-3.749 GPA (cardinal cord)

Master's degrees with honors are conferred upon students who have earned a grade point average of 3.850 or higher. These graduates are wearing a bronze and gold double cord.

FlexPath

Although they do not wear honors cords, our FlexPath graduates should be commended on their outstanding achievement. Capella's Academic Recognition Policy is founded solely upon achievements in grade point average, which is factored with an A–F grading system and a course's credit value. Because FlexPath is competency-based, direct-assessment and self-paced, it has neither A–F grading nor fixed terms (which standardizes academic credit). So even though FlexPath requires strong academic performance, learners in this delivery model are not eligible for formal academic recognition.

Military Honors

In recognition of their service to our country, active-duty and veteran military-affiliated graduates may wear a red, white and blue military cord with their regalia. This cord was created by Jostens and was introduced for the first time at Capella's winter 2016 commencement ceremonies.

Please join us in thanking these graduates and their families for their service and sacrifice.

Alpha Phi Sigma

Congratulations to the honor society members of Alpha Phi Sigma. Your dedicated pursuit and successful attainment of your respective degrees will allow you to make a difference in your communities as future practitioners, educators, researchers and leaders. Alpha Phi Sigma Honor Society distinguishes undergraduate and graduate students for academic excellence in the criminal justice field. The goals of Alpha Phi Sigma are to honor and promote academic excellence, community service, educational leadership, and unity. On behalf of the Alpha Phi Sigma, we applaud you for reaching this important milestone.

Chi Sigma lota

Congratulations to the inducted members of the Capella Chi Upsilon Chi (CUC) chapter of Chi Sigma lota (CSI), the national counseling honor society. CSI promotes scholarship, research, professionalism, leadership, advocacy and excellence in counseling, by recognizing high attainment in the pursuit of academic and clinical excellence. Capella members of CSI-CUC maintained a rigorous GPA and demonstrated a commitment to the counseling profession throughout their graduate program. The executive committee looks forward to serving its alumni as they transform into their new roles as professional counselors.

Delta Alpha Pi

Congratulations to the graduates of the Zeta Chi Chapter of Delta Alpha Pi International Honor Society. Delta Alpha Pi highlights the academic achievements of learners with disabilities across all programs and schools.

Take a moment to recall the path you have traveled to get where you are today. You have demonstrated leadership skills, advocacy for yourselves and others, and have served as role models for other learners with disabilities. Most importantly, your hard work and dedication have overcome the obstacles and challenges that stood in your way. Congratulations on your success as a graduate of Capella University.

Delta Kappa

Congratulations to the honor society members of the PI Chapter of Delta Kappa, the International Marriage and Family Therapy Honor Society. These graduates are wearing red and gold honor cords. Delta Kappa recognizes the achievements of current students as well as practitioners already in the field who have achieved distinction and continue to make significant contributions to the field. Capella members of Delta Kappa maintained a rigorous GPA of 3.75 or higher. As the official honor society for the field of marriage and family therapy, Delta Kappa serves to further and complement the fine work being done by the American Association for Marriage and Family Therapy, the American Family Therapy Academy, and the International Family Therapy Association.

Delta Mu Delta

Congratulations to the graduates of the Xi Delta chapter of the Delta Mu Delta Honor Society! These graduates are wearing antique gold and royal purple honor cords. Delta Mu Delta's mission is to encourage higher scholarship and to recognize and reward scholastic achievement in business programs. Delta Mu Delta membership is a mark of excellence in business studies. It communicates to employers, family, friends and colleagues that the student has demonstrated exceptional work in his or her academic studies. It signals to the world that the student has a commitment to excellence in the classroom, a desire for leadership and service to the community, and willingness to set personal high standards.

Epsilon Pi Phi

Congratulations to the honor society members of Epsilon Pi Phi! Today, we recognize the accomplishments of the undergraduate, graduate and doctorate honor society members of Epsilon Pi Phi of Capella University, School of Public Service Leadership and Education. Epsilon Pi Phi Honor Society distinguishes undergraduate and graduate students for academic excellence in the field of emergency management, homeland security, disaster research and science, criminal justice, and continuity management disciplines. On behalf of the Epsilon Pi Phi, we applaud you for reaching this important milestone.

Kappa Delta Pi

Congratulations to the graduates of the Alpha Kappa Theta chapter of the Kappa Delta Pi International Honor Society in Education. Membership in this prestigious organization indicates a high standard of achievement by being in the top 18% of the School of Education. Graduates are wearing green and purple honor cords which symbolize adherence to the organization's Ideals of Fidelity to Humanity, Science, Service, and Toil on which Kappa Delta Pi was founded. Members also endorse KDP's motto of Knowledge, Duty, and Power. Each member exhibits commendable professional qualities and sound scholarship. Alpha Kappa Theta pledges our support as you now carry on KDP's legacy of fostering excellence in education.

National Society of Leadership and Success

The National Society of Leadership and Success is so proud and pleased to congratulate our current members on their graduation from Capella University. Our mission is to build leaders who make a better world. Our members are more in touch with who they are as leaders and are ready to pay it forward, to serve within their community and beyond. They have made

a commitment to pursue Success – take Action – seek and clarify their Purpose. They have embraced the idea that more can be achieved when we work together. They have made a commitment to always create a shared vision, challenge the status quo, inspire positive action, empower others and seek constant improvement. They have begun to live the mission and values upon which the NSLS was founded and have taken an active role in becoming successful leaders at Capella University. NSLS members, congratulations again on your graduation, and never forget you are a leader who will build a better world.

Omega Gamma, Sigma Theta Tau International

Congratulations to the graduates of the Omega Gamma chapter of Sigma Theta Tau, International. The Omega Gamma chapter is a part of Sigma Theta Tau International (STTI). Membership invitations are extended to baccalaureate and graduate nursing learners who demonstrate the values of Sigma Theta Tau and excellence in nursing scholarship. In recognition of their membership to Omega Gamma, the affiliated graduates may wear the purple and white STTI honor cords with their regalia symbolizing they have been inducted into Omega Gamma and STTI. On behalf of the Omega Gamma Chapter, we applaud you for achieving this prestigious honor.

Phi Alpha

Congratulations to the graduates of the Phi Tau Chapter of the Phi Alpha Social Work Honor Society! These graduates are wearing blue and gold honor cords. Phi Alpha recognizes the achievements of current students who have achieved academic distinction and will continue to make significant contributions to the field. Capella members of Phi Alpha rank in the top 35% of the MSW Class. Phi Alpha fosters high standards of education for social workers and invites into membership those who have attained excellence in scholarship and achievement in social work.

Pi Alpha Alpha

Congratulations to the honor society members of Pi Alpha Alpha! Today, we recognize the accomplishments of the members of Pi Alpha Alpha of Capella University, School of Public Service Leadership & Education. Pi Alpha Alpha Honor Society recognizes outstanding scholarship and accomplishments in public affairs and administrations by those within the public service disciplines. On behalf of the Pi Alpha Alpha Honor Society, we applaud you for your hardwork and for achieving this goal.

Psi Chi

Congratulations to the graduates of the Capella chapter of Psi Chi, the International Honor Society in Psychology. The mission of Psi Chi is to recognize and promote excellence in the science and application of psychology. Psi Chi members must achieve and maintain a rigorous GPA. Advisors and members of the Capella chapter of Psi Chi applaud you for reaching this milestone and as you move forward in the field of psychology.

About Capella University

Capella University offers undergraduate, graduate and certificate programs in the fields of business, counseling, education, human services, information technology, nursing, psychology, public administration, public health, public safety and social work, with 46 degree programs and 96 specializations. Capella University was founded in 1993, and today serves more than 40,000 learners in all 50 states and 60 other countries or territories.

Capella University is named for the twin star Capella, which is a pair of stars orbiting a common center. The name represents our philosophy of learning as a dynamic and collegial partnership between Capella and our learners.

Our Mission

The mission of Capella University is to extend access to high-quality bachelor's, master's, specialist, doctoral and certificate programs for adults who seek to achieve their personal and professional potential. This mission is fulfilled through innovative programs that are responsive to the needs of adults and involve active, engaging, challenging, relevant learning experiences.

Educational Philosophy

At Capella University, we believe education transforms people's lives and society immediately and permanently. The innovative, intentionally designed competency-based education we offer enables adult learners to meet challenges in their careers, lead and make new contributions in their disciplines and reach their professional and personal goals. Our educational pathways respect existing expertise and allow learners to focus on what is essential, as they gain new competencies and expand on those they already have. The credentials they earn are signs of the professional relevancy, quality and immediate applicability of their educational experience at Capella University and help to create new opportunities in the future. As partners in their education, we proudly serve the lifelong learning ambitions that allow our learners, alumni, their many communities and our broader society to thrive.

Accreditation

Capella University is accredited by the Higher Learning Commission. Higher Learning Commission contact information: https://www.hlcommission.org, 800.621.7440

Capella University

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