



CAPELLA
UNIVERSITY

Commencement

September 23, 2023

4:00 p.m.

SCHOOL OF **BUSINESS, TECHNOLOGY,
AND HEALTH CARE ADMINISTRATION**

COMMENCEMENT 2023
GRAPEVINE



Dear Capella University Graduates, Families, and Friends,

It is with heartfelt joy and enormous pride that I welcome you to Capella University's 2023 commencement ceremony. As the new President of Capella University, a working parent, military veteran, and an adult learner, I deeply understand and appreciate the unique challenges you have navigated to reach this monumental day.

On behalf of our Board of Trustees, esteemed faculty, and dedicated staff, we are profoundly honored to celebrate with you and to recognize the extraordinary accomplishments of each of our graduates.

Your academic achievements reflect not just your intellectual pursuits, but your determination, resilience, and unwavering perseverance. The diplomas and certificates you receive today symbolize your accomplishments and your newfound responsibilities—to your community, profession, family, and, most importantly, yourself. Armed with knowledge, skills, and your new degree, you are poised to positively transform your part of the world and inspire others with your journey.

As you participate in today's commencement, you join an impressive legacy of over 125,000 Capella graduates. Your success is a radiant beacon for all of us, illuminated by the dedication and drive you consistently demonstrated throughout your studies.

To the cherished loved ones of our graduates, your role in this achievement is significant and deeply valued. Understanding the balance our learners must strike makes your support and encouragement more cherished. From the depths of our hearts, we extend our sincere gratitude and admiration to you.

Graduates, I encourage you to bask in the joy of this moment—it is one to be savored and remembered with immense pride. We are honored to celebrate with you today. As you embark on the next exciting chapter of your life and career, know that the support of Capella University will steadfastly remain with you.

I invite you to remain connected with your Capella family through our Alumni Association and continue sharing your remarkable achievements.

Congratulations on this phenomenal accomplishment. Here's to your brilliant and boundless future!

Best Wishes,



Constance St. Germain, EdD, JD
President, Capella University

Capella University Leadership

Constance St. Germain, EdD, JD

University President, Provost

Ying Iverson, PhD

Associate Provost,
Academic and Faculty Affairs

Charlyn Hilliman, PhD

Chief Diversity Officer

Barbara Butts Williams, PhD

Executive Dean,
Social Responsibility and
Community Engagement
Dean Emerita,
School of Business and Technology

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

Associate Dean,
School of Social and
Behavioral Sciences

Irene Nicolet, PhD, NCSP, LSSP

Assistant Dean,
School of Social and
Behavioral Sciences

Jennifer Straub, PhD, MBA

Assistant Provost,
Academic and Faculty Affairs

University Administration

Kelly Brooks, MPA

Registrar

Cheryl Boncuore, PhD

Interim 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

Sara Drake, PhD

Assistant Dean,
Office of Undergraduate Studies

Curtis Brant, PhD, CIP

Dean,
Research and Scholarship
Accreditation Liaison Officer

Jessica Hunter, BS

Senior Director,
Career, Alumni, and Event Services

Tom Sonnek, MFA

Director,
Continuous Quality Improvement

Nicole Franklin

Director,
Center for Site-Based Learning
and Services

Board of Trustees

Richard Senese, PhD, LP (Chair)

Mark Brown, MBA

Adrian Butler, DM

Walter Chesley, JD

Selina Matis, PhD, LCSW, LICSW

Diana Rodriguez, MBA, MEd

Nancy Santos DNP, MSN, RN, NEA-BC

Linda Singh, PhD

Dwaun Warmack, EdD

Todd Sorensen, JD (Board Secretary)

Mike Wickard, MBA (Treasurer)

Attending Faculty

Janet Balke, PhD

Mike Bishop, PhD

Jama Bradley, PhD

Shawn Capell, MS

Angela Charles, PhD

Christina Conner, MS

Leslie Guditis, PhD

Lynne Hale, PhD

Ashley McErlean, PhD

Ben Noah, PhD

George Pate, PhD

Susan Saurage-Altenloh, PhD

Al Smith Smith, PhD

David Teneyuca, PhD

Barbara Turner, DM

Samuel Ude, DBA

Connect. Celebrate. Share.

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



CapellaU



CapellaU



CapellaUniversity



CapellaU

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 | Chamique Holdsclaw

Chamique Holdsclaw was born and raised in Queens, NY, she first made her mark as a high school basketball star at Christ The King High School. She later accepted a full athletic scholarship to play collegiately for the perennial Women's Basketball Powerhouse University of Tennessee Lady Volunteers and Hall of Fame Coach Pat Summit. She went on to have a stellar collegiate career that included leading the Lady Vols to three straight NCAA Championships, which was the first time that had ever been accomplished in Women's College Basketball history. After her illustrious college basketball career, which included several All-American honors and countless other awards, Chamique would go on to be the #1 Pick in the 1999 WNBA Draft by the Washington Mystics. Her rookie season was capped with a WNBA Rookie of the Year Award as well as her first of six WNBA All-Star appearances. In 2000 she had the honor of winning an Olympic Gold Medal with Team USA at the 2000 Sydney Olympic Games.

Aside from her outstanding athletic career, Chamique has dedicated her life's work to mental health and wellness activism. As of late Chamique has devoted a lot of her focus and time making appearances and speaking at various conferences, panels, and events within the mental health community to share her own personal struggles with depression depicted in her documentary, *Mind|Game: The Unquiet Journey of Chamique Holdsclaw*, and how she has been able to seek help and manage her own mental health. She is an honorary member of Alpha Kappa Alpha Sorority, Inc. Chamique is an ambassador with the JED Foundation as an advocate for mental health and wellness.

Grand Marshal | Jennifer Straub, PhD, MBA

Dr. Jennifer Straub serves as Assistant Provost, Faculty and Academic Affairs. Dr. Straub received her Ph.D. in Pharmacology/Neuroscience Research from the University of Rochester School of Medicine and Dentistry in 2004. She then pursued her Post-Doctoral Studies in Neuroscience and Cancer Biology at the University of Vermont, where she researched the genetic etiology of the pediatric cancer Neuroblastoma. As a graduate and post-doctoral student, she was selected to speak at several conferences for her research, including the Keystone Symposia and Advances in Neuroblastoma Research Conference.

Dr. Straub's experiences in higher education include teaching both undergraduate and graduate studies, including the graduate Molecular Neurobiology course at the Marine Biological Laboratory, and undergraduate Health Sciences, Biology, and Liberal Arts/General Education courses at Eastern Connecticut State University, Johnson State College, Kaplan University, and the University of Phoenix. Dr. Straub has completed her MBA from the Jack Welch Management Institute.

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 CEREMONY 4:00 p.m.

Bagpipes Dan Sheppard, Don Casey, Rebecca Casey

Processional *Pomp and Circumstance (Rec)*
Edward Elgar, Orchestral Academy of Los Angeles

Color Guard Air Force ROTC Honor Guard, University of North Texas

The National Anthem Lisa Pallen

Welcome Constance St. Germain
President, Capella University

Commencement Address Chamique Holdsclaw, B.A.

Presentation of Candidates for Degrees School of Business, Technology, and
Health Care Administration

Conferral of Degrees Constance St. Germain
President, Capella University

Recessional *Please remain in your seats as the graduates exit the auditorium.*

Grand Marshal - Jennifer Straub, PhD, MBA

Reader - Paul Tonden

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
Steven Abasta *
Holly Counts Adams *
Christina Vita Addari *
Ashley Allen
Melva Lancia Anderson *
Taneka Anderson *
Lindsey Arnold *
Mia Baez *
Fathima Shihana Basheer *
Carolyn Bell *
Rodney Jason Beverly
MaKia Alise Bledsoe
Tearra Bourgeois *
Keyontha Bowman
Nathaniel Boyd
Teri Brazil
Jessica E. Brown *
Kayla Brunson *
Eniwetok Bryant *
Aaron Jerome Byrd *
Nancy Canales
Deidre Y. Cannon
Eric Cardenas
LaTanya Denese Carter *
Brandy Cason *
Mlonghais Cha *
Catherine Prudenciado Chau *
Rachel R Chiglo *
Veronica Collins *
Brenda L. Comer *
Barbara Danielle Conedy
Rally Adamos Credeur *
Christopher Paul Dautat *
Stephanie Lorraine Davis
Anthony Earl Dawes *
Rosalyn Deans *

Fallon Dominguez *
Jade Dorociak
Ashlee Marie Dunn
Kaitie R Edel *
Omodesola Elusoji *
Jonathan Elwell *
Mark Erlendson *
Robyn R Eskola *
Eric D. Estep, Sr. *
Natasha Ezell *
Samantha N Ferebee
Kristen Fiallos
Cebre A Flanigan
Kendall Flemons *
Danny Flores
Loretta Louise Fousé
Sharon Elizabeth Frazier *
Jenny Garcia
Jeri Gillich-Puestow *
Christen Goff *
LaToya Goudeau *
Lena Hammad *
Cynthia Harris
Christian Haywood *
Shenique Heath
Janit Hence *
Jane Pasengyeng Her *
Nena N Hernandez
Jasmine Ice *
Jessica R Ingram
Darcel Jackson-Thrower
DeVona Johnson *
JoAnn Johnson
Yumika Fowler Jones *
Kiara Keasley
Amber N Kitchens *
Natalie Klocke

**FlexPath Graduate*

BACHELOR OF SCIENCE IN BUSINESS *continued*

Miljana Kostic *
Tiffani Kreybig
Kevin Lausch
Jerome Lewis *
Shawnta Lewis
Jason Lively *
Isaac Lopezguinto *
Toni Lowe-Cranford *
Shatonna Lucius
Omobola Majekodunmi *
Sylvia Martins
Darice Marvin *
Jennifer May-Dennis *
Elizabeth McCandless *
Erica McConnell *
Antionette Delois McCreary *
Christopher Lorenzo McMullin *
Andro Meryal *
Angel K Molina *
Suzanna Montoya
Sonya Yvette Norwood
Chinyere N. Okereke
Victor Olaniyi *
Kiara Oneal *
Tikia Perry *
Diana Haywood Pierre *
Lori Plenty Chief *
Michelle Price
Brendan Christopher Quinn *
Euneka Reaves
Emmer Mignonette Reliford

Ebony Rich
Cilicia Roberts-Young
Amber M Robison
Lashanda S Robles *
Michelle Rogers
Janyce M Rowe
Holly Rush
Kimesha Scarlett *
Shanesha Scott *
Danielle Scruggs *
Garpi Seleweyan Sheriff *
Terrico Simpson *
Diana Smith
RoseMary Smith
Shantrece Staton *
Nicholas Lee Stepka
Jennifer Marie Sydnor *
Terry Tatum *
Michael Teasley *
Cheree C Tinsley *
Sandy Vasquez *
Ida Lourdes Villanueva *
Deborah White *
Whitney V White
Devin Wiggins *
Alisa Marie Williams *
Charisse Williams
Orlando Wilson *
Laura Wissert
Janet L Wolslegel *
Adan Zepeda

GRADUATE CERTIFICATE IN BUSINESS

Mia Michelle Hrobowski

MASTER OF BUSINESS ADMINISTRATION

Kelly Abney *
Olaniyi Adeleye Abrams
Holly Counts Adams *
Ryan Adams *
Victoryn Adebolu *
Samuel Adeoye *
Olusegun John Ajisefinni *
Markeisia A Alexander *

Jazzmine Z. Alford Brown *
Brando Alvarado
Fitzgerald Arnoux *
Angela Audley *
Sabiātu Babatunde Bakarr *
Andreea Baila
Nikki L Baker *
Janine R Barrueta *

MASTER OF BUSINESS ADMINISTRATION *continued*

Fathima Shihana Basheer *
Jennifer Bautch
William Loyd Bell
Kathleen Biancorosso *
Dolly Biju *
Matthew Allen Blackburn *
Alyssa Bolinger-Moreno *
Michael Bonnell *
Nathaniel Boyd *
Shenise Bratton *
DeNardo H. Brennen *
Matthew Buhler *
Cheri Chang *
Osei Charles
Rithy Chhay *
Rachel R Chiglo *
Tarsha L Clark *
Davante Coney *
Ashely Cration
Ericka LaNell Cunningham
Nazak Dadashazar
Anthony Earl Dawes *
Nylajah Drew *
Sherwin C. Driz *
Ketan Dudhara *
Naureen Durrani *
Mea Kalei Eastes *
Kaitie R Edel *
Malak El-Haj *
Shirley Ellington *
Crystal Denise English
Jasmine Noel Evans *
Kristen Fiallos
Jenieve Vilma Francis-Graffie *
Anniesha Gallon
Resharia Jeanette Gilliam
Jeri Gillich-Puestow *
Christen Goff *
Eliana Gomez *
Brianna Gordon
Vivianne Grafals *
Patricia Gray *
Morgan Hall
Priscila Hannah Roma *
Erykah Kristina Hearn *
Tera Darnell Henderson
Andrea Hester *
Mia Michelle Hrobowski *
Sean Michael Hutson
Chelsea Jackson
Margaret Jackson
Jayla Jimerson
Ciji Michele Jumpiere *
Amy Elizabeth Ann Kedrowski *
Enife Patindol Kelly *
Stacey Walker Killian *
Miljana Kostic *
Tiffani Kreybig *
Selimotu Kukoyi *
Nurudeen A Lamidi
Eri Esther Lara Rosario *
Pam Larkins *
Chad Lemmens *
Danielle Monique Lewis *
Erika Mellanese Lewis *
Jerome Lewis *
Erica Ligon *
Arturo Richard Lucero *
Adam Lyons *
Omobola Majekodunmi *
Marangely Malone *
Jori Smith Mann
Shaista Maqsud *
Ashley McClain *
Erica McConnell *
Breanne McLaughlin
Brea McQuarley *
Bryce Maximilian Medina *
Caroline Merriman-Johnson *
Marlon Mkwebu *
Eric Scott Morgan *
Antoinette D Murphy-Walcott *
Patrice Murray *
Shahana Nasmin *
Silas m Ndungu *
Martin Ntawoussa Mpak
Julianne Pantaleone *
Brittany Parker *
Darien Parsons
Crystal Perches *
Robenson Pierre *
Latroy Pittman

**FlexPath Graduate*

MASTER OF BUSINESS ADMINISTRATION *continued*

Matthew Plants *	Winsley Tachie *
Dominique J Ponder	Jonathan Tambe
Christine Pritchett *	Kevineshia Thomas *
Shahana Rahman *	Amanjot Toor *
Guilherme de Abreu Pinheiro Raposo *	Melissa Trask
Rebeka Jill Reames *	Srinivasarao Variseri *
Tiara Reed *	Maurtryce Watkins
Caleb Mauti Reid *	Diamond Weaver
Michael J Rosario *	Deborah White *
Daniell S Ruth *	Jahrobi Ihsan White
Brittany Simone Scott *	Lawrence Scott White *
Danielle Scruggs *	Whitney V White *
Lenore Sears-Gay *	Russell Wicks *
Uzma Shahid *	Devin Wiggins *
Latisha S Shannon	Alisa Marie Williams *
Myia Shaw	Lacey Ann Tyshana Williams *
Garpi Seleweyan Sheriff *	Orlando Wilson *
Robert Lee Singleton III *	Trena Woods *
Latoya Smalls	Ciara Wright *
Paulina Solowinski	Ashley Zieglerx

MASTER OF SCIENCE IN HUMAN RESOURCE MANAGEMENT

Samantha Danielle Alexander *	Renee Victoria Hunter *
Monica Allen	DeVona Johnson *
Thomas Allen	Elizabeth Danielle Jordan *
Seanna Riley Ampomah	Crystal Kirk *
Melva Lancia Anderson *	Annique LaBrue *
Kerrie Alisha Bush	Stephanie Mason *
Samantha Cole *	Janyell Kiara McGinnis *
Tiffany Coleman *	Sandra Jane Peltó
Arlene Enriquez	Latroy Pittman
Adrian N Fletcher *	Renae Simmons-Ricks
Alisha Ford	Danielle Novisk Stebleton *
Gwendolyn Latasha Grissom *	Danielle Terrell *
Katherine Guzman *	Tanya R Tice *
Marneli Del carmen Henrriquez rondon	LiAsia Paschell Tillman
Nathifa Hunte *	Jacqueline Timlin *

DOCTOR OF BUSINESS ADMINISTRATION

Mohamed Ali Ait Kassou

Leadership Development Programs and Failure to Develop Critical Leadership Skills

Mentor: Rebecca Siceloff

Christopher Michael Barnett, Sr.

The Underrepresentation of African Americans in Leadership Positions: An Exploration of Workplace Experiences

Mentor: Edgar Jordan

Toyia LaVerne Caise

An Exploration of Micromanagement Behaviors in Virtual Work Environments

Mentor: Janice Tucker

Nicole Clark *

Crisis Leadership Through Business Model Innovation and Adaptive Decision-Making

Jaime Cocuy

Leadership Styles and Practices for Nurse Leaders to Improve Nursing Staff Retention

Mentor: Rebecca Siceloff

Julie Cocuy

Fostering an Engaged Workforce to Improve Customer Loyalty

Mentor: Freda Turner

Erin Teresa Connolly

Exploring Leadership Practices Within Black-Owned Retail Businesses to Survive in a Pandemic Environment

Mentor: Jason Stroman

Brandy Cooper

Primary Characteristics Necessary to Improve User Acceptance of Business Intelligence Systems

Mentor: Janice Tucker

Rachael Yvonne Davis

Plus-Size Fashion: Sustainability and Supply Chain Management

Mentor: Pamelyn Witteman

David Deibel

Increasing Supplier Control for Operations Managers at Automotive Manufacturers Using Blockchain

Mentor: Adam Hickman

Ishya Shantel Dotson

Knowledge Management: Exploring the Role of Leaders in Building Knowledge-Sharing Cultures

Mentor: Susan Saurage-Altenloh

Faye Tou Douangchit

Project Scope Creep, the Plague to Project Delivery

Mentor: Crystal Lupo

Robin Kimberly Erwin *

Circumventing Microaggressions in the Transportation Industry in the United States

Taylor Molly Fort

Mediating Role of Transparency in HRM Career Development Practices and Millennial Job-Hopping

Mentor: Susan Saurage-Altenloh

Chris Young Gordon

Sustainability Strategies for Small Business Owners

Mentor: Freda Turner

Michael Wayne Hammonds

Employee Engagement in the United States Retail Industry

Mentor: Freda Turner

*FlexPath Graduate

DOCTOR OF BUSINESS ADMINISTRATION *continued*

Diana Hardy

E-Learning Effectiveness on Productivity in the U.S. Insurance Industry in a Rapidly Changing Digital Era

Mentor: Kevin Danley

Grayling Xzavier Harris

Public Nonprofit Leadership Competencies That Facilitate Change Management and Succession Planning

Mentor: Melvia Scott

Minina Quishay Johnson

Perceptions of African American Women Project Managers on Managing Projects and Career Progression in the Aerospace and Defense Industry

Mentor: Janice Tucker

William Nathaniel Johnson

Challenges to Millennial Client Acquisition

Mentor: Rebecca Siceloff

David Paul Langemo

Perspectives of Nonprofit Board Members on Destructive Leaders and Interventions

Mentor: Jason Stroman

Lisa Ralonne Lee

Strategies of Profitability for Automotive Insurance Agency Owners

Mentor: Pamelyn Witteman

Karen Lively *

Digital Practices for Effective Cross-Organizational Collaboration of Information Technology Remote Workers

Paul Matshona

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

Mentor: Jason Stroman

Raymond Eric Mayes

Aligning Financial Technology Projects With a Company's Strategic Objectives

Mentor: Janice Tucker

Alyssia McChristian

Leadership Development and Succession Planning Strategies for Middle Managers

Mentor: Rebecca Siceloff

Jose Melendez

Creating High-Impact Teams Through Transformational Leadership

Mentor: Adam Hickman

Marco Abdalla Naguib

Sustaining Private Mental Health Practices

Mentor: Freda Turner

Maria Eleana Nunez

The Impact of Accounting Knowledge and Financial Literacy on Small Businesses

Mentor: Paula Cherry

Troy O'Quin *

Developing Strategic Talent Retention Initiatives for Nonprofit Organizations

Satyam Patel

Supplier Relationship Management on Product Quality in the Medical Device Industry

Mentor: Pamelyn Witteman

Saudia Persaud *

Leader's Adaption to Digital Transformation

Diamond Alfreda Richardson

IT Security Frameworks to Combat Data Breaching in E-Commerce Business

Mentor: Brenda Jack

DOCTOR OF BUSINESS ADMINISTRATION *continued*

Juanita Marcel Robles

Fast-Track Projects With Cost and Schedule Overruns a Supply Chain Management Perspective

Mentor: Pamelyn Witteman

Leah E Sahely

Exploring the Effective Use of Business Intelligence in the Tourism and Hospitality Industry in St. Kitts and Nevis

Mentor: Michael Morris

Amanda Johnson Tanner *

Perspectives of Learning and Training Practitioners on Gamification

Katie Vaughn

Training Methods and Practices for Generation Z Employees in Startup Businesses

Mentor: Annette Craven

Michael Thomas Volling

Knowledge and Skills to Develop and Implement a Social Media Marketing Strategy

Mentor: Kimberly Millier

Damika Wallace

Innovating U.S. Independent Primary Care Clinics

Mentor: Paula Cherry

Allen Omenka Webb

Innovative Marketing Strategy: Creating a Competitive Advantage for the Alternative Protein Industry

Mentor: Samuel Ude

Tonyelle Woody

Radio-Frequency Identification Strategies and Tactics in the Healthcare Supply Chain

Mentor: Kimberly Millier

Nicole Antoinette Young *

Effect of Conflict on Organizational Output and the Role of Leadership in Conflict Management

DOCTOR OF PHILOSOPHY IN BUSINESS MANAGEMENT

Jaimie Marie Brock

Exploring Work-Life Balance as an Organizational Strategy: A Qualitative Study

Mentor: Jeffrey Shepard

Quinn Corralejo

The Relationship Between Intrapreneurship and Competitive Advantage in the Service Industry

Mentor: Barbara Turner

Kathleen Daniel

A Correlational Study of MSCI KLD 400 Social Index Firms' Twitter Communications and Their ESG Ratings

Mentor: Jeffrey Shepard

Isaac K.A. Detchie

Mergers and Acquisitions Premium Determinants on Sustainable Growth Rate for Health Care Providers: An Empirical Investigation

Mentor: Elizabeth Rescigno

*FlexPath Graduate

Alvaro Espinosa

Expectation Management of Leaders by Non-Manager Professional Employees in U.S. Community Colleges

Mentor: Michael Morris

Yraida Leonides Faneite

Inquiry Into the Experiences of Leaders Who Practice Mindfulness While Implementing Organizational Change

Mentor: Barbara Turner

Sunitha Kulathil Gopalan

The Relationship Between Authentic Leadership Style, Organizational Support, and Work-Life Balance

Mentor: Dawn Valentine

Lisa Anne Grant

Gender and Leadership Behaviors on Employee Work Engagement: U.S. Inbounds Call Centers

Mentor: David Stein

Ellen Jefferson Kearney

The Role of Work-Life Balance on the Career Progression of Minority Women Living in North Carolina

Mentor: Michael Morris

Archana Lata Naidu

To What Extent Does Transformational Leadership Style Influence Job Satisfaction and Intent to Stay Among Administrative Healthcare Managers in the United States

Mentor: John Elmer

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

Jessica Marie Picklo

Healthcare Human Resource Professionals' Perceptions of Transformational Leadership Traits on Recruitment

Mentor: Michael Williams

Tasha Renee Pollard

The Role of Situational Leadership Style in Registered Nurses' Job Satisfaction

Mentor: Marc Muchnick

Rayyan Salman

A Quantitative Study: Knowledge Sharing Predicts Innovation Skills Among Canadian Immigrant Students

Mentor: William Shriner

BACHELOR OF SCIENCE IN INFORMATION TECHNOLOGY

Robert Donald Adams
Kerry Anderson
Fitzgerald Arnoux *
Jacob Alan Bangs *
Wayne Patrick Belluche
David Boucher
Kimberly Brand *
Eliel Lima Carvalho *
Jose E Castillo *
Curtiss Crable

Tory Fairley
Mark Galicia
Peter Haidinger *
Kametra Harrison
Matthew Plants *
Codi Sears *
Brandin Stewart
Abraham Silvanus Tucker *
Joshua D West
Dwayne Williams *

MASTER OF SCIENCE IN INFORMATION ASSURANCE AND CYBERSECURITY

Robert Coking
Douglas Lewis Darden II
Peter Haidinger
Kamaria Asha Palmer

Lakeitra Parks
Jessica Wade
Ronald Wright

MASTER OF SCIENCE IN INFORMATION TECHNOLOGY

Tyrone Douglas
Kametra Harrison
Susan Heng
Ashi'a Marcilla Ameilia Lee

Pauline Kenyanya Misiak
Brianna Murphy
Robert Michael Weiss

DOCTOR OF INFORMATION TECHNOLOGY

Benjamin Barnhill

Cyber Threat Data Sharing Practices Within the Federal Sector

Mentor: Ahmad Mostafa

JaQuan Cox

A Qualitative Inquiry Evaluating Reasons That Organizations Adopt NOSQL Databases

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

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

Kiana Hauhio

Cybersecurity in SMEs: A Qualitative Study on Determining Which Sources of Information to Utilize in Minimizing Cyberattacks

Mentor: Ahmad Mostafa

*FlexPath Graduate

DOCTOR OF INFORMATION TECHNOLOGY *continued*

Felix Hernandez

Cybersecurity Experts' Countermeasure Recommendations for Mitigating Business Email Compromise Attacks in Small Businesses: An Exploratory Qualitative Study

Mentor: Ahmad Mostafa

Bruno Mitchell

Exploring Low Adoption of Cybersecurity Incident Response Plans in the Federal Government: A Generic Qualitative Inquiry

Mentor: Ahmad Mostafa

Abdul Mohammed

Exploring the Password Security Improvements to Reduce Cybersecurity Attacks

Mentor: Ahmad Mostafa

John L. Mutyaba

Factors That Influence PCI DSS Noncompliance by Small and Medium-Size Merchants in the Hospitality Industry

Mentor: Ahmad Mostafa

Fidele Niyonzigira

Exploring Nonprofit Organizations' Successful Compliance Strategies Against Cyber Threats: A Qualitative Study Inquiry

Mentor: Ahmad Mostafa

DOCTOR OF PHILOSOPHY IN INFORMATION TECHNOLOGY

David Wiyaou Kamaziwe

Information Security Governance Shortfalls in Non-IT Organizations: A Generic Qualitative Inquiry

Mentor: Jelena Vucetic

Marc Allen Martinez

Examination of Project Success in Agile Project Implementations for IT Organizations

Mentor: Michael Hilley

Joseph Pollock

Factors That Motivate Employees Toward Information Security Policy Compliance

Mentor: Ahmad Mostafa

Sarah Lorraine Prial

The Perceptions of Using Simulation Technologies on Knowledge Retention in Professional Environments 2-5 Years After the Simulation Experience: A Qualitative Study

Mentor: Ahmad Mostafa

Nancy Carol Quillen

Tools Engineers Need to Minimize Risk Around CI/CD Pipelines in the Cloud

Mentor: Ahmad Mostafa

Danielle D. Taylor

Exploring Risk Assessment Improvements Information Security Practitioners Require to Reduce the Impact of Emerging Technology Threats

Mentor: Ahmad Mostafa

Shauna V. Powell

A Qualitative Study of Graduates' Experiences Applying Agile Education in the IT Workforce

Mentor: Johnny Morris

**DOCTOR OF PHILOSOPHY IN
INFORMATION TECHNOLOGY** *continued*

Gaston Santiago

A Quantitative Comparative Study of Automatic Speech Recognition (ASR) Systems Using English and Lojban Languages in the Health Care Industry
Mentor: Jelena Vucetic

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

Tracy Lynn Wagner

Neutralization Techniques' Effect on U.S. Employees' Intent to Violate Organizational Information Security Policy: A Quantitative Study
Mentor: Steven Munkeby

BACHELOR OF SCIENCE IN HEALTH CARE ADMINISTRATION

Samantha Danielle Alexander *
Fredrick Dewayne Bartee *
Kathleen Biancorosso *
Keisha Brooks
Claudia Carachure *
Tristen Snow Castaneda *
Lacey Caitlin Deyo
Markisha Elmore *
Katrina Pineda Galicia
Michelle Harris *
Heidi Justice
Brittini Kendricks *
Lena T King
Keith M. LaLiberty *
Shaunteel Laymon *
Tonya Marie Leon *
Leandrea Mack *
Alfrida N. Mayaka *
Holly Ann Morgan *

Kyuanna C. Nealy *
Shackeria S Polycarpe *
Rhea Ratcliff *
Alma M Rojas *
Rosepaul Sainte *
Tamara S Scarlett
Sherica Searchwell
Joy Stamm
Ayana Leigh Stephens *
Susanne Tameris *
LaTanya T Taylor
Amanjot Toor *
Pachia Vang *
Leslie Villarreal *
Tammy Ward
Danette Wiggins
Josephine A Williams
Antionette Quarterman Wright

MASTER OF HEALTH ADMINISTRATION

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Sandra Adarquah *
Victoria Adinkra
Sherlonda J Allen
Regina Antoine *
Loraine H. Aybar *
Alexis Danielle Barnes *
Fredrick Dewayne Bartee *
Thelma Kimberly Boykins
Ashley Bridgers *
Keisha Brooks
Taylor Jeanette Brown *
Tia Monique Burden
Crystal Carey *
Kierra Collins
Melissa Anne Croft *
Foday V Donzo
Keisha Els
Franz Encisa *
Traci Michelle Endres *
Kimberly Figs
Zoe Ann Flaherty *
Latisha Fowler
Lucy Gakuyo
Alma Yesenia Garcia Mercado *
Selene P. Garibay
Geneva Gaskins *
Jamie Gass *
Jaleen Graham *
Desiree Greenley *

Mikayla Greenway *
Tiffany Harberts *
Michelle Harris *
Staci C Hastings *
Jacquelyn Jefferson
Heidi Justice
Creshaunda Alexis Lemon *
Tonya Marie Leon *
Oriel Leonce *
Elizabeth McCandless *
Kyuanna C. Nealy *
Rochelle Nkumba *
Consuelo Ortiz *
Jessica Gloria Palacios-Aguirre *
Corey D Parrett *
Shackeria S Polycarpe *
Alice Kariuki Renzano *
Cynaria Reynolds
Justo Daniel Sanchez Mayo *
Macy Santos Sierra *
Joy Stamm *
Adam Stopa
Fatuma Ammons Switzer
Susanne Tameris *
Keila Tapia *
Chelsea Delaine Taylor *
Srinivasarao Variseri *
Ekaterina Viarkhou *
Adrienne Williams *
Shiela Yncierto-Le *

DOCTOR OF HEALTH ADMINISTRATION

Olusegun John Ajisefinni

Desiderata for Effective Sepsis Surveillance, Analyzing Trends for the Past Ten Years

Mentor: Kathleen Wiggins

Bilal Asif

Leadership Styles in Healthcare Project Management

Mentor: Owen M Borda

Bernina Bijou

The Underrepresentation of African American Females in Healthcare CEO Positions in the Greater Denver Area

Mentor: Jason Roberts

Willie Lee Manley III

Evidence-Based Practice Implementation as an Intervention in Home Health Agencies

Mentor: Kathleen Wiggins

Leeanna R McKibben

Data Dashboards to Improve Health Care Leader Data Knowledge and Create Care Improvement

Mentor: Christopher Miller

Stephen Joseph Pottoore

Enhancement Mitigation Strategies for Financial Uncertainties in Non-Profit Pediatric Hospital-Based Dialysis Centers

Mentor: Suzanne Richins

Nida Usufzai

Laboratory Leaders' Perspectives on the Implementation of Laboratory Automation to Respond to the Workforce Shortage

Mentor: Nicole McGuire

Charmaine Walker

Oncology Providers' Perceptions of Electronic Prior Authorization

Mentor: Kerrie Roberson

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, résumé 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 sergeant-at-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

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 Iota

Congratulations to the inducted members of the Capella Chi Upsilon Chi (CUC) chapter of Chi Sigma Iota (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

Founded in 1993, Capella University is dedicated to providing flexible, professionally aligned online degree programs designed to help working adults advance in their careers. As of December 31, 2022, more than 41,000 students were enrolled in Capella's bachelor's, master's, doctoral, and certificate programs. Known for its commitment to learner success, academic quality, and innovations in online education, Capella pioneered competency-based direct assessment programs, allowing students to learn at their own pace.

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 (hlcommission.org), an institutional accreditation agency recognized by the U.S. Department of Education.

Capella University

Capella Tower 225 South Sixth Street, Ninth floor
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CAPELLA
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