



Regina (Gina) B. Heep Shipley, Ed.D.
Assistant Professor
Angelo State University
College of Education
Department of Curriculum and Instruction
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EDUCATION

Doctor of Leadership (Ed.D.) (2019)

Higher Education Concentration
Hardin-Simmons University
Advisor / Program Manager:
Dr. Mary Christopher

Dissertation Topic:

*The Influence of Emotional Intelligence on
Servant Leadership: Comparing
Self-Perceptions to Observers' Perceptions
of Leaders in Texas Higher Education*
Dissertation Committee Chair:
Dr. Dave Rozeboom

Master of Education (2014)

Student Development & Leadership
Angelo State University
(Phi Kappa Phi Honor Graduate)
Advisor / Program Manager:
Dr. Alaric A. Williams

Bachelor of Business Administration (1988)

Management / Marketing
University of Texas at San Antonio

PROFESSIONAL EXPERIENCE

Angelo State University

Assistant Professor, Department of Curriculum & Instruction
2019 – Present

- Design and develop courses using diverse learning strategies to engage online students
- Develop content for courses to ensure professional competencies and standards are achieved
- Teach online courses using the Blackboard learning management system
- Assess student learning outcomes
- Course-level assessment for continuous quality improvement
- Serve on departmental curriculum committee
- Collaborated with university's Communications & Marketing Department to create a promotion and recruiting plan for the annual Connecting Community Symposium
- Planned, organized, and co-hosted the First Annual "Connecting Community" Symposium along with Dr. Kinsey Hansen. This two-day symposium brought together representatives from regional 2- and 4- year institutions to collaborate on critical issues in higher education. In particular, the focus of presentations and dialogue centered on topics involving basic needs insecurity, as well as foster care alumni in higher education
- Secured Institutional Review Board (IRB) approval to conduct basic needs insecurity research among the students of Angelo State University, along with Dr. Kinsey Hansen. (Postponed, due to COVID. Anticipated launch date of October 2020.)
- Co-developed program initiatives (30 Ways for 30 Days) to increase awareness and create solutions for food insecurity among Angelo State University students. (Postponed, due to COVID. Anticipated launch date of April 2021.)
- Adjusted course content and assignment requirements during the COVID pandemic to eliminate physical group interaction and to allow for social distancing, while simultaneously providing opportunities for hands-on experiential learning activities.

Graduate Courses Taught:

- EDG 6301 Social & Cultural Influences

- EDG 6304 Research
- EDG 6342 Personnel & Fiscal Management
- EDG 6363 Leadership

Undergraduate Courses Co-written and Co-taught:

- GS 1181 First-Year Signature Course: Leading Social Change

Angelo State University

Instructor, Curriculum & Instruction

2015-2019

- Designed and developed courses using diverse learning strategies to engage online students
- Developed content for courses to ensure professional competencies and standards are achieved
- Taught online courses using the Blackboard learning management system
- Assessed student learning outcomes
- Course-level assessment for continuous quality improvement
- Participated in departmental committee work
- Created ePortfolio to document and assess faculty professional development
- Collaborated with university's Communications & Marketing Department to create a promotion and recruiting plan for the Educational Administration program.

Graduate Courses Written:

- EDG 6369 Assessment of Student Outcomes

Graduate Courses Taught:

- EDG 6301 Social & Cultural Influences
- EDG 6302 Test and Measurements
- EDG 6304 Research
- EDG 6305 Legal and Ethical Principles
- EDG 6306 Curriculum and Methodology Trends
- EDG 6307 Professional Writing for Educators
- EDG 6311 Instructional Supervision
- EDG 6324 Career and Occupational Counseling
- EDG 6340 Structure & Organization of the School System
- EDG 6342 Personnel & Fiscal Management
- EDG 6345 Human Relationships in Educational Administration
- EDG 6346 School Plant Planning & Maintenance
- EDG 6347 Practicum in School Administration
- EDG 6348 Superintendent Internship
- EDG 6361 American Higher Education
- EDG 6362 College Student Development
- EDG 6363 Leadership
- EDG 6366 Student Affairs & Administrative Services
- EDG 6367 Foundations of Academic Advising
- EDG 6369 Assessment of Student Outcomes

Hardin-Simmons University

Adjunct Professor, Doctor of Leadership Program

Adjunct Professor, Master of Education in Higher Education and Student Affairs Program

August 2019 – Present

Courses Written:

- LDSP 7310 Leadership Models (Doctoral Course)
- EDSA 6325 Assessment and Evaluation in Higher Education (Master's Course)
- EDSA 6350 Diversity, Equity, and Inclusion in Higher Education (Master's Course)

Courses Taught:

- LDSP 7310 Leadership Models (Doctoral Course)
- EDSA 6325 Assessment and Evaluation in Higher Education (Master's Course)
- EDSA 6350 Diversity, Equity, and Inclusion in Higher Education (Master's Course)

Internship Supervisor:

- EDSA 6380 Master in Higher Education and Student Affairs Practicum

Angelo State University

Adjunct, Curriculum & Instruction
2014-2015

Graduate Courses Taught

- EDG 6301 Social & Cultural Influences
- EDG 6305 Legal and Ethical Principles
- EDG 6362 College Student Development
- EDG 6363 Leadership

Cornerstone Christian School

Counselor / Academic Advisor
2009 – 2015

- Coordinate and administer the dual-credit program for juniors and seniors with Angelo State University, Howard College, and the University of Texas - Permian Basin.
- Assist students with applying to colleges and universities.
- Prepare and send transcripts to colleges and universities.
- Administer the ACT preparation program for 8th-12th grade students.
- Manage the online grade-book system for students, faculty and parents.
- Plan and coordinate fundraising for junior and senior classes for the senior class trip.
- Plan all travel and itineraries for the annual senior class trips.
- Plan and organize high school graduation ceremony.
- Plan quarterly "Career Days" for all secondary students.
- Write and distribute communication to parents, faculty, staff and donors.
- Promote and market the school.
- Assist with fundraising and grant-writing.
- Wrote a successful grant application to the San Angelo Health Foundation for capital campaign.

City of Fredericksburg

Human Resources Manager / Public Information Officer
1996 – 2010

- Responsible for the writing, layout and design of the quarterly municipal newsletter.
- Served as the liaison with the Lower Colorado River Authority (LCRA) to fund promotional materials.
- Wrote speeches for the mayor and city manager.
- Wrote the successful application for designation as a Preserve America community.
- Wrote the successful grant application to fund wayfinding signage within the City as part of the Preserve America initiative.
- Served as liaison between the City and media, preparing press releases.
- Represented each department in disseminating internal and external departmental information.
- Assisted employees with benefits, including insurance and retirement.
- Served as the City of Fredericksburg representative on the Fredericksburg Chamber of Commerce Board of Directors.
- Served on numerous committees throughout the community as the City of Fredericksburg representative.

Cameron-Brooks, Inc.

Recruiting Associate and Corporate Liaison
1989 - 1996

- Scheduled Junior Military Officers (JMOs) for information meetings, interviews, and career conferences in preparation for their transition from the military to their civilian careers.
- Reviewed and processed applications, and either accepted or declined them into our program.
- Scheduled interviews for JMOs.
- Scheduled interviews for corporate recruiters.
- Interviewed potential employees for the firm.
- Traveled to domestic military bases to assist in the logistics of information meetings and interviews.
- Assisted in planning and organizing six career conferences per year; three in Austin, Texas, and three in Charlotte, North Carolina.
- Arranged travel and itineraries for employees of the firm, as well as JMOs on follow-up interviews.
- Communicated with corporate recruiters and arranged their interviewing schedules.

ORGANIZATIONS

- Phi Delta Kappa
- Pi Lambda Theta
- The Honor Society of Phi Kappa Phi
- Student Affairs Administrators in Higher Education (NASPA)
- Texas Association of College & University Student Personnel Administrators (TACUSPA)
- American College Personnel Association (ACPA)
- Texas Association for College Admission Counseling
- Texas Counseling Association
- Delta Kappa Gamma Society International

HIGHER EDUCATION COMMITTEE SERVICE

- Curriculum Committee, 2019-2020
- Community Relations Committee, 2017-2018
- Curriculum Initiatives Committee, 2017-2018

PROFESSIONAL / CONFERENCE PRESENTATIONS

- Hansen, K., **Shiple, G.** (2020, October). *Mentor 2.0 Scholarship Club*. Presentation: Big Brothers / Big Sisters of Central New Mexico. Virtual Presentation.
- Hansen, K., **Shiple, G.** (2019, October). *Building Relationships through Community: Supporting Learners Experiencing Food Insecurity*. Presentation: Connecting Community Symposium, Angelo State University. San Angelo, TX.
- Hansen, K., **Shiple, G.** (2019, October). *Building Relationships through Community: Supporting Learners Experiencing Housing Insecurity*. Presentation: Connecting Community Symposium, Angelo State University. San Angelo, TX.
- Behrends, M., Coronado, S., Lemaster, A. **Shiple, G.** (2019, April). *The Intersection of Emotional Intelligence and Servant Leadership*. Presentation: Texas Women in Higher Education (TWHE) Conference. San Antonio, TX.
- Hansen, K., Lyons, K., **Shiple, G.** (2019, March). *Building Digital Bridges: Supporting Learners Experiencing Food Insecurity*. Presentation: Texas Distance Learning Association (TxDLA) Conference. Galveston, TX.
- Hansen, K., Lyons, K., **Shiple, G.** (2019, February). *#CampusConvivencia: Addressing the Social Justice Issue of Food Insecurity on College Campuses*. Innovative Session / Panel Presentation: Southwest Educational Research Association (SERA) Conference. San Antonio, TX.
- Casarez, L., Lyons, K., **Shiple, G.** (2018, November). *Food Insecurity on College Campuses: Collateral Damage of a Societal Crisis*. Presentation: Texas Counseling Association (TCA) Professional Growth Conference. Dallas, TX.
- Hansen, K., **Shiple, G.** (2018, October). *Food Insecurity on College Campuses: Collateral Damage of a Societal Crisis*. Presentation: Texas Association of College & University Student Personnel Administrators (TACUSPA) Conference. Houston, TX.

- Hansen, K., **Shiple, G.** (2018, October). *Assessment at a Different Angle: Course Level Assessment Using the Blackboard Exemplary Course Rubric to Enhance Online Instruction*. Presentation: Texas Association for Higher Education Assessment (TxAHEA) Conference. Denton, TX.
- Eaton, P., Lyons, K., Montelongo, R., **Shiple, G.** (2018, February). *Online Learning: Can It Truly Be Rigorous and Transformational?* Innovative Session / Panel Presentation: Southwest Educational Research Association (SERA) Conference. New Orleans, LA.
- Lyons, K., **Shiple, G.** (2018, February). *Assessment in Exemplary Course Program Rubrics* Workshop. Presentations: Angelo State University, San Angelo, TX.
- Heron, A., **Shiple, G.**, Tasker, T. (2017, December). *Developing Effective / Descriptive Rubrics and Getting Technical With Rubrics*. Presentations: Angelo State University. San Angelo, TX.
- Casarez, L., **Shiple, G.** (2017, October). *The Importance of Emotional Intelligence and Servant Leadership Working in Concert to Promote Social Responsibility*. Virtual Presentation: Association for the Advancement of Computing in Education (AACE) E-Learn World Conference. Vancouver, BC.
- Casarez, L., **Shiple, G.** (2017, June). *10 Tips for Accessibility*. Presentation: International Society for Technology in Education (ISTE) Conference. San Antonio, TX.
- Casarez, L., Lyons, K., **Shiple, G.** (2017, March). *Going Up and Adding On: 10 Tips for Accessibility*. Presentation: Texas Distance Learning Association (TxDLA) Conference. Galveston, TX.
- Lyons, K., Self, R., **Shiple, G.** (2017, February). *Analyzing Predictors of Academic Success in Online Masters Programs*. Presentation: Southwest Educational Research Association (SERA) Conference. San Antonio, TX.
- Dickison, B., **Shiple, G.** (2017, February). *Challenge and Opportunity: Funding for Texas Community Colleges*. Presentation: Southwest Educational Research Association (SERA) Conference. San Antonio, TX.
- Casarez, L., Lyons, K., **Shiple, G.** (2017, January). *Working for the Weekend? Wellness Dimensions for Every Day*. Presentation: Permian Basin Mental Health Conference. Midland, TX.
- Casarez, L., **Shiple, G.** (2016, December). *Ten Tips for Accessibility*. Presentation: International Forum for Women in E-Learning. San Antonio, TX.
- Casarez, L., **Shiple, G.** (2016, November). *Accessibility Through Universal Design in Online Education*. Presentation: Association for the Advancement of Computing in Education (AACE) E-Learn World Conference. Washington, DC.
- Casarez, L., **Shiple, G.** (2016, November). *10 Tips for Accessibility*. Presentation: International Forum for Women in E-Learning (IFWE) Conference. San Antonio, TX.
- Casarez, L., Lyons, K., **Shiple, G.** (2016, November). *A Thief of Joy: Relational Aggression and Women in Leadership*. Presentation: Texas Counseling Association Professional Growth Conference. Dallas, TX.
- Shiple, G. (2016, September). *A Thief of Joy: Relational Aggression and Women in Leadership*. Presentation: Three Rivers Counseling Association. San Angelo, TX.
- Shiple, G. (2016, April). *A Thief of Joy: Comparison*. Presentation: Annual Pearls Banquet (Secondary Girls), Cornerstone Christian School. San Angelo, TX.
- Livengood, K., Heron, A., & **Shiple, G.** (2016, March). *Creating community in an online learning environment*. Presentation: Lunch & Learn, Angelo State University College of Education. San Angelo, TX.
- Livengood, K., Heron, A., & **Shiple, G.** (2016, February). *Creating Community in an Online Learning Environment*. Presentation: Southwest Educational Research Association (SERA) Conference. New Orleans, LA.

Shiple, G. (2016, January). *Relational Aggression Among Women in Leadership in Higher Education*. Presentation: Texas Women in Higher Education Regional Conference. Lubbock, TX.

PROFESSIONAL PUBLICATIONS

- Shiple, G.** (2019). Food insecurity on college campuses: A complex issue requiring multiple interventions. *The Journal of Campus Behavioral Intervention (J-BIT)*, Volume 7, 19-23.
- Casarez, L.L., Hooks, D., **Shiple, G.**, & Swafford, D. (September, 2019). Snapshot: Foundations of Universal Design for Learning, accessibility, and curricular quality. In S.L. Gronseth & E.M. Dalton (Eds). *Universal Access Through Inclusive Instructional Design: International Perspectives on UDL*, Routledge.
- Shiple, G.**, & Christopher, M. (2018). Food insecurity on college campuses: Collateral damage of a societal crisis. *Journal of College and Character*, 19(4), 309-315.
- Casarez, L., **Shiple, G.** (2017, October). *The Importance of Emotional Intelligence and Servant Leadership Working in Concert to Promote Social Responsibility*. E-Learn: World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education. LearnTechLib: The Learning and Technology Library.
- Casarez, L., **Shiple, G.** (2016, November). *Accessibility Through Universal Design in Online Education*. E-Learn: World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education. LearnTechLib: The Learning and Technology Library.

ADDITIONAL PROFESSIONAL & SERVICE EXPERIENCE

- Dissertation Committee Chair. Serve as chair on a Hardin-Simmons University doctoral candidate's dissertation committee. The focus of the candidate's qualitative research project is studying the influence of cultural intelligence on transformational leadership among international student program administrators. (2020-)
- Dissertation Committee Member. Serve as a committee member on a Hardin-Simmons University doctoral candidate's dissertation committee. The topic and proposed title of the candidate's quantitative research project: *Higher Education Administrators' Emotional Intelligence: A Quantitative Study Examining the Relationship between the Leaders' Emotional Intelligence and Leadership Style*. (2020-)
- Dissertation Committee Chair. Served as chair on a Hardin-Simmons University doctoral candidate's dissertation committee. Dissertation Title: *The Impact of Self-leadership Behaviors on Burnout: A Study of Higher Education Professionals in Health Science Programs*. (2019-2020)
- Ad-hoc Committee Member. Serve on dean- and department chair-appointed committee to explore potential and develop the proposal for a doctoral program within the College of Education. (2020)
- Ad-hoc Committee Member. Served on dean-appointed committee to evaluate applications for endowed professorships. (September, 2018).
- Journal Reviewer. Graduate Students and New Professionals Board Member. *NASPA Journal About Women in Higher Education (NJAWHE)*. Term: 03/2017-03/2020.
- Student Mentor. First Generation Living Learning Community. (2017-2018).
- Volunteer. Poverty Simulation Workshop. Education Service Center Region 15. 2018.

PROFESSIONAL DEVELOPMENT

- Escala Institute Training and Research (2019-2020). Certificate in College Teaching and Learning in Hispanic Serving Institutions (HSIs). Angelo State University, San Angelo, Texas. Researched equity gaps in course grades by conducting an equity analysis of course data. Designed and completed a systematic, culturally responsive research project based upon the results of the equity analysis and principles of adult learning, motivation, and engagement.
- Best Practices in Online Teaching, Blackboard World Annual Conference. (2019, July). Austin, Texas.
- Online Teacher Certification. (2019, April). Hardin-Simmons University, Abilene, Texas.
- Open Educational Resources (OER) Faculty Workshop. (2019, January). Angelo State University, San Angelo, Texas.
- Southern Association of Colleges and Schools Commission on Colleges Annual Conference (2018, December). New Orleans, Louisiana.
- Association for Supervision and Curriculum Development (ASCD) Annual Conference on Educational Leadership (2018, November). Nashville, Tennessee.
- Field Supervisor Coaching Training (2018, August).
- Blackboard Exemplary Course Cohort Training (2018, March, April). Online.
- Transparent Assignment Design Training (2018, April). Texas Tech University, Lubbock, Texas.
- Blackboard Exemplary Course Rubric Training (2018, February). San Angelo, Texas.
- Online Teaching Strategies (2018, January). San Angelo, Texas.
- Rubric Training (2017, December). San Angelo, Texas.
- Creative Assignment Design Training (2017, November). San Angelo, Texas.
- Southern Association of Colleges and Schools Commission on Colleges Annual Conference (2017, December). Dallas, Texas.
- Texas Association of School Administrators (TASA) Academy for Transformational Leadership (2017-2018). San Angelo, Texas.
- Southwest Education Research Association (2016, 2017, 2018, 2019 February). San Antonio, Texas, and New Orleans, Louisiana.
- Scoring and Feedback Training (2017, October). San Angelo, Texas.