

## **Ibrahim Duyar, Ph. D.**

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Arkansas State University  
Center of Excellence in Education  
Educational Leadership, Curriculum, and Special Education  
College of Education and Behavioral Science  
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### **OBJECTIVE**

Offer effective leadership and quality teaching, research, and service in the areas of educational leadership, organizational behavior, and educational policy.

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### **BIO**

Dr. Ibrahim Duyar is a tenured full professor of educational leadership. He received his doctorate in educational administration with a minor in economics from the University of Wisconsin-Madison. He has served as a school principal, superintendent/director of schools, a university professor, and a consultant to local, national, and international organizations. Dr. Duyar teaches graduate-level courses including advanced leadership theories, management of organizational behavior and change, policy analysis in education, principalship, school finance, and school business management.

Dr. Duyar's research focuses on the antecedents, processes, and outcomes of workplace behaviors and performance in educational organizations, with a focus on the role and effects of educational leaders. His interdisciplinary research is inspired by different disciplines, including educational leadership, work/industrial psychology, business, social psychology, and sociology. Dr. Duyar's recent research focuses on constructs including organizational and professional identity, job engagement, task and extra-role performance, multi-source and multi-factor performance evaluations, uncertainty and reform, psychological contract, psychological safety, organizational support, and self-other agreement.

Dr. Duyar has served on the editorial boards of prestigious peer-reviewed journals including *Educational Administration Quarterly* (EQA) and *International Journal of Productivity and Performance Management* (IJPPM). Dr. Duyar continues to stay active with the American Educational Research Association (AERA), American Psychological Association (APA), American Council of Educational Administration (UCEA), European Educational Research Association (ECER); and British Educational Leadership and Management Society (BELMAS).

### **EDUCATION**

1999 Post-Doctoral Fellowship  
Department of Educational Administration  
University of Wisconsin-Madison - USA

1995 Ph.D., 1992 M.S.  
Department of Educational Administration  
University of Wisconsin-Madison - USA

1990 ABD-PhD, 1988 M.A., & 1983 B.S.  
Department of Educational Administration and Planning  
Ankara University - Turkey

## **CERTIFICATION**

Educational Testing Service (ETS) - Current

- Assessment, School Leaders Licensure Assessment (SLLA)
- School Superintendents Assessment (SSA)
- Georgia Assessment for the Certification of Educators-Educational Leadership (GACE EDLP)

## **PROFESSIONAL EXPERIENCE**

2021-Present Professor (Tenured)  
Center of Excellence in Education  
Educational Leadership, Curriculum, and Special Education  
College of Education and Behavioral Science  
Arkansas State University

- Teaches doctoral-level courses
- Chairs doctoral dissertation research
- Serves on the dissertation and comprehensive examination committees

2020-2021 Visiting Professor  
United Arab Emirates University

- Contributed to the improvement and redesign of the Doctoral Program
- Taught master's and doctoral courses
- Served on the dissertation and comprehensive examination committees

2013-2020 Professor (Tenured) – Doctoral & Master's Program Coordinator

2008-2013 Associate Professor (Tenured) – Doctoral Program Coordinator

2003-2008 Assistant Professor – Doctoral Program Coordinator

University of Arkansas-Little Rock

Department of Educational Leadership

- Coordinated the Doctoral Program (2005-2020)
- Coordinated the Master's Program and Graduate Certificate Program (2013-2020)
- Provided advising to 70 doctoral, specialist, and master's students
- Taught graduate courses including management of organizational behavior and change; advanced leadership theories; educational policy and politics of education; school business administration and facilities planning; principalship; school finance and human resource allocation; community relations; and dissertation colloquium
- Chaired doctoral comprehensive examinations
- Ran research on principal/leadership influence tactics; discretionary behavior in educational organizations; voice and silence behavior in schools; school facilities

2004-2020 Consultant/Assessor Educational  
Testing Service (ETS) Princeton, New Jersey

- Develops, reviews, and validates the national licensure tests in educational leadership (SSA and SLLA)
- Assesses School Superintendents Assessment (SSA), School Leaders Licensure Assessment (SLLA), and Georgia Assessment for the Certification of Educators-Educational Leadership (GACE EDLP)

2009-2020

U.S. Department of Education Panel Member & Grant Reviewer

- Serves on the grant review panels
- Reviews competitive grants including but not limited to:  
Magnet Schools Assistance Program; Charter Schools Program; i3 Program

2006-2010 Panel Member & Grant Reviewer

Florida Department of Education

Office of the Independent Education and Parental Choice

- Reviewed charter school planning, design, and implementation grant proposals 2007-2010; 2008-2011

2005-2007 Local Coordinator/Cluster Leader

PAX-Program of Academic Exchange/

Port Chester, New York

- Offered leadership and coordination for a US State Department program P4L-YES Program in Arkansas
- Selected and trained parents on hosting exchange students
- Organized and coordinated activities for exchange students
- Evaluated the program and attended annual conferences

2003-2005 President, Board of Directors

Little Scholars of Arkansas Foundation Little Rock, Arkansas

- Promoted the school through various activities
- Wrote, secured, and managed grants. The total amount of grants I wrote and secured from the public and private sources totaled \$604,200
- Developed policies on curriculum, personnel, and students
- Acted as the spokesperson

2002-2003 Superintendent/Director of Schools

Wisconsin Career Academy

Milwaukee Public Schools, Wisconsin

- Represented the school at local, state, and national levels
- Developed academic, personnel, and student services policies
- Developed short and long-range educational plans
- Directed annual budgets and coordinated annual audits
- Coordinated the relations with the Board and the school
- Wrote and managed grants
- Served as the nonvoting member of the Board

1999-2002 Principal

Wisconsin Career Academy

#### Milwaukee Public Schools

- Managed personnel, school business, and educational aspects of the program
- Represented school in different settings as the administrator, LEA, and PR
- Developed academic, personnel, and student policies
- Wrote, secured, and managed a total of \$120,000 grants in 1999-2000 and a total of \$171,800 grants in 2001-2002
- Coordinated school promotion and recruited students

#### 1999 Research Associate University of Wisconsin Department of Educational Administration

- Assisted outreach program development of UW-Superior
- Assisted the department chair with research and teaching

#### 1995-1997 Associate Researcher

##### Ankara University

##### Department of Educational Administration and Planning

- Taught graduate and undergraduate classes: economics of education; total quality management in education; statistics in education; research design and procedures in education
- Represented the department at the Development of National Education Project-World Bank/Higher Education Council
- Served as the department representative on COE Program Coordination Committee

#### 1995-1996 Consultant

##### World Bank/Higher Education Council

##### Pre-service Teacher Education Project

- Developed and updated undergraduate and graduate programs in the field of educational administration
- Coordinated faculty development programs
- Co-authored project publication: School Management
- Administered project researches
- Organized workshops and facilitated discussions

#### 1996 Consultant

##### British Council

##### Pre-service Teacher Education Project

- Provided consulting services
- Conducted research

#### 1994-1995 Program/Graduate Assistant

##### University of Wisconsin-Madison

##### Department of Educational Administration

- Assisted two department professors in their research and teaching
- Offered to mentor students in research design and data analysis

#### 1985-1990 Research/Teaching Assistant

##### Ankara University

##### Department of Educational Administration and Planning

- Taught undergraduate classes: economics; economics of economic development; theory and practice in educational administration

- Represented the Department at the COE Program Coordination Committee

1982-1985 Assistant Education Specialist  
Department of Interior-Turkey - Education Center

- Developed, implemented, and evaluated short- and long-term in-service education and training programs
- Assisted computerization of services of the Dept. of Pop. And Citizenship

## RESEARCH AND SCHOLARLY ACTIVITIES

### Recognitions

2018 Faculty Excellence Award in Research-College of Education-University of Arkansas at Little Rock

2016 Gene V. Campbell Scholarship Award for Research

Distinguished Member of the International Advisory Panel for the Yungbokhap Project for Educational Research at Hanyang University, 2016-Present

2013 Faculty Excellence Award in Research, UALR

2010 Outstanding Author Contribution Award (Presented at the 2010 AERA/Emerald)

### Books

Duyar, I. & Normore, A. (2012). *Discretionary behavior and performance in educational organizations: The missing link in educational leadership and management*, Bingley, UK: Emerald.

Meriwether, C. & Duyar, I. (1997). *School management*, World Bank/Higher Education Council, ISBN# 975-7912-20-4, Ankara.

### Journal Special Issue

Duyar, I. (Lead Editor), Saleh, A., & Aypay, A. (2023). Education Policy: Analysis and Practice for Persisting Educational Issues (Special Issue), *Education Sciences*, [https://www.mdpi.com/journal/education/special\\_issues/777JVZ1KYP](https://www.mdpi.com/journal/education/special_issues/777JVZ1KYP)

Duyar, I. (Lead Editor), Katura, Y., Ibrahim, A., & MacFarlane, B. (2022). Leadership, Organizational Stressors, and Employee Work Attitudes in Educational Settings (Special Issue), *Frontiers in Educational Leadership*, <https://www.frontiersin.org/research-topics/28148/leadership-organizational-stressors-and-employee-work-attitudes-in-educational-organizations>

### Refereed Book Chapters and Journal Articles

Ozbay, F. & Duyar, I. (2022). Exploring the Role of Education on Environmental Quality and Renewable Energy: Do Education Levels Really Matter? *Current Research in Environmental*

*Sustainability*, (4), 1-11. <https://doi.org/10.1016/j.crsust.2022.100185>  
<https://www.sciencedirect.com/science/article/pii/S2666049022000639?via%3Dihub>

Khaleel, N. S., Alhosani, M., & Duyar, I. (2021). The Role of School Principals in Promoting Inclusive Schools: A Teachers' Perspective, *Frontiers in Education-Special Needs Education*. 1-16. <https://doi.org/10.3389/feduc.2021.603241>

Duyar, I., Bogrek, M. F., & Hunt, A. (2019). Determinants of teacher commitment and retention in high minority and low socioeconomic status schools: The role of teacher professional identity and organizational identification, In Carol R. Rinke & Lynnette K. Mawhinney (Eds.), *Opportunities and Challenges in Teacher Recruitment and Retention* (pp. 25-47), Charlotte: NC, Information Age.

Duyar, I., T., Mina, D. K., & Owoh, S. J. (2018). Promoting Student Creative Problem-Solving Skills: Do Principal Instructional Leadership and Teacher Creative Practices Matter? In T. Fidan (Ed.), *Vocational Identity and Career Construction in Education* (78-99), Hershey: PA, IGI Global.

Duyar, I. (2018). A true pioneer and champion of innovation in educational leadership: Professor Dr. Ziya Bursalioglu, In A. Balci & I. Aydin (Eds), *Dedication to Professor Dr. Ziya Bursalioglu* (663-669). Ankara, Ankara University Publishing: 221.

Albritton, S., Bangs, D., Duyar, I., & Bryant, B. (2017). Utilizing Professional Learning Community Concepts and Social Networking for State Advocacy: The Arkansas Case (ARPEA), *International Journal of Educational Leadership Preparation (IJELP)*, 7(1), 1-17.

Collins, K. S., Duyar, I., & Pearson, C. L. (2016). Does cultural intelligence matter? Effects of principal and teacher cultural intelligence on Latino student achievement, *Journal for Multicultural Education*, 10(4), pp. 465-488.

Ham, S., Duyar, I., & Gumus, S. (2015). Analyzing Effectiveness of Principal Instructional Leadership through Multisource Feedback Mechanisms: Perceptual Self-Other Congruence, *Australian Journal of Education*, 59(3), 1-21.

Duyar, I., Ras, N., & Pearson, L. C. (2015). Analysis of teachers' task and extra-role performance under different autonomy regimes, The Special Issue of *Performance Measurement and Management of Professional and Knowledge Work*, *International Journal of Productivity and Performance Management*, 64(4), 499-522.

Duyar, I., Gumus, S., & Bellibas, M. S. (2014). Multilevel analysis of teacher work attitudes: Influence of principal leadership and teacher collaboration, *International Journal of Educational Management*, 27(7), 700-719.

Ras, N. & Duyar, I. (2013). A social identity perspective on organizational citizenship behavior: Little room for discretion, *International Review of Social Psychology, Special Issue on Organizational Citizenship Behavior*, 25(3/4), 85-111.

Duyar, I., & Aydin, I. (2012). What do we know about assistant principals? A Cross-national examination of factors affecting task performance, discretionary performance, and future career aspirations of assistant principals. In I. Duyar & A. H. Normore (Eds.), *Discretionary behavior and performance in educational institutions: The missing link in educational leadership and*

*management* (pp. 299-330), Bingley, UK: Emerald.

Duyar, I., & Normore, A. (2012). Performance beyond expectations: A closer look at teachers' task performance, discretionary performance, and career aspirations. In I. Duyar & A. H. Normore (Eds.), *Discretionary behavior and performance in educational institutions: The missing link in educational leadership and management* (pp. 87-116), Bingley, UK: Emerald.

Kurt, T., Duyar, I., & Calik, T. (2012). Are we legitimate yet? A closer look at the casual relationship mechanisms among principal leadership, teacher self-efficacy, and collective efficacy, *Current Issues of Educational Management and Leadership*, Special Issue of *Journal of Management Development*, 31(1), 71-86.

Duyar, I. (2010). Relationship between school facility conditions and the delivery of instruction: Evidence from a national survey of school principals, *The Journal of Facilities Management*, 7(1), 1-18.

Duyar, I., Aydin, I., & Pehlivan, Z. (2009). Analyzing principal influence tactics from a cross-cultural perspective: Do Preferred Influence Tactics and Targeted Goals Differ by National Culture? In A. Wiseman (Ed.) *Educational leadership: Global context and international comparisons* (pp. 191-220), Bingley, UK: Emerald.

Duyar, I. & Collins, D. (2008). The effects of consolidation on extracurricular activity participation, *The Journal of Academic Leadership*, 6(3), 1-18.

Duyar, I. (2006). Analyzing education productivity, *Education Review*, 9(4), 1-17. Duyar, I. (1996). Market imperfections in education, *The Journal of Educational Administration*, 1(6), 153-167.

Duyar, I. (1996). Bayesian approach in model testing, *Journal of College of Educational Sciences*, 28(2), 47-58.

Duyar, I. (1996). Toward a convergent theory in public policy implementation: A proposed model, *Journal of College of Educational Sciences*, 28(2), 59-71.

Duyar, I. (1990). Organizational behavior in the interaction between role sources and autocratic management, *Journal of College of Educational Sciences*, 23(1), 129-144.

Duyar, I. (1989). Internal efficiency in education, *Journal of College of Educational Sciences*, 22(1), 485-504.

Duyar, I. (1988). Relationships among development planning, regional planning, and educational planning, *Journal of College of Educational Sciences*, 23(1-2), 517-543.

Duyar, I. (1986). Educational planning for development: Basic issues, *Journal of College of Educational Sciences*, 19(1-2), 201-215.

## **Invited and Refereed Essays**

Pearson, L. C., & Duyar, I. (2007). Buro's Institute of Mental Measurements. Invited by Robert Spies and Barbara Plake to review the *Management and Organizational Skills Test* published in the 17<sup>th</sup> volume of the *Mental Measurements Yearbook*.

Duyar, I. (2006). Market theory of schooling, In F. W. English (Ed.), *Encyclopedia of educational leadership and administration*, Thousand Oaks, CA: Thousand Oaks, CA: Sage.

Duyar, I. (2006). Concepts and uses of productivity in education, In F. W. English (Ed.), *Encyclopedia of educational leadership and administration*, Thousand Oaks, CA: Sage.

Kara, O., Duyar, I., Christy, K., & McNeal. (2006). Principal-agent theory, In F. W. English (Ed.), *Encyclopedia of educational leadership and administration*, Thousand Oaks, CA: Sage.

Duyar, I. (2006). School plant management, In F. W. English (Ed.), *Encyclopedia of educational leadership and administration*, Thousand Oaks, CA: Sage.

Duyar, I. Christy, K. & Kara, O. (2006). Schooling effects, In F. W. English (Ed.), *Encyclopedia of educational leadership and administration*, Thousand Oaks, CA: Sage.

Kara, O. & Duyar, I. (2006). World Bank, influence on education, In F. W. English (Ed.), *Encyclopedia of educational leadership and administration*, Thousand Oaks, CA: Sage

Kara, O. Duyar, I., & Bagheri, F. (2006). Globalism, In F. W. English (Ed.), *Encyclopedia of educational leadership and administration*, Thousand Oaks, CA: Sage.

## **Grants**

PI, Influence of Positive Leadership and Leaders' Sense of Humor on Employee Well-being in the Emirati Public Sector," United Arab Emirates University, 2020, 98,200 Dirham. (Grant cancelled due to the departure of the PI from UAEU).

Received the '2016 Gene V. Campell Scholarship, for the project entitled "Connecting the Disconnected Worlds of Teachers and Principals through Performance Evaluations in Arkansas School Districts: A Self-Other Congruence Perspective," 2016, \$5,000.

Consultant, Faculty Early Career Development Program (NSF): A Probabilistic Tensor Approach to Time-Varying Genetic Regulatory Networks, PI Nidhal Bouaynaya, 2012, \$466,400.

Co-Principal Investigator, Early-Warning System to Improve Student Retention and Graduation Rates (UALR), 2010, \$9,726.72.

## **Invited Presentations**

Duyar, I. (March 2010). Lateral and Upward Teacher Leadership Tactics of Effective Teacher Leaders, International Education Conference, University of Wisconsin at Madison, Madison, Wisconsin.

Duyar, I. (May 2005). The Making of a Successful Charter School, Arkansas Charter Schools Conference, Arkansas Department of Education, Little Rock, AR



## Refereed National & International Presentations

McBride, L., & Duyar, I. (November 17-20, 2022). "Glass Ceilings" and "Sticky Floors:" Examining Influence of Intersectionality and Multiple Identities of Female Superintendents. 2022 University Council of Educational Administrators (UCEA), Seattle, WA, USA.

Kesse, J., & Duyar, I. (November 8-10, 2022). Influence of Organizational Constraints and Principals' Authentic Leadership on Teachers' Psychological Well-being, Annual Conference of Mid-south Educational Research Association (MSERA), Little Rock, Arkansas-USA.

Nazarian, M., Duyar, I., & Alhosani, M. (November 8-10, 2022). Analyzing the Influence of Principals' Cultural Intelligence on Teachers' Perceived Diversity Climate in United Arab Emirates Schools, 2022 Annual Conference of Mid-south Educational Research Association (MSERA), Little Rock, Arkansas, USA.

Duyar, I. & Aljanahi, M. (September 28-30, 2022). Examining Influence of Principal Positive Leadership and Sense of Humor, 2022 World Educational Leadership Symposium (WELS), Zurich-Switzerland, Online.

Nazarian, M., Alhosani, M., & Duyar, I. (September 28-30, 2022). Does Principals' Cultural Intelligence Matter in a Diverse World of Schools? Perceived (In)Congruence between Principals and Teachers, 2022 World Educational Leadership Symposium (WELS), Zurich-Switzerland, Online.

McBride, L. & Duyar, I. (September 28-30, 2022). "Glass Ceilings" and "Sticky Floors:" Examining Influence of Intersectionality and Multiple Identities of Female Superintendents, 2022 World Educational Leadership Symposium (WELS), Zurich-Switzerland, Online.

Sahin, N., Duyar, I., & MacFarlane, B. (August 4-7, 2022). Performance Outcomes of Psychological Contract Fulfillment: Do School Type and Leadership Matter? Minneapolis, 2022 Annual Meeting of American Psychological Association (APA), Minnesota. Online.

Duyar, I., Ozturk, A. (August 4-7, 2022). The Making of Teacher Job-Engagement and Commitment: Does Principal Authentic Leadership Matter? 2022 Annual Meeting of American Psychological Association (APA), Minneapolis, Minnesota. Online.

Duyar, I. & Jackson, L. (September 6-10, 2021). Schools as Learning Organizations: Analysis of Teacher, Principal, and Environmental Predictors of Learning Organization in Successful and Failing Schools. 2021 Annual Meeting of the European Educational Research Association, Online.

Ozturk, A. & Duyar, I. (September 6-10, 2021). Determinants of Teachers' Job Engagement and Organizational Commitment: A Cross-national Study. 2021 Annual Meeting of the European Educational Research Association, Online.

Duyar, I. & Jackson, L. (September 29, 2021). A Validity Study of DLOQ for Analyzing Determinants of Learning Organizations in High and Low-Achieving Schools. (Research Paper), 2021 World Educational Leadership Symposium (WELS). Online.

Hu, Y. & Duyar, I. (September 29, 2021). Paradigm Change in Learning through School Museums: A Closer Look at Influence of Principals toward Change, and Collaborative Learning Culture (Research Paper), 2021 World Educational Leadership Symposium (WELS). Online.

Ozturk, A. & Duyar, I. (September 29, 2021). Analyzing Influence of Authentic Leadership, Organizational Identification, and Perceived organizational Support on Teachers - Job-engagement and Commitment: A Cross-National Study (Research Paper), 2021 World Educational Leadership Symposium (WELS). Online.

Khuloud, A. H., & Duyar, Ibrahim. (September 29, 2021). Influence of Coping with the Organizational Change on Work-related Uncertainty and Work Engagement: Role of organizational Support (Research Paper), 2021 World Educational Leadership Symposium (WELS). Online.

AlAttar F. & Duyar, I. (September 29, 2021). Influence of Organizational Constraints on Teachers' Affective Commitment to Change: Moderating Role of Leader-Member Exchange (LMX) in the UAE Public Schools, 2021 World Educational Leadership Symposium (WELS). Online.

Duyar, I., Jackson, L., & Turturro, C. (April 8-12, 2021). Determinants of Learning Organization: A Comparative Analysis between Successful and Failing Schools, American Educational Research Association (AERA), Virtual Conference.

Khaleel, N. S., Alhosani, M., & Duyar, I. (March 17-20, 2021). The Role of School Principals in Promoting Inclusive Schools: A Teachers' Perspective, Association for Education Finance and Policy (AEFP), Virtual Conference.

Hu, Y., & Duyar, I. (November 17-20, 2020). Mediating Role of Instructional Leadership: Paradigm Change from Cognitive-Learning to Ability-Oriented Learning through School Museums, University Council or Educational Administrator (UCEA), Researcher Development Program Symposium, American Educational Research Association (AERA) Leadership for School Improvement Special Interest Group (SIG) and UCEA Graduate Student Council, Virtual Conference.

Duyar, I., & Fee, L. (2020, Apr 17 - 21) *Mediating Effects of Student Academic Mind-Sets on Relationships Between Principal Leadership Practices, Teacher Practices, and Student Academic Achievement*. AERA Annual Meeting San Francisco, CA. <http://tinyurl.com/uq6r8qr> (Conference Canceled Due to Covid-19.)

Duyar, I., & Fee, L. (November 21-23, 2019). Relationships between Principal Leadership, Teacher Practices, and Student Achievement: Mediating Effects of Student Academic Mindsets, University Council of Educational Administration (UCEA), New Orleans, LO.

Johnson, M., Duyar, I., & Turturro, C. (September 3-6, 2019). Examining Effects of Principals' Instructional and Distributed Leadership, Teachers' Beliefs, Work Attitudes, and Practices on Teachers' Collaboration, European Conference on Educational Research (ECER), Hamburg, Germany.

Duyar, I., Fee, L., Sedivy-Benton, A. L., & Hunt, A. (September 3-6, 2019). Analyzing Leaders' Leadership Practices, Teachers' Classroom Practices, and Students' Academic Mindsets on Mathematics Achievement, European Conference on Educational Research (ECER), Hamburg,

Germany.

Duyar, I. (June 19-22, 2019). Analyzing Determinants and Outcomes of Teachers' Professional Identity and Organizational Identification in Different School Contexts, VI<sup>th</sup> International Eurasian Educational Research Congress, Ankara, Turkey.

Duyar, Ibrahim. (March 21-23, 2019). Promoting Students' Collaborative Problem Solving through Innovative Teacher and Principal Practices. The 44<sup>th</sup> Annual Conference of American Educational Finance and Policy (AEFP), Conference will be held in Kansas City (Kansas City Marriott Downtown), Missouri.

Duyar, I. & Hunt, A. (March 21-23, 2019). Power of Organizational Support in Promoting Teachers' Professional Identity and Organizational Identification. The 44<sup>th</sup> Annual Conference of American Educational Finance and Policy (AEFP), Conference will be held in Kansas City (Kansas City Marriott Downtown), Missouri.

Bogrek, F. M., Duyar, I., & Hunt, A. (April 7-12, 2018). Analyzing Determinants and Outcomes of Teachers' Professional Identity and Organizational Identification: Does School Context Matter? 2018 Annual Conference of American Educational Research Association (AERA), New York, NY.

Duyar, I., Bogrek, F. M., & Turtorro, C. L. (April 7-12, 2018). Teachers' Professional Identity and Organizational Identification in High Minority and Low Socio-Economic Status Charter Schools 2018 Annual Conference of American Educational Research Association (AERA), New York, NY.

Duyar, I. (July 6-9, 2017). Promoting Student Creative Problem Solving through Principal and Teacher Creative Practices in Different Schooling Environments. 2017 Annual Conference of the British Educational Leadership and Management Society (BELMAS), Stratford-upon-Avon, England.

Duyar, I., Mina, K., Owoh, J., & Turturo, C. (April 27-May 1, 2017). Promoting Student Creative Problem Solving through Principal and Teacher Creative Practices in Public and Private Schools, 2017 AERA Annual Convention, San Antonio, TX.

Duyar, I., Gumus, S., & Bellibas, S., M. (April 27-May 1, 2013). A Cross-national Examination of the Factors Affecting Task Performance, Discretionary Performance, and Career Aspirations of the Assistant Principals, AERA Annual Conference, San Francisco, CA.

Duyar, I., Kurt, T., Gumus, S., & Bellibas, S., M. (April 27-May 1, 2013). Performance beyond Expectations: A Closer Look at the Task Performance, Discretionary Performance, and Future Career Aspirations of Teachers, AERA Annual Conference, San Francisco, CA.

Duyar, I., Normore, A. H., Robinson, A. E., Pearson, C., & Cotabish, A. (April 13-17, 2012). Looking at the Big Picture by Examining Structural Relationship Mechanisms among Principal Leadership, Teacher Self-efficacy, and Collective Efficacy, AERA Annual Conference, Vancouver, Canada.

Kurt, T. & Duyar, I. (September 13-15, 2012). Teacher Perceptions on Continuous Change: An Analysis of Teacher Resistance to Change, Middle East Technical University, Ankara,

Turkey.

Duyar, I., Pearson, C., Cotabish, A., & Ras, N. (April 13-17, 2012). Looking at the Big Picture by Examining Structural Relationship Mechanisms among Principal Leadership, Teacher Self-efficacy, and Collective Efficacy, AERA Annual Conference, Vancouver, Canada.

Cotabish, A. & Duyar, I. (April 13-17, 2012). The Effects of Peer Coaching on the Evaluation Knowledge, Skills and Concerns of Program Administrators, AERA Annual Conference, Vancouver, Canada.

Duyar, I. Richardson, S. A., & Watson, L. (November 15-18, 2012). The Making of Assistant Principals: A Cross-national Examination of Assistant Principals' Task and Extra-role Performance. Denver: CO.

Duyar, I. (November 16-20, 2011). The Role of Collective Efficacy in Schools: A Closer Look at the Relationships among Principal Leadership, Teacher Self-Efficacy, and Collective Efficacy, University Council of Educational Administration (UCEA). Pittsburg, PA.

Duyar, I., Haynes, B., & Pearson, C. (April 8-12, 2011). Does Professional Development of Principals Matter? A Longitudinal Analysis of Relationship between Leadership Academy Training and Student Achievement, American Educational Research Association Annual Conference (AERA), New Orleans: Louisiana: LA.

Duyar, I. (April 30-May 4, 2010). Cross-cultural Analysis of Principal Preferred Influence Tactics and Targeted Goals, American Educational Research Association Annual Conference (AERA), Denver: CO.

Duyar, I. & Bounds, S. (September 23-26, 2010). The Role of School Facilities in the Delivery of Instruction: A Physical Capital Perspective, the Association of School Business Officials International (ASBO), Lake Buena Vista: FL.

Duyar, I. (November 18-22, 2009). Analyzing principal influence tactics from a cross-cultural perspective: Do Preferred Influence Tactics and Targeted Goals Differ by National Culture? The Annual Conference of University Council of Educational Administration (UCEA), Anaheim: CA.

Duyar, I. (April 20-27, 2009). Understanding the relationship between school facility conditions and the delivery of instruction: Evidence from a national survey of school principals, 2009 AERA Annual Conference, San Diego: CA.

Duyar, I. (March 15-17, 2009). Effects of corruption on educational outcomes: A cross-cultural studies from a "sand the wheels" approach, 2008 International Education Conference, University of Wisconsin-Madison.

Robinson, A., Cotabish, A., Bryant, L., Duyar, I., & Carolyn Pearson, (March 24-28, 2008). Implementing a Team Model in a Statewide Gifted Program Evaluation Initiative, 2008 AERA Annual Conference, New York City, NY.

Cotabish, A., Robinson, A., & Duyar, I. (November, 2007). The Effects of Peer Coaching on the Evaluation Knowledge, Skills, and Concerns of GT Administrators, 54<sup>th</sup> Annual Convention

of the National Association for Gifted Children, Minneapolis: MN.

Duyar, I. & Robinson, M. (February, 2007). The Impact of the Level of Implementation of Comprehensive School Reform Models on Teacher Efficacy and Student Achievement in CSR and non-CSR Elementary Schools, Conference Within Conference of the National Council of Professors of Educational Administration (NCPEA) and (NSAAP), Las Vegas, NE.

Duyar, I. & Robinson, M. (February, 2007). Implementation of Comprehensive School Reform Programs: Do Principal and District Attributes Matter? Conference within Conference of the National Council of Professors of Educational Administration (NCPEA) and (NSAAP), Las Vegas, NE.

Duyar, I. (November, 2005). Outsourcing Trends in Public Education, ASBO 91<sup>st</sup> Annual Conference, Boston, MA.

Duyar, I. & Fletcher, D. (February, 2005). Role of Principals in the Implementation of Comprehensive School Reform Programs, Conference Within Conference of the National Council of Professors of Educational Administration (NCPEA) and American Association School Administrators (AASA), San Antonio: TX.

Duyar, I. & Fletcher, D. (February, 2005). Do We Have a Coherent Theory on the Conditions of Effective Policy Implementation, Conference Within Conference of the National Council of Professors of Educational Administration (NCPEA) and American Association School Administrators, San Antonio: TX.

Duyar, I. (October, 2004). Educational Management Organizations in the Delivery and Management of Public Education, Association of School Business Officials International, 90<sup>th</sup> Annual Meeting and Exhibits, Cincinnati: OH.

### **Refereed Regional Presentations**

Duyar, I. & Hooper, B. (November, 2004). Market-based and Mission-based Charter Schools, Annual Meeting Southern Regional Council of Educational Administration Raleigh, NC.

Hooper, B. & Duyar, I. (November, 2004). Attracting and Retaining Students into Educational Leadership Programs via Methods of Instructional Delivery, Annual Meeting Southern Regional Council of Educational Administration Raleigh, NC.

Duyar, I. & Vogt, D. (October, 2002). Challenges and Rewards of Teaching Reading to Middle School Students With Diverse Educational Backgrounds, 36<sup>th</sup> Annual University of Wisconsin Oshkosh Reading Conference: Energizing the Profession: What Goes on in Reading Today, Oshkosh, WI.

### **International Presentations**

Duyar, I. (March, 2009). Relationship between Corruption and Education: A Cross-cultural Study with a Sand the Wheels Approach, International Education Conference, University of Wisconsin, Madison, WI.

Duyar, I. (March, 2007). The Journey of Creating a Blended National Identity where East

Meets with West: The Turkish Case, International Education Conference, University of Wisconsin, Madison, WI.

Duyar, I. (January, 2005). Developing a Coherent Theory on the Conditions of Effective Policy Implementation, Hawaii International Conference on Education, Honolulu: HI.

Duyar, I. (January, 2005). Charter School Leadership: Is Leadership in Mission- and Market-Based Charter Schools Any Different? Hawaii International Conference on Education, Honolulu: HI.

Duyar, I. (March, 2004). Turkey is in the Crossroads again: Issues of Turkish Education System in the Verge of Becoming a Member to European Union, International Education Conference, University of Wisconsin, Madison, WI.

Duyar, I. (March, 2003). What Does No Child Left Behind Accountability Provisions Mean to Charter Schools, Paper Presented at the Oxford Round Table: Charter Schools: Reform of Educational Policy, Oxford University, Oxford: England.

Duyar, I. (October, 1996). Restructuring in Turkish Basic Education: the Curriculum Laboratory Schools, Paper Presented at the Restructuring in Turkish Secondary Education, VI National Education Symposium of Turkish Clubs, Kutahya: Turkey.

Duyar, I. (June, 1996). Cooperative Planning as School Improvement Tool: the Turkish Curriculum Laboratory Schools Case, Paper Presented at the Educational Administration and Supervision Workshop, World Bank/ Turkish Higher Education Council, Izmir: Turkey.

### **Unpublished Project Papers & Program Assessments**

Duyar, I. EDAS Doctoral Program Annual Assessment Reports, University of Arkansas at Little Rock. (2005; 2006; 2007; 2008; 2009; 2010; 2011).

Meriwether, C. & Duyar, I. (1997). *Educational Administration and Supervision: Proposed Programs*, World Bank/Turkish Higher Education Council, Development of National Education Project, Ankara.

Duyar, I. (1996). Prospects in Pre-service Education of Principals, Unpublished Research Paper, World Bank/Turkish Higher Education Council, Development of National Education Project, Research was Funded by Development of National Education Foundation, Ankara.

### **Dissertation**

Duyar, I. (1995). Factors Affecting Implementation of Chapter 2 Programs in Wisconsin School Districts, Unpublished Doctoral Dissertation, University of Wisconsin-Madison.

Duyar, I. (1985). Relationships between National Planning, Regional Planning, and Educational Planning: Case of Priority Areas for Economic Development, Unpublished Master's Thesis, Ankara University, Ankara: Turkey.

## **SERVICE**

## Service to Profession

### Recognitions

Executive Board Member, Arkansas Professors of Educational Administrators-2012-Present

Distinguished Member, International Advisory Panel for the Yungbokhap Project for Educational Research at Hanyang University in South Korea. 2016- Present

Faculty Excellence Award in Service, 2007 College of Education, University of Arkansas at Little Rock.

UALR Certificate of Appreciation, 2007-2008, in recognition of service as a Graduate Council member.

Certificates of Appreciation, 2009 & 2018, in recognition of contributions to Graduate Student Research Forum, Graduate School, UALR.

### Journal Editorial or Advisory Board

*International Journal of Productivity and Performance Management*. 2018-Present

*Research in Educational Administration & Leadership (REAL)*, 2016-Present

*Frontiers in Education-Educational Leadership*, 2021-Present

*Educational Sciences*, Topic editor, 2020-Present

*Journal of Research in Educational Administration & Leadership*, 2015-Present

*Cambridge Scholars Publishing*, 2018-2020

*British Journal of Educational Research (BJER)*, Associate Editor, 2011-2020

*Educational Administration Quarterly (EAQ)*, 2009-2015. (Two terms served)

*Journal of Theory and Practice in Educational Administration (JTPEA)*, 2013-2020

*Journal of Educational Sciences Research (JESR)*, 2012-2020

*Journal of Education (JOE)*, Associate Editor, 2010-2020

*Administration Issues Journal: Education, Practice, and Research (JEPR)*, 2010-2020

*International Journal of Academic Research (IJAR)*, 2009-2020

### Journal Editorial Review

Reviewer, *International Journal of Productivity and Performance Management*. 2018-Present

Reviewer, *Current Psychology*, 2020-Present

Reviewer, *Journal of Research in Educational Administration & Leadership*, 2015-Present

Reviewer, *Frontiers in Education-Educational Leadership*, 2021-Present

Reviewer, the *American Educational Research Journal: Teaching, Learning, and Human Development*, 2012-2020

Reviewer, *Educational Administration Quarterly*, 2009-2015

Reviewer, *Administration Issues Journal: Education, Practice, and Research*, 2010-2020

Reviewer, *Studies in Educational Evaluation*, Elsevier Publishing, 2009-2020

Reviewer, *International Journal of Education Policy and Leadership*, 2007-2020

Reviewer, *Journal of Research in International Education*, 2008-2020

Reviewer, *Journal of Research for Educational Leaders*, 2006-2020

Reviewer, *Journal of Education and Human Development*, 2006-2020

### **Leadership Duties for Professional Conferences**

Co-chair, Evaluation Committee, Mid-south Educational Research Association, 2022-Present

Served on the Scientific Committee for the 3<sup>rd</sup> *International Higher Education Studies Conference, Association for Higher Education Studies*, October 11-13, 2018, Kayseri: Turkey.

Co-chair, Emerging Scholar Committee, Division A, American Educational Research Association, 2012-Present

Co-chair, Davis Award 2010, *Educational Administration Quarterly*, 2011  
Conference Planning Committee member of *International Education Conference*, 2003-Present

Elected officer of the Special Interest Group on Charter School Research and Evaluation of the *American Educational Research Association*, 2007-10

Conference Organization Committee member of *the Global Educational Technology Seminar*, European Union & UALR, 2005

### **Proposal Review Panels for Professional Conferences**

*Annual Conference of the American Educational Research Association*, 2006-Present

*Annual Convention of the University Council for Educational Administration*, 05-Present



*Conference-within-Conference* of the National Council of Professors of Educational Administration, 2005- Present

*International Education Conference*, 2003-2013

*Annual Conference of the Southern Regional Council on Educational Administration*. 2004

### **Mentoring Emergent Scholars through National Programs**

Jackson Scholars, University Council for Educational Administration, (UCEA), (Mentored 3) – 2017-Present

William L. Boyd National Educational Politics Workshop, Politics of Education Association and UCEA (Mentored 5) 2015-Present

Early Career Scholar Mentoring Program, Division A-AERA, (Mentored 3) - 2017-Present

Researcher Development Program (RDP), Leadership for School Improvement Special Interest Group (LSI SIG)-AERA- (Mentored 2), 2018-Present

### **International**

Conference Planning Committee Member, *International Education Conference*, University of Wisconsin, Madison, WI, 2003-2011.

Conference organization committee member in the *Global Educational Technology Symposium*. This symposium was held at UALR and was sponsored by UALR, EU Directorate of Education, and U.S. Department of Education, 2005.

Invited by the Qatar Supreme Education Council to serve in the Independent Schools Project, a national charter schools project, 2004.

### **National**

Consultant assessment specialist for the School Leaders Licensure Assessment (SLLA) and Superintendent Licensure Assessment (SSA), Educational Testing Service, 2005-2020

Test scorer/assessor, the SLLA and SSA, Education Testing Service, 2003- 2020

External reviewer for the tenure and promotion of Dr. Wesley Hickey of University of Texas at Tyler, July 2009.

Panel member, the Review Committee for the Public Charter School Program Grant Request for Proposal (RFP) for the 2006-2007 school year, the Florida Department of Education, 2006

Reviewer, the Charter Schools Planning, Design, and Implementation Grant Proposals: 2007-2010. Florida Department of Education, 2006-2007

Panel member, Formative Assessment Panel for Principals, University of Minnesota, November 17, 2006

Conference planning committee member, the International Education Conference based at the University of Wisconsin-Madison, 2003-2011

Conference proposal reviewer and/or session chair:

- American Education Research Association, 2006-Present
- University Council for Educational Administration, 2005-Present
- National Council of Professors of Educational Administration-  
(Conference-within-Conference), 2005-Present
- International Education Conference, 2003- Present
- Southern Regional Council on Educational Administration, 2005

Volunteer, Wisconsin Charter Schools Association, 2003

### **State and Local**

Executive Board, Arkansas Professors of Educational Administration, 2012-Present

Co-founder and president of the Board of Directors, LISA Academy, 2003-2005. Public speaker, informational meetings (8) on charter schools in Little Rock and North Little Rock public libraries, 2003-2005

Local coordinator/cluster leader, the Youth Exchange Program (YES), an U.S. State Department high school scholarship program for international students, 2005-2006

Judge, the Regional Science Fair, 2006; 2007; 2008; 2009; 2011.

Judge, Little Rock Central High School Science Fair, 2003; 2004; 2005; 2007; 2009; 2011.

Judge, Huda Academy Science Fair, 2004; 2005; and 2006.

### **Service to the Universities Served**

#### **ASU**

Senator, Faculty Senate, 2022-Present

Member, Curriculum Committee, College of Education and Behavioral Sciences. 2022-Present

Member, Scholarship Committee, College of Education and Behavioral Sciences. 2022-Present

Member, Merit Committee, Department of Educational Leadership, Curriculum, and Special Education. 2021-Present

Member, Tenure and Promotion Committee, Department of Educational Leadership, Curriculum, and Special Education. 2021-Present

Member, Admission Committee, Doctoral Program in Educational Leadership, 2021-Present

Member, Faculty Search Committees, Doctoral Program in Educational Leadership, 2021-Present

Member, Dissertation Mentor Search Committees, Doctoral Program in Educational Leadership,

2023-Present

## **UALR**

Faculty Teaching & Service Development Committee, 2008-2020.

Academic liaison to Dr. Elisabeth Goersdorf, Karl-Franzens University, Graz, Austria.  
August 29-September 10, 2010.

Member, Graduate Council, 2004-2007, 2012-2015.

▣ Personnel sub-committee – 2003-2005, 2012.

▣ Curriculum sub-committee – 2006-2007. 2013-2015.

Panel member, UALR Campus Roundtable Discussion on Student Recruitment and Retention  
Panel. September 17, 2004.

Mentor, three minority graduate students in the Teaching Enhancements  
Affecting Minority Students (TEAMS), 2004-2007.

Judge, the UALR Graduate Student Research Forum, 2006 & 2007.

## **College**

Member, Promotion and Tenure Committee, 2015-2020

Personnel Advisory Committee, 2010-2020

Member, Recruitment, Retention, and Exit Committee, 2008-2020

Member, Scholarship Committee, 2006-2011.

Diversity Committee, 2003-2005; 2006-2008. Member, Academic  
Policies Committee, 2006-2010. Chair, Dissertation Quality  
Committee, 2004-2005.

Volunteer, the IV<sup>th</sup> Annual Arkansas Teacher/Administrator Career Fair, 2005

## **Department of Educational Leadership**

Member, Advising Strategic Committee, 2012-2020.

Acting chair, when requested/assigned – 2012-2020.

Member, Tenure and Promotion Committee, 2009-2020.

Member, Annual Review Committee, 2007-2008; 2009-2010; 2012-2020.

Member, Dismissal Committee, 2012-2015.

Member, Governance Document Committee, 2008-2009.

Member, the office manager search committee, January 2007, 2008.

Member, gifted education program faculty search committee 2008.

Member, the department chair search committee, 2006.

Member, the higher education program faculty search committee, 2003; 2006

## **Program of Educational Administration & Supervision**

Doctoral program coordinator, 2005-2020

EDAS program coordinator, 2012-2020  
Adviser, doctoral, specialist, and master's students, 2003-2020  
Developed doctoral program assessment plans, 2003-2020  
Chair, doctoral comprehensive examination committee, 2003-2020  
Developed EDAS program Comprehensive Examination Handbook, 2005  
Developed and managed program email lists, 2003-2020  
Editor, the first program newsletter: *EDAS Community*, 2006-2020  
Co-coordinator, the Program Stakeholders Council meetings, 2003-2020  
Chair and/or member of faculty search committees, 2003-2020 Chaired 17 doctoral dissertation research for successful completion. Member, more than 20 doctoral dissertation committees

### **Select Courses Taught**

School Finance and Human Resource Allocation  
School Business Management and Facilities Planning  
Advanced Leadership Theories  
Politics and Policy Analysis in Education  
Organizational Behavior and Management of Change  
Contemporary Issues and Trends in Education  
Administrative Problem Analysis  
School Community Relations  
The Principalship

### **Student Advising and Mentoring**

Served as the Doctoral Program advisor (2005-2020)  
Served as the doctoral dissertation chair to seventeen doctoral students  
Served as a member of 11 doctoral dissertation committees  
Mentored three minority students in the TEAMS Program

### **PROFESSIONAL AFFILIATIONS**

Society of Psychologists in Leadership-July 2022-Present  
American Psychological Association-July 2021-Present  
American Educational Research Association, 2001-2003; 2005-Present  
Mid-south Educational Research Association-October 2022-Present  
British Educational Leadership and Management Association, 2016-2018  
European Educational Leadership Association, 2018-2020  
National Council of Professors of Educational Administration, 2004-Present  
Arkansas Association of Educational Administrators, 2013-2020  
Board Member, Friends of International Education, 2003-Present  
Executive Board Member, Arkansas Professors of Educational Administrators, 2012-Present  
American Association of School Administrators 2005  
American School Finance Association 2004-2005  
National Association of Secondary Schools 2004-2005  
Wisconsin Charter Schools Association 1999-2003

## **REFERENCES**

(Available Upon Request)