


# Richard Aaron Wisman

Department of Advanced Educational Studies  
California State University, Bakersfield  
9001 Stockdale Highway | EDUC 22  
Bakersfield, California 93311  
rwisman@csub.edu | (661) 654 – 6111 | @aaronwisman  
ORCID  0000-0002-6479-5813

## AREAS OF SPECIALIZATION

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School diversity and academic achievement of marginalized students, diversity and equity policy, state-level education reform, leadership in high-minority/high-poverty contexts.

## EDUCATION

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### University of Louisville

2017 Ed.D., Educational Leadership and Organizational Development  
Dissertation: *Diversity for diversity's sake? The relationship between diversity and school-level academic achievement.*

### University of the Cumberland

2012 M.A., Teaching

### University of Louisville

2009 B.S., Biology

## PROFESSIONAL APPOINTMENTS

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2024 – Present *Associate Professor, Tenured, California State University, Bakersfield*  
Department of Advanced Educational Studies

2025, Spring *Interim Director, California State University, Bakersfield*  
Doctoral Program in Educational Leadership (EdD)

2023 – Present *Director, California State University, Bakersfield*  
M.A. in Educational Administration/Administrative Services Credential

2019 – 2023 *Co-Director, California State University, Bakersfield*  
M.A. in Educational Administration/Administrative Services Credential

2018 – 2024 *Assistant Professor, California State University, Bakersfield*  
Department of Advanced Educational Studies

2015 – 2018 *Education Recovery Specialist, Kentucky Department of Education*

2011 – 2015 *Teacher, Department Chair, Doss High, Jefferson County Public Schools*

2007 – 2011 *Teacher, Department Chair, De Sales High, Louisville, Kentucky*

## PUBLICATIONS

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### *Peer-Reviewed Journal Articles*

- Wisman, R. A.**, Carmichael-Murphy, M. F., Ingle, W. K., & Davis, C. C. (in press, Winter 2024). Uplifting voices: Black student unions, positive youth development, and equity. *Journal of Negro Education*.
- Szolowicz, M. A., & **Wisman, R. A.** (2021). Red for ed teacher movements: Exploring roles and symbols in the politics of the superintendency. *Educational Administration Quarterly*, 57(5), 716-746. <https://doi.org/10.1177/0013161X211034485>
- Wisman, R. A.** (2020). Operationalizing the intersection of racial and socioeconomic diversity in predicting school-level academic achievement. *Education and Urban Society*, 52(6), 927-961. <https://doi.org/10.1177/0013124519894989>
- Wisman, R. A.**, Muñoz, M. A., & Stevens, P. T. (2019). Evaluating the efficacy of short-cycle mathematics interventions in a high-minority/high-poverty urban public middle school. *Journal for Leadership, Equity, and Research*, 5(1-2), 6-25. <https://journals.sfu.ca/cvj/index.php/cvj/article/view/49/83>
- Ingle, W. K., & **Wisman, R. A.** (2018). Extending the work of Cowen and Fowles: A historical analysis of Kentucky teacher contracts. *Educational Policy*, 32(2), 313-333. <https://doi.org/10.1177/0895904817741544>

### *Book Chapters*

- Meadows, D., Gonzales, H., Cervantes-Gonzalez, A., & **Wisman, R. A.** (in press, 2025). Pathways to quality: CSUB residency programs. In C. DeGregory, M. LaCelle-Peterson, K. Lowenstein, & S. Schneider (Eds.), *Locating quality in the dynamic landscape of educator preparation: Creating quality in context*. Myers Education Press.
- Muñoz, M. A., Stevens, P. T., & **Wisman, R. A.** (2022). Global thinking, local action: Promoting global competencies and sustainable school improvement in high-poverty contexts. In M. Suleiman (Ed.), *Beyond provincialism: Promoting global competencies in teacher and educator preparation* (pp. 35-61). Information Age. <https://www.infoagepub.com/products/Beyond-Provincialism>
- Wisman, R. A.**, & Ingle, W. K. (2021). Actors, interests, and actions in shaping state education policy. In A. Urick, D. DeMatthews, & T. G. Ford (Eds.), *Maximizing the policy relevance of research for school improvement* (pp. 43-74). Information Age. <https://www.infoagepub.com/products/Maximizing-the-Policy-Relevance-of-Research-for-School-Improvement>

**Newsletters**

**Wisman, R. A.** (2018). Neighborhood schools or long bus rides: Diversity, choice, and quality in Jefferson County Public Schools. *UCEA Review*, 59(2), 30-31.

**Book Reviews**

**Wisman, R. A.** (2023). Misplaced blame: Decades of failing schools, their teachers, and their students. [Review of *Misplaced blame: Decades of failing schools, their teachers, and their students*, by Bonnie Johnson]. [\*Teachers College Record\*](#).

**Working Papers** (\*Doctoral Student)

**Wisman, R. A.**, Szolowicz, M. A., & Schultz, R. (under review). *Understanding the experiences of district leaders: Sensemaking from the management of COVID-19 in California's Antelope valley*.

**Wisman, R. A.**, Szolowicz, M. A., Wang, J., & Meadows\*, D. (under review). *Diversity and licensure outcomes of administrator candidate performance: Path analysis of California's principal pipeline*.

Bank\*, L., Padilla Banuelos\*, J., Munoz\*, S., & **Wisman, R. A.** (in progress). *Examining relationships between student recreation center use and academic performance*.

Patino\*, J., Kirstein\*, L., Skapinakis\*, A., & **Wisman, R. A.** (in progress). *Exploration of lived experiences and shaped identities of non-credit students*.

**Wisman, R. A.** (in progress). *Variety and disparity: Contrasting conceptualizations of socioeconomic diversity in predicting school-level academic achievement*.

**PRESENTATIONS**

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**Refereed Presentations** (\*Doctoral Student)

Bank\*, L., Padilla Banuelos\*, J., Munoz\*, S., & **Wisman, R. A.** (2025, January). *Examining relationships between student recreation center use and academic performance*. [Paper presentation]. Hawaii International Conference on Education, Honolulu, Hawaii.

Patino\*, J., Kirstein\*, L., Skapinakis\*, A., & **Wisman, R. A.** (2025, January). *Exploration of lived experiences and shaped identities of non-credit students*. [Paper presentation]. Hawaii International Conference on Education, Honolulu, Hawaii.

**Wisman, R. A.**, & \*Meadows, D. (2024, January). *Disparities in outcomes on the California administrator performance assessment: Results from four years of implementation*. [Paper presentation]. Hawaii International Conference on Education, Waikoloa, Hawaii.

- Wisman, R. A.**, Wang, J., Szolowicz, M., & \*Meadows, D. (2023, November). *Path analysis of gender, race/ethnicity, and outcomes on the California administrator performance assessment*. [Paper presentation]. University Council for Educational Administration Annual Convention, Minneapolis, Minnesota.
- Wisman, R. A.**, Szolowicz, M. A., Wang, J., & \*Meadows, D. (2022, November). *Examining disparities from the California Administrator Performance Assessment: Evidence from first-year administration*. [Paper presentation]. University Council for Educational Administration Annual Convention, Seattle, Washington.
- Roberts, S., \*Meadows, D., **Wisman, R. A.**, Beck, B., Evans-Santiago, B., Hayes, A., Ortiz-Bush, Y., & Suleiman, M. (2022, March). *Equity and justice: Collaborative self-study across educator preparation programs* [Roundtable session]. American Association of Colleges for Teacher Education Annual Meeting, New Orleans, Louisiana.
- Wisman, R. A.**, Szolowicz, M., & Schultz, R. (2021, November). *Understanding the experiences of district leaders in a novel transformation of the educational enterprise* [Paper presentation]. University Council for Educational Administration Annual Convention, Columbus, Ohio.
- Szolowicz, M. & **Wisman, R. A.** (2020, April). *Under pressure: Disassembling superintendent power and roles during Red for Ed teacher work stoppages* [Roundtable session]. American Educational Research Association Annual Meeting, San Francisco, California <http://tinyurl.com/wwme8xa> [tinyurl.com] (Conference Canceled).
- Wisman, R. A.**, Carmichael-Murphy, M. F., & Ingle, W. K. (2019, November). *Uplifting voices: Black student unions, positive youth development, and equity* [Paper presentation]. University Council for Educational Administration Annual Convention, New Orleans, Louisiana.
- Wisman, R. A.** (2018, November). *Diversity for diversity's sake? The relationship between diversity and school-level academic achievement* [Paper presentation]. University Council for Educational Administration Annual Convention, Houston, Texas.
- Ingle, W. K., & **Wisman, R. A.** (2016, November). *Revisiting and extending the work of Cowen and Fowles: A historical analysis of Kentucky teacher contracts* [Paper presentation]. University Council for Educational Administration Annual Convention, Detroit, Michigan.
- Wisman, R. A.**, Muñoz, M. A., & Stevens, P. T. (2016, November). *Evaluating the efficacy of tier 2 mathematics interventions at a high-minority/high-poverty all-boys middle school* [Paper presentation]. Consortium for Research on Educational Assessment and Teaching Effectiveness Conference Annual Meeting, Louisville, Kentucky.
- Davis, C. C., Ellison, J., Kissling, R., & **Wisman, R. A.** (2015, November). *Understanding the experiences of principals in persistently low achieving schools: A phenomenology* [Paper presentation]. University Council for Educational Administration Annual Convention, San Diego, California.

***State and Local Presentations***

Meadows, D., Szolowicz, M. A., & **Wisman, R. A.** (2022, September 16). *Moving beyond retelling to data analysis of equity gaps in CalAPA Cycle 1*. A presentation at the Meredith Fellows Implementation Conference. Virtual/Online.

**Wisman, R. A.**, & Szolowicz, M. A., & Meadows, D. (2020, July). *Self, peer, and critical feedback: Formative assessment strategies for the CalAPA*. A presentation at the California Commission on Teacher Credentialing California Administrator Performance Assessment Implementation Conference. Virtual/Online.

**Wisman, R. A.**, Muñoz, M. A., & Stevens, P. T. (2016, October). *Evaluating the efficacy of tier 2 mathematic interventions at a high-minority/high-poverty all-boys middle school*. A presentation at the Kentucky Association of Assessment Coordinators' Scott Tremble Workshop, Louisville, Kentucky.

***Invited Presentations***

Ingle, W. K., Umpstead Pratel, R. (2024, November). *Critical conversations regarding the micropolitics of faculty in P-12 educational leadership preparation programs* [Invited panelist]. University Council for Education Administration Annual Convention, Los Angeles, California.

Szolowicz, M. A., & **Wisman, R. A.** (2020, January). *The California administrator performance assessment (CalAPA): Implications for leadership development*. A presentation at the Antelope Valley Curriculum Articulation Committee meeting, Lancaster, California.

**Wisman, R. A.**, Kissling, R., & Stevens, P. T. (2017, September). *Dylan William's teacher learning community model*. A presentation at the Kentucky Continuous Improvement Summit, Lexington, Kentucky.

**SERVICE TO THE PROFESSION**

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***Ad Hoc Manuscript Reviewer***

2020 – Present     *Educational Administration Quarterly*  
                               *Journal of Negro Education*  
                               *Journal of Economics and Development*  
                               *Issues in Teacher Education*  
                               *Sage Open*

***Ad Hoc Conference Reviewer***

2015 – Present     *University Council for Educational Administration*  
 2019 – Present     *American Educational Research Association (Divisions A, G, and L)*

**Proposal Reviewer**

2022

David L. Clark National Graduate Student Research Seminar in Educational Administration & Policy (AERA & UCEA)

**Institutional Delegate**

2019 – 2020

*California Council on Teacher Education*

**Delegate**, from California State University, Bakersfield

**SERVICE TO THE COMMUNITY**

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2020-Present **Member**, Induction Advisory Committee, Kern County Superintendent of Schools

The purpose of the Induction Advisory Committee is to bring in members from partnering districts, schools, and universities to review progress, provide feedback and advisement, communication, and direction to the KCSOS Induction Programs to improve the services provided.

2019-Present **Member**, Antelope Valley Curriculum Articulation Council, Lancaster, California

The AVCAC is a group of curriculum leaders from local education agencies across the Antelope Valley, who collaborate to improve student outcomes.

2022 **Guest Reader**, Read Across America

Read *The Lorax* (Dr. Seuss) for students of Planz Elementary School (Greenfield Union School District), Bakersfield, California. (Virtual, <https://youtu.be/W4ee22cDuzM> [youtu.be]).

2021-2024 **Facilitator**, Antelope Valley Curriculum Articulation Council, Lancaster, California

The AVCAC is a group of curriculum leaders from local education agencies across the Antelope Valley, who meet monthly to collaborate for improved student outcomes.

2018 **Member**, Comprehensive School Improvement Steering Committee, Jefferson County Public Schools, Kentucky

The purpose of the Comprehensive School Improvement Steering Committee is to make policy recommendations to district leadership regarding school improvement and support in Comprehensive (formerly, “Priority”) schools.

2018 **Critical Friend**, Classroom Teachers Enacting Positive Solutions (CTEPS), Kentucky

CTEPS teachers use design thinking and action research to focus on a challenge in their school, district or state. Through action research, CTEPS teachers analyze their context, research, design, implement, analyze, reflect on and publish their findings. Critical friends work to support CTEPS teachers through the inquiry process.

2017-2018 **Member**, School-Based Decision Making (SBDM) council, Schaffner Elementary School, Jefferson County Public Schools, Kentucky

The SBDM council sets school policy and makes decisions, outlined in state statute, to provide an environment that enhances student achievement.

## SERVICE TO THE UNIVERSITY

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### *University Level*

#### *California State University, Bakersfield*

- 2023-Present **Member**, Human Subjects Institutional Review Board (IRB)
- 2023-2025 **Member**, Research Council of the University
- 2023-2025 **Faculty Representative, School of Social Sciences and Education,**  
Teacher Education Advisory Council
- 2020-2023 **Academic Senate Representative**, Teacher Education Advisory  
Committee

#### *California State University, Bakersfield Academic Senate*

- 2019-2020 **Alternate**, for Dr. Mahmoud Suleiman

#### *California State University, Bakersfield Office of Grants, Research, and Sponsored Programs*

- 2023 **Session Chair**, Student Research Competition
- 2020 **Juror**, Student Research Competition

### *Department Level*

#### *California State University, Bakersfield Advanced Educational Studies*

- 2021 **Member**, Ad Hoc Committee for Exceptional Service and Post-Tenure  
Review Criteria
- 2019 **Chair**, Ad Hoc Committee for Early Tenure and Promotion Criteria

#### *California State University, Bakersfield Doctoral Program in Educational Leadership*

- 2023 **Chair**, Director Search Committee
- 2022-Present **Chair**, Qualifying Exam Committee
- 2022-Present **Member**, Community Advisory Board
- 2020-Present **Member**, Academic Policy and Planning Committee
- 2020-Present **Member**, Admissions and Appeals Committee
- 2019-Present **Member**, Qualifying Exam Committee
- 2019-Present **Member**, Sub-Committee for Allowable Transfer Credits
- 2019 **Member**, Director Search Committee
- 2019 **Member**, Ad Hoc Committee for Qualifying Exam Revisions

#### *University of Louisville Department of Educational Leadership and Organizational Development*

- 2017 **Member**, Interview Committee for Ed.D. Admissions

**School Level***California State University, Bakersfield Educator Preparation Programs Unit*

- 2020-2022 **Member**, Accreditation Writing Team (Association for Advancing Quality in Educator Preparation)
- 2019-2023 **Facilitator**, Equity and Justice Work Group  
The Equity and Justice Work Group facilitates collaborative self-study of faculty who prepare educators and educational leaders about practices related to issues of equity and social justice.

*California State University, Bakersfield Graduate School*

- 2023-2024 **Member**, Recruitment, Admissions, Standing, and Graduation Sub-Committee
- 2021-2022 **Chair**, Graduate Student Support Services Sub-Committee
- 2019-Present **Member**, Graduate Student Support Services Sub-Committee

*California State University, Bakersfield School of Social Sciences and Education*

- 2022-2023 **Member**, Scholarship Committee
- 2018-2019 **Member**, Search Committee for Ed.D. Program Director

**COURSES TAUGHT**

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*California State University, Bakersfield*

- Master's Level**
- EDAD 6100: Visionary Leadership
  - EDAD 6200: Instructional Leadership
  - EDAD 6300: Management and Learning Environment
  - EDAD 6400: Family and Community Engagement
  - EDAD 6500: Ethics and Integrity
  - EDAD 6830: Fieldwork I
  - EDAD 6840: Fieldwork II
  - EDAD 6890: Culminating Project in Educational Administration
  - EDCI 6100: Research Methods for Educational Leaders
- Doctoral Level**
- EDLD 6020: Educational Reform
  - EDLD 6070: Applied Qualitative Methods
  - EDLD 6090: Research Concepts and Design
  - EDLD 6740: Literature Review
  - EDLD 6770: Special Topics: PK-20 School Law
  - EDLD 6770: Special Topics: Problem Analysis in Educational Leadership



## DISSERTATIONS

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### *Chaired Dissertation Committees*

Allison Arnold	Ed.D., Educational Leadership California State University, Bakersfield	(Ongoing)
<i>Misinformation in the middle school science classroom.</i>		
Jaslyn Woolfolk	Ed.D., Educational Leadership California State University, Bakersfield	(Ongoing)
<i>Get comfortable with being uncomfortable: How white educators implement and navigate in-class discussions about racism, racial justice, and social movements with Black and Latinx students.</i>		
Katherine Herman	Ed.D., Educational Leadership California State University, Bakersfield	(2023)
<i>Investigating how urban teacher residency models prepare teachers to implement inclusive practices.</i>		
Noemi Hernandez	Ed.D., Educational Leadership California State University, Bakersfield	(2023)
<i>Adapting multi-tiered systems of support during the COVID-19 pandemic: A multisite case study.</i>		
Kierstin Webb	Ed.D., Educational Leadership California State University, Bakersfield	(2023)
<i>Long-term influence of high school implemented SEL on college academic achievement.</i>		
Debbie Meadows	Ed.D., Educational Leadership California State University, Bakersfield	(2023)
<i>Accountability, Teacher Quality, and Accreditation: A case of Administrator and Faculty Perceptions of the AAQEP Accreditation Process.</i>		

### *Dissertation Committees*

Yesenia Vargas	Ed.D., Educational Leadership California State University, Bakersfield	(2023)
<i>Pláticas and consejos: Mothers' experiences with first-generation college going daughters.</i>		
Maribel Montelongo	Ed.D., Educational Leadership California State University, Bakersfield	(2023)
<i>The experience of familial cultural support of Hispanic DACA students in college.</i>		
Alexander Slabey	Ed.D., Educational Leadership California State University, Bakersfield	(2023)

*Examining faculty retention during the COVID-19 pandemic: Abrupt organizational change from face-to-face to online teaching.*

Raúl Maldonado                      Ed.D., Educational Leadership                      (2022)  
California State University, Bakersfield

*Understanding the implementation of a district-level strategic plan: A case study of the PROMISE.*

Rosalia Contreras                      Ed.D., Educational Leadership                      (2022)  
California State University, Bakersfield

*Student problem behaviors: A narrative inquiry exploring the perceptions of teachers.*

Patricia Lane                      Ed.D., Educational Leadership                      (2022)  
California State University, Bakersfield

*A multi-site embedded case study of Black student unions: Bridging and buffering Black student experiences.*

Kendra Nolan                      Ed.D., Educational Leadership & Organizational                      (2021)  
Development, University of Louisville

*Non-traditional instruction: Examining the relationship between the non-traditional learner and sense of connectedness in an online learning environment.*

Sheri Horn-Bunk                      Ed.D., Educational Leadership                      (2021)  
California State University, Bakersfield

*Chief fundraiser to community college president transitional career motivations.*

Juan Herrera-Olea                      Ed.D., Educational Leadership                      (2021)  
California State University, Bakersfield

*Perspectives on parental engagement from two viewpoints: Rural and urban.*

Iris McMichael-Joyner                      Ed.D., Educational Leadership                      (2021)  
California State University, Bakersfield

*Exploration of Black male mentoring on Black males' retention and graduation from predominantly white universities.*

Nichole Bitvarda                      Ed.D., Educational Leadership,                      (2021)  
California State University, Bakersfield

*Effects on literacy of a dual language immersion program on Armenian speaking students.*

Ryan Rodosky                      Ed.D., Educational Leadership & Organizational                      (2021)  
Development, University of Louisville

*School improvement grant: Analysis of Kentucky cohort 1 schools.*

- Jason Watkins Ed.D., Educational Leadership (2021)  
California State University, Bakersfield  
*Hungry and hesitant: An exploration of the experience of stigma among on-campus food pantry users.*
- Jamal Wright Ed.D., Educational Leadership (2020)  
California State University, Bakersfield  
*The impact of senate bill 1456 (2012) on rural community college students.*
- Patricia Espinoza Ed.D., Educational Leadership, (2020)  
California State University, Bakersfield  
*Academic performance of English language learners in dual-immersion programs in California.*
- Rabia Sohail Ed.D., Educational Leadership, (2020)  
California State University, Bakersfield  
*Utilizing social cognitive theory to explore knowledge gaps in school health education: A phenomenological study.*
- Matthew Grijalva Ed.D., Educational Leadership, (2019)  
California State University, Bakersfield  
*Exploring coaches' understandings of social and emotional learning on high school student-athletes.*

## PROFESSIONAL AFFILIATIONS

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- 2018 – Present California Association of Professors of Educational Administration  
2017 – Present American Educational Research Association: Divisions A, G, and L

## CONSULTING

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- 2024 Content Contributor, California Teacher Residency Lab at the Californians Dedicated to Education Foundation (*Spencer Foundation Grant*)  
*Provided a review of the literature related to critical self-reflection and cultural competence in educational leadership as well as a tool for critical self-reflection for teacher residency leaders.*
- 2022 Panelist, Leadership/Administration Preparation Panel, Center for Equity for English Learners (*Loyola Marymount University*)  
Reviewed the Center's matrix of a crosswalk between administration/leadership standards and the *English Learner Roadmap Toolkit for Institutions of Higher Education* to support the alignment of credentialing programs in the area of leadership/administration with the California English Learner Roadmap for TK-12 Students.
- 2021 Book Proposal Reviewer, *Routledge (Taylor & Francis)*

## **HONORS & AWARDS**

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- 2023 Professor of Education of the Year. Association of California School Administrators, West Kern Charter.
- 2020-2021 Faculty Leadership Academy. California State University, Bakersfield, California
- 2017 Outstanding Doctor of Education Student Award. College of Education and Human Development, University of Louisville
- 2017 David L. Clark Graduate Student Research Seminar in Educational Administration and Policy, San Antonio, Texas  
Selected as one of forty-two graduate students from across the United States and Canada for a seminar that brings together emerging educational leadership/policy scholars and noted researchers in the field.

## **MEDIA**

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- July 28, 2016 WDRB (Louisville, Kentucky). Interviewed for article titled, "JCPS hosting first ever institute for teachers new to priority schools." (Antoinette Konz, Author).
- October 3, 2014 WFPL (Louisville, Kentucky). Interviewed for article titled, "What's led to Doss high school's improvement? For starters, school culture." (Devin Katayama, Author).

## **LICENSURE & ENDORSEMENTS**

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- 2014 – 2024 Professional Certificate for Teaching Biological Science, Commonwealth of Kentucky
- 2016 – 2021 Comprehensive School Improvement Specialist, Institute for Performance Improvement