


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

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

EDUCATION

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

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

2015 – 2018 *Education Recovery Specialist, Kentucky Department of Education*
Collaborated with teachers and school leaders to develop and implement sustainable systems for continuous school improvement. Facilitated professional learning opportunities for teachers and school leaders. Supported collaborative learning teams in developing curriculum, instruction, and assessment practices. Built capacity in teachers and leaders to utilize data that drives instructional decisions and interventions. Developed and implemented two district-level professional development institutes for teachers new to Comprehensive Supports and Improvement (CSI) schools and for instructional coaches in CSI schools.

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

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

PUBLICATIONS

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 mathematic 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

- 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. Urlick, 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. (in progress). *Diversity and licensure outcomes of administrator candidate performance: Path analyses of California's principal pipeline*.

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

Roberts, S., **Wisman, R. A.**, Beck, B. L., Evans-Santiago, B., Hays, A., *Meadows, D., & Ortiz-Bush, Y. (in progress). *(Re)framing equity and justice: Collaborative self-study across educator preparation programs*.

PRESENTATIONS

Refereed Presentations (*Doctoral Student)

Wisman, R. A., & *Meadows, D. (2024, January). *Disparities in outcomes on the California administrator performance assessment: Results from four years of implementation*. [Paper to be presented]. 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 to be presented]. 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 mathematics 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

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

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

- 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]).
- 2021-2023 **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.
- 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.
- 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

University Level

California State University, Bakersfield

- 2023-2025 **Member, Research Council of the University**
2023-2025 **Faculty Representative, School of Social Sciences and Education, Teacher Education Advisory Council**
2020-2022 **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*

- 2023 **Member**, Scholarship Committee
 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

- 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

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

Kierstin Webb Ed.D., Educational Leadership (2023)
California State University, Bakersfield
Long-term influence of high school implemented SEL on college academic achievement.

Debbie Meadows Ed.D., Educational Leadership (2023)
California State University, Bakersfield
Accountability, Teacher Quality, and Accreditation: A case of Administrator and Faculty Perceptions of the AAQEP Accreditation Process.

Dissertation Committees

Yesenia Vargas Ed.D., Educational Leadership (2023)
California State University, Bakersfield
Pláticas and consejos: Mothers' experiences with first-generation college going daughters.

Maribel Montelongo Ed.D., Educational Leadership (2023)
California State University, Bakersfield
The experience of familial cultural support of Hispanic DACA students in college.

Alexander Slabey Ed.D., Educational Leadership (2023)
California State University, Bakersfield
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.

Rosalía 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

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

CONSULTING

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

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

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 |