

Dr. Elsa-Sofia Morote, Ed.D., Ph.D.

EXECUTIVE SUMMARY

— My prerequisites for organizational culture: it must embrace progress and be fearless of innovation, offer challenges, reward performance, and place a high value on human capital.

With over 25 years of experience as a professor, I have taught at prestigious institutions in New York, Pennsylvania, overseas, and online. I hold degrees from renowned universities, including the University of Lima (BS. Engineering), the Teaching Center for Research and Economics in Mexico (MPA), Carnegie Mellon University (Masters Computational Finance), the University of Pittsburgh (Ed.D Higher Education Administration), and the International School of Management, Paris (Ph.D. International Management). I also served as a senior postdoctoral associate at MIT.

Acknowledging my contributions to academia, I have been the recipient of various international awards and recognitions, including the NSF-Peru Best Engineering Thesis Award, the Top Student in the Master's Program at CIDE-Mexico, the Student Honoree in the Doctoral Program at the University of Pittsburgh, the Best Research Paper at a Conference in IBEC-India, the Best Experimental Research Paper at IHEM-France, the International Award of Hispanic Literature 2021 from MCC-Mexico, and the Community Advocate of the Year Award from the Hispanic Chamber of Commerce, NY, USA.

During my tenure as the Dean of Graduate Studies at John Jay College (JJAY) of Criminal Justice (2020-2022), I oversaw a thriving academic community, serving 2,700 students per semester. The Graduate Studies department comprised 13 master's programs and 15 advanced certificates. Under my guidance, the creation of innovative programs was successfully supported, leading to increased enrollment and retention rates. I secured \$1.5 million from post-COVID funding and an additional \$250 K from student services. Notably, Graduate Studies achieved its highest retention rate in the past five years.

Prior to my role as Dean at JJAY, I served as the Dean of the Long Island Educational Opportunity Center (LIEOC) from 2016 to 2020. LIEOC, part of the State University of New York (SUNY) system, encompassed three buildings located at Farmingdale, Hempstead, and Brentwood within Farmingdale State College. Responsible for managing a \$5.5 million budget, I led the center in serving 1,700 students per semester. Through the implementation of strategic initiatives, I successfully reversed declining enrollment trends and established LIEOC as the top performer in New York State for retention, enrollment, and completion rates. My expertise in grant writing contributed to securing an additional \$900 K in external funding for LIEOC.

In 2012, I founded the Institute of International Studies and Diversity (IDI) and assumed the role of Director until 2016. Operating within Dowling College, the institute focused on training teachers to incorporate multicultural aspects into their curricula while emphasizing international comparative studies in education. The IDI served as a training and consulting hub for comparative, international, diversity, and development education.

During my tenure at Dowling College (2002-2016), I fostered a collegial environment where faculty and adjunct faculty members felt valued and had a sense of ownership over the program. Utilizing various marketing strategies, I successfully increased enrollments despite the challenging economic climate in the United States, particularly in New York, where graduate enrollments in education declined by 7.5% from 2009 to 2011.

An entrepreneurial mindset has guided my professional journey. I firmly believe in striving for continuous improvement while appreciating the present moment. Guided by the Four Agreements, I stand by my word, refrain from taking things personally, avoid making assumptions, and always strive to do my best.

Elsa-Sofia Morote's academic accomplishments as of May 2023

Mentorships, Keynotes, Funding		Publications & Patents	
Dissertation Mentorship	200	Dissertations, Thesis	4
Successful Mentored Papers	110	Peer-Reviewed Journal Publications	58
Consulting Activities	9	Peer-Reviewed Conference Proceedings	99
Secured Grants & Funding	~\$4 M	Working papers & reports	10
Conference Presentations	184	Books	8
		Book Translation	1
		Book Chapters	7
Invited Talk and Keynotes	47	Total Publication	187
Recognitions & Awards	21	Patents	1

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CURRICULUM VITAE

EDUCATION AND ACADEMIC TRAINING

Doctorates

Ph.D. Dec 2020

International School of Management, Paris, France

International Business Management, Specialization in Entrepreneurship, and Innovation.

Dissertation: "Ethnic Chambers of Commerce and their effects on the Immigrant Latino Entrepreneur's Business performance"

Ed.D. May 2001

University of Pittsburgh, Pittsburgh, PA

Doctor of Education, Majored in Administration and Policy Studies, concentration in Higher Education Administration

Dissertation: "Relationship among Higher Education, Economic Growth, and Employment in Latin American Leading Emerging Markets"

(Honors) Annual Awards for Academic Excellence, University of Pittsburgh 1998-2001

Masters

M.S. May 1996

Carnegie Mellon University, Graduate School of Industrial Administration, Pittsburgh, PA

MS Computational Finance, Interdisciplinary Program in Finance, Mathematics, Statistics, and Computer Science

M.P.A. June 1992

Teaching Center of Research and Economics (CIDE), Mexico D.F., Mexico

Public Administration-Strategic Management

Thesis: "Strategic Management Goal Analysis: A Practical Case Inside of a Clothing Factory"

(Honors) Top Student in Master Program, 1992

Bachelors

B.S. Engineering-December 1988

Industrial Engineering, University of Lima, Lima, Peru,

Thesis: "Project Evaluation for a Clothing Factory"

(Honors) Awarded the Best Engineering Thesis in the Country by CONACYT (NSF), Lima, Peru

Postdoctoral Fellowship

Senior Postdoctoral Fellow (July 2001-August 2003). Physics Department

Massachusetts Institute of Technology, Cambridge, MA

Certificates and others

- Health, Wellness and Nutrition Certificate. Harvard University Medical School. Cambridge, 2023
- Advanced Certificate in Computers on Education, Dowling College, New York, 2016
- Women in Education Leadership-Learn how to drive organizational change, enhance your leadership skills, and be better positioned for personal and organizational success. Professional Development at Harvard School of Education. 25 hours. March 2016
- Advanced Study in Latin American Social and Public Policy, University of Pittsburgh, Pittsburgh, PA, 2001
- International Trade, Monterrey Institute of Technology and Higher Education (ITESM), Mexico, 1995
- Project Evaluation and Development, Universidad Iberoamericana, Mexico, 1991
- Harvard University Global System-by Alain Paul Martin, 40 hours-August 2014. Harvard University Global System™ (HUGS) is the most effective library of enterprise-solution tools for decision and policymakers

including entrepreneurs, strategists, risk analysts, negotiators, project managers, auditors, engineers, scientists, finance, marketing, sales, and intelligence professionals.

ACADEMIC HONORS, AWARDS, AND RECOGNITIONS

Fellowships

- Latin American Social & Public Policy Mine Safety Appliances Co. Charitable Foundation Fellow Center for Latin American Studies (2000-2001)
- Alcoa Latin American and Social Public Policy Fellowship (1999-2000)
- School of Education Paul Masoner International Fellowship (1999)
- Alumni Award Scholarship, School of Education, University of Pittsburgh (1997-1998)

Contributions & Advocacy Awards

1. Education Advocate, Revive (Long Island, 2022)
2. Community Advocate Award. Received the Latina Hat by Hispanic Chamber of Commerce, 2021 (Long Island, NY, 2021).
3. Latina Boss 2020. Recognition by SEPA Mujer for the contribution to Latino Woman advancement (Long Island, NY, 2020).
4. Recognition from Nassau County Executive Edward Mangano for the contribution to the economic development of Long Island as a President of Peruvian American Chamber of Commerce of LI (7/28/2016) (Long Island, NY)
5. "Most successful Latina in Long Island, NY" 2015 was given by The Long Island Magazine & TV organization, and endorsed by the Office of the Nassau County Executive, Mr. Edward P. Mangano, and the Office of Suffolk County, signed by Mr. Steven Bellone (New York, 2015)

Teaching & Mentorship Awards

6. Teaching, Mentoring, and Advisement Recognition by Doctoral Alumni Association, Dowling College, 2015.
7. Faculty Recognition by Dowling Alumni for my contributions to the social agencies and their growth, 2015.
8. Best Proposal for Teaching Materials" Award – ITESM (Mexico, 1997)
9. Special Recognition as an Outstanding Professor given by students in entrepreneurial courses (Mexico, 1997)
10. "Teaching Award" based on performance (ITESM, Mexico 1997)
11. Annual Awards for Academic Excellence, University of Pittsburgh, (Pittsburgh, 1998-2001)
12. Top Student in the "Master's Program" Award (CIDE, Mexico 1992)
13. "Student of the Year" Award by Contigo Peru Association (Mexico, 1991)

Research & Publishing Awards

14. International Award on Hispanic Literature (Premio Iberoamericano de Literatura Hispana). Mexican Chamber of Commerce (Mexico, 2021)
15. Best Latino Book in Premios Fama. (New York, 2021).
16. Best Experimental Research Paper. L'Institut des Hautes Etudes de Management (IHEM), (France, 2014) Best International Mentor by International Management Education (Cambridge, 2014)
17. Best Research Paper, Emerald Literati Award for Excellence (USA, 2013)
18. Contribution to Technology Education in Latino America (ADECAEM) (Lima, Peru, 2009)
19. Best Case Study, IBEC, International Business and Economic Conference, (India, 2009)
20. Contribution to Education, Dowling College's Center for Minority Teacher Development & Training – "Yes We Can" promoting minorities in Education (Long Island, NY, 2008)
21. Best Engineering Thesis in the Country Award by the National Council of Sciences and Technology of Peru (Peru, 1990)

ADMINISTRATIVE EXPERIENCE

(8/20 – 9/22¹). Dean of Graduate Studies, John Jay College of Criminal Justice

1. During the month of October 2022, a restructuring process took place at John Jay College, which involved the consolidation of graduate and undergraduate studies into a unified division. As a result of this restructuring, the position of Dean of Graduate Studies was eliminated.

-Report to the provost

- Shapes and expands graduate level master's programs by enhancing their standing nationally, increasing enrollment, retention, and graduation rates and decreasing time to graduation, and considering opportunities for new program growth.
- Chairs the Committee on Graduate Studies and works closely with program directors and department chairs to ensure the efficient functioning of all graduate programs.
- Leadership role in ensuring program assessment and curriculum development, revision, and implementation. Together with graduate student administrators.
- Leads retention initiatives for graduate students, ensuring the timely implementation, monitoring, reporting and on-going assessment of the plan.
- Oversees marketing of the graduate programs and works with the Strategic Enrollment Group on recruitment and enrollment management strategies for the graduate master's programs.
- Manages the budget for the Office of Graduate Studies and supervises the office's professional staff. The Dean is a member of the Faculty Personnel Committee and conducts assigned reviews of tenure track faculty.
- Facilitates informal resolution of student complaints and processes graduate faculty grievances. Working with the Provost's Office, the Dean manages the implementation of appointment and compensation changes for graduate faculty and is the provost's liaison with graduate Program Directors.
- **Oversees the college's Study Abroad and Student Exchange programs** and the Director of Study Abroad/Student Exchanges. With the Director, the Dean works to assure the effective implementation of the Study. Abroad/Student Exchange programs, the safety and professional growth of all students engaged in Study Abroad and Student Exchanges and works to identify and secure funding to grow this program.

Highlights: Provided a transformational change to the Graduate Studies program. Implemented new initiatives to increase student diversity, which resulted in applications increasing by 35% (Fall 2020 vs Fall 2021), and The Graduate Studies becoming crucial in the sustaining of John Jay (our graduate enrolment increased 33% of applications). Implemented marketing strategies, student placement, and engagement activities to increase retention (in 2021, GS has the highest retention rate within the 5 years), which resulted in student retention increasing by 17%, and African American Students 9% (Fall 2020 vs Fall 2021). Created new innovative curricula adding Advanced Certificates of Homeland Security and Social Entrepreneurship. Founded a Graduate Student Success Center (2020). Begin the Graduate Research Symposiums, Middle States committees, executive council committee. Secure \$1.5 Million for Post-COVID academic recovery, and 250K for student support.

(11/16- 8/20). Dean / Executive Director, Long Island Educational Opportunity Center (LIEOC) Farmingdale State College, SUNY, New York

The Dean/ Executive Director is the Chief Executive Officer of the Long Island Educational Opportunity Center (LIEOC), located in Farmingdale, Brentwood, and Hempstead. LIEOC is an adult education facility that serves the academic and vocational training needs of low-income residents of New York. The Executive

Director reports to the President of Farmingdale State College/SUNY or his/her designee. The Executive Director is responsible for all areas of institutional operations and development.

- Supervise all institution areas, including Academic Affairs, Business Affairs, Facility Operations, Student Support, and Research and Development.
- Establish long- and short-term goals for the LIEOC with SUNY EOC Guidelines and objectives and those of the sponsoring college.
- Develop policies relating to the operation of the Center.
- Prepare and administer the LIEOC budget and adhere to the budgetary following New York State Finance Law and procedures. Increased \$900K external funding.
- Direct and supervise the recruitment, selection, and recommendation of all new staff members according to established Farmingdale State College human resource policies and procedures.
- Recommend reappointment, promotion, dismissal, salaries, and other matters related to individuals and departments within the LIEOC.
- Review and evaluate curricula and programs within the Center.
- Direct and supervise institution-wide strategic planning, program research and development, analytical research studies, and grant proposal development, implementation, and evaluation.
- Direct matters relating to program accreditation, grants, affiliations, and articulation agreements with off-campus agencies.
- Develop favorable and cooperative relationships between the LIEOC and public, private, and nonprofit organizations, including professional associations and agencies.

Highlights: LIEOC became number one in retention, number one in placement, and number one in enrollment among All (12) New York State EOCs. Dr. Morote opened several satellites in Patchogue, Brentwood, Riverhead and Brooklyn. Grants based on performance were renewed and increased- Perkins (increased 109% more from 2016 to 2019), and new grants (WIOA I and II) were obtained up to \$900K.

(09/12 – 10/16). Founder & Director, Institute of International and Diversity Institute (IDI), Dowling College

Promote research in international comparative studies, and design culturally sensitive training for K-12 educators, higher education, the and health industry. Connections with the Global Community, webinars, Long Island Latino summit, and the Women in Leadership Symposium. Received grant for student awareness of different cultures.

- Reported directly to the provost and to the Chief Financial Officer as a Director of the IDI
- Served as a Director of the Institute of International Studies and Diversity
- Developed policies and short-/long-range plans and negotiated international agreements
- Fostered consensus among faculty and across departments and administrative levels
- Built partnerships within the College, with local/national constituents, and with international organizations (e.g. Organization of American States, USAID)
- Promoted research in international comparative studies.
- Designed culturally sensitive training for K 12 educators, higher education, and the health industry.
- Connected with the global community via webinars.
- Received grant for Student Awareness of Different Cultures (09/2012)
- Participated as a sponsor at Tri-State Women in Leadership Symposium (03/2013)

- Developed and prepared the Long Island Latino Summits I, II, & III to motivate High School Latino students enrolled in higher education (05/2013, 11/2013, 11/2014)
- Developed and prepared the College Diversity Summit to motivate high school students to go to college (03/14, 11/15)
- Co-Chaired Multicultural Collective Intelligence and Innovation for Diverse Learners (03/15)

Highlights: Each Summit has brought 500,000 dollars in tuition to the College

(09/09 –08/12) Chair, Department of Educational Administration, Leadership and Technology, Dowling College.

As a department chair, I was charged with looking at the big picture: looking at the department as a whole and at the department's relationship to the college. But I was also charged with managing the day-to-day operation of the department. There is much to balance as chair: the small tasks with the large vision, and also the job of being the chair with the continuing jobs of being a teacher and scholar, activities such as:

- Department governance and office management (shared governance, management of staff, administrative tasks). Taking time for the department to consider what its goals are, and if those goals are being met (an ongoing concern with some formal attention every year).
- A strategic plan was presented during my tenure and posted on the web as well as in the offices. The faculty participated on several committees to reach specific goals.
- Curriculum and program development (instruction, research, service, planning, scheduling, department assessment, accreditation and program review, graduate dissertations).
- Faculty (recruitment, hiring, promotion, tenure, retention, evaluation, scheduling, discipline, and conflict mediation).
- Students (recruitment, retention, student organizations, and learning outcomes)
- Financial Management

Achievements during my tenure:

- Developed a new master 's program: Master's in educational technology leadership
- Coordinated and edited the department newsletter which has helped to connect with our students, alumni, and prospective students. Now it is published once a year.
- Promoted and implemented workshops for doctoral students supporting their work with their dissertations: IRB, writing style, and uses of APA. Workshops were successful; doctoral graduation rate went from 78% to 87% in the third year
- Hosted new meeting to connect with the community (Suffolk Women Leadership)
- Committed to diversity (24% of our courses were diverse students in (2008) to 30% in 2011, higher than the 20% average on Long Island)
- Agreement with International Organization-in 2010, the agreement with the Organization of American States was signed. Under this agreement, Dowling received international students from pursuing the Certificate in Computers in Education. Increased enrollments for the Certificate in Instructional Technology courses by 33%, and online courses in Leadership certificates began, and 30% of the students in those courses began taking them online. This is an achievement since enrollments in graduate school in education decreased by 7.5% from 2009 to 2011 due to an economic crisis in the country.
- New marketing strategies for our programs using social media such as LinkedIn, Facebook, and Twitter
- Strategic plan for the department was developed after discussion and consultation with the members. A strategic plan with goals and objectives is followed up on every year. Built an online

application for students and, it was implemented. Developed a new Master 's program: Master's in educational technology leadership.

- Coordinated and edited the department newsletter, which has helped to connect with our students, alumni, and prospective students. Now it is published once a year. Received and coordinated Diversity Awareness grant. Promoted and implemented workshops for doctoral students supporting their work with their dissertations: IRB, writing style, and uses of APA. Workshops were successful; doctoral graduation rate went from 78% to 87% in the third year.
- Promoted and implemented workshops for professors inviting all faculty in the school of education to participate: Electronic Board, Passport. Hosted a new meeting to connect with the community (Suffolk Women Leadership). Developed budgets, projected enrollments, committed to diversity (24% of our courses had diverse students in 2008; increased to 30% in 2011, higher than the 20% average on Long Island)
- Leadership Podcasts, Networking events: Wine and Cheese; Golf tournament; Principal Academy Meetings; Dowling Practical Research Symposium; Superintendent Quarterly meetings; Construction of the Leadership Center

(08/96-06/97). Associate Director, Monterrey Institute of Technology and Higher Education (ITESM) Mexico City, Mexico

Associate Director – Finance Center's Graduate School of Business (08/96 – 06/97)

- Successfully connected with the start-up business community as well as wealthy business communities, thus bringing prestige and admiration to Monterrey Tech's Graduate Business School
- Created a system of "membership" where financial professionals could take free workshops and receive advice from professors by paying an annual fee. The system was a success and helped the university to grow economically.

FULL TIME TEACHING AND RESEARCH POSITIONS

25 years of experience teaching full time

(09/2020 –on) John Jay College, Public Management (Full Professor)

Teach Graduate and Undergraduate Courses: Decision Making on Time of Crisis, and Organization Theory. *Conduct Research.* Published research articles. Published two books and a book chapter.

Service: Editor, Journal for Leadership, and Instruction (JLI) (2022-on); Reviewer, New York Journal of Student Affairs (NYJSA) (2021-on), Participation in search committees, and curricula innovation committees. Co-chair middle state's goal 1 committee and member of the Faculty Council and Mentoring junior faculty.

(09/2003 –10/16) Dowling College, Department of Educational Administration, Leadership, and Technology (Full Professor from 09/12)

Doctoral Courses. EDE 9801 Survey Research, EDE 9802 Experimental Research Methods, EDE 9803 Quantitative Methods, EDE 9811 Organization Theory II, EDE 9800 Basic Research using Technology, EDE 9804 Advanced Research Methods, EDE 9810 Organization Theory I, EDE 9862 Curriculum Theory and Development, EDE 9863-5 Dissertation Development Seminar, EDE 9864-7 Individual Dissertation Advisement

Post-Master's Courses and Professional Development. (Teaching blended and online formats), EDE 5611 Computer Awareness for Teachers, EDE 6621 Integrating Technology into Curriculum, EDE 6698 Seminar in Educational Technology, EDE 6612 Software Evaluation, EDE 6625 Educational Web-based Design I, EDE 7669 Educational Technology Practicum, EDE 6633 E-Learning

Dissertations Advisement. Participated as chair, designer, and reader on more than 190 dissertations
Published articles in peer-reviewed academic journals, and conference proceedings.

- Participated in dissertations as a mentor or reader.
- Conducted research on education and economy, technology in education, as well as multicultural issues in education, leadership, and education.
- Mentored research papers
- Reviewer, AERA (2003-on)

07/01-08/03). Senior Postdoctoral Fellow. Massachusetts Institute of Technology (MIT), Cambridge, MA

Senior Postdoctoral Fellow. Research Laboratory of Electronics –RELATE (Research in Learning, Assessing, and Tutoring Effectively)

RELATE Group is directed by Prof. David Pritchard, who, having mentored four Nobel prize winners, is known as one of the world's leading mentors. I collaborated with him on CyberTutor (now MasterPhysics), a sophisticated interactive web-based tutor designed to improve learning experience for teachers and students. I was responsible for research in education and instructional technology based on statistical analysis as well as ways to improve and measure the impact of the CyberTutor in education effectiveness. My work also included:

- Co-responsibility for some facets of research, including proposal writing, funding, research design, management, execution, statistical analysis and synthesis, and report writing,
- Conduction of statistical analysis using SPSS, UNIX, ACCESS, and SQL; and
- Making presentations at local and national academic conferences

Major Research:

- *Effectiveness of Course Elements: The Value of Using Technology in Education.*
- *Electronic Homework as Part of the Performance Assessment Algorithm.*
- *Relationship Between Conceptual Learning and Quantitative Learning.*
- *Correlation Analysis of the Students' Response Variables from Online Tutoring System.*

(01/93-06/97) Monterrey Institute of Technology and Higher Education (ITESM), Mexico City, Mexico
(Full-time professor)

Full-time Professor, Graduate School of Business (08/96 - 06/97)

Courses taught:

Project Evaluation--Graduate course in project development and financial evaluation

Financial Portfolio Evaluation--Graduate course with emphasis on creating and evaluating a financial portfolio in real time using Financial Analysis Trading System

Entrepreneurial Development--Course with emphasis on small business development and spirit of entrepreneurship

Cyber-Classroom: Actively involved in preparing teaching materials for twenty-first century classrooms (i.e. using distance education, computer, and other teaching aids). The professors in these classrooms were trained to manage advanced technology for teaching.

Awards:

Best proposal for teaching materials, and course reader for entrepreneurial courses

Special recognition as an Outstanding Professor given by the entrepreneurial course students

Consulting Activities: Conducted financial studies for several financial institutions related to project and investment alternatives. Evaluated complex financial transactions from risk and return perspectives; presented findings; and made recommendations to management. Provided training relevant to international finance markets officials

Full time Professor, Division of Management, Entrepreneurship Department (01/93 - 08/96)

Courses taught:

Entrepreneurial Development

Organization. Course in organization including case analysis for graduate students

Perspectives in Business. Course about the different approaches and theories of business administration

Finance Workshop. Finance evaluation in project development

Award: Teaching award

Consulting Activities: Provided assistance to small and medium-sized companies on issues such as project analysis (e.g., benefit/cost analysis, financial statements for new business proposals), legal procedures, patents, exporting, marketing, and production.

Administrative Activities: Organized international and national conferences on Entrepreneurship. Organized national student presentations of their start-up businesses.

PART-TIME TEACHING

Extensive experience teaching online, hybrid, and in person.

- **Stony Brook University**, Masters in Higher Education Program (Spring 2014- today)
 - Assessment in Higher Education @ Masters in Higher Education Administration
 - Quantitative Research –Doctoral Program in Science Education (Summer 2019-today)
- **Grand Canyon University**, Doctoral Program (online) (Spring 2014- 2021)
 - Senior Doctoral Advisor. Dissertation Seminar & Research Courses
- **St. John's University**, Doctoral Program (Fall 2016 - Spring 2018).
 - Doctoral Seminar at the Ed. D. Doctoral Program
- **Universidad Nacional Mayor de San Marcos**, Facultad de Ingeniería Industrial, Lima, Perú
 - Course (August 2006). “El Valor de La Tecnología En La Educación Universitaria”- Graduate Level
 - Course (August 2011). Uses of Technology to Teach Engineering-Graduate Level
- **Graduate School of Business, ESAN** (January 2006)
 - Course. Personal Development and Growth
- **Carnegie Mellon University**, Graduate School of Industrial Administration, Pittsburgh, (Summer 1996).
 - Financial Data Analysis. Graduate course with emphasis on use of Reuters built real-time calculators as swap price calculator; implied volatility calculator using Black Scholes options pricing formula; volatilities of future interest rate

GRANTS and FUNDING RECEIVED (~ \$4 Million)

- 2021 – John Jay College- CRRSAA: Higher Education Emergency Relief Fund (HEERF)- \$1.5 Million for 2 years. & 250K student activities.
- 2020 – Federal Grant – Department of Labor - WIOA Grant - Microsoft Certification for non-English Speakers \$ 200,000 each year for 3 years
- 2019- Farmingdale State College- Federal Grant – Department of Labor – WIOA Grant – performance Grant for the C.N.A. students 100,000 for 3 years.
- 2016/2019 –Farmingdale State College- New York State Education Department - Perkins IV Grant \$122K each year
- 2014/2015 – Dowling College - Multicultural Teaching Grant - \$10K, Multicultural Awareness (15k)
- 2001/2003 – MIT- National Science Foundation \$ 170K each year – A web-based Socratic homework tutor https://www.nsf.gov/awardsearch/showAward?AWD_ID=9988732

CONSULTING ACTIVITIES

- [Great Neck School District. Long Island. School Board \(2014\)](#)

Elaboration of survey for 7000 parents, Evaluation, Presentation of the results to the Board. Results led to large improvements in the school district.

- [Long Island President of the Group “Juntos por el Peru” \(2009-2012\)](#)

This group hosts conferences and political debates and supports research about the migratory situation of Peruvians in the tri-state area: New York, Connecticut. And New Jersey. Under my leadership, an International Conference to discuss the needs of the immigrants was prepared with the participation of several prominent leaders.

- [Hospital Multicultural Awareness Training and Research \(2011\)](#)

Evaluated the Effects of training in everyday life and work, and Health Care Professionals' Attitudes towards Multicultural Awareness Training. Designed an appropriate survey and performed the research. Presented results to the board

- [Social Entrepreneurship-Evaluator of Youth Venture \(2009\)](#)

Youth Venture -ASHOKA's youth-focused social entrepreneurship program- launched the *Tu Voz My Venture* initiative with the support of the Bill & Melinda Gates Foundation to transform the lives of Latino youth by improving their interest in education, self-confidence, life skills, community engagement, and leadership skills through social entrepreneurial activities. I was involved in the evaluation of the program.

- [Bridgehampton School District, Long Island, NY \(2007-2008\)](#)

I created a program called “The tech series” to motivate teachers in the Bridgehampton School District to effectively use technology in their classroom. The program included a weekly newsletter prepared by me, in which I provided information about instructional technology to the Bridgehampton community. I also provided private tutoring to teachers and administrators as part of “The tech series”. In addition, I prepared a course to fit their needs “Weaving the web into teaching

and learning” that focused on the effective uses of the internet, creating WebQuests, and their classroom webpages.

- [Liberty Partnership/Long Island Urban League \(2005\)](#)

Conducted qualitative observation of the Liberty Partnership/Long Island Urban League after-school academic intervention services, career development, and counseling services. I visited Central Islip High School and Middle School to conduct this study. At the high school, eleven students participated in the focus group. From the program staff, one teacher, and the program coordinator who taught math skills were interviewed.

- [Massachusetts Institute of Technology \(2003-2007\).](#)

Following my post as a senior post-doctoral fellow at MIT in the RELATE program (Research in Learning, Assessing, and Tutoring Effectively), I have continued working as a consultant. Dr. David Pritchard, Dr. Warnakulasooriya, and I have worked on several publications together (see research articles)

- [The Long Island Regional School Support Center Evaluation \(2006-2007\)](#)

Evaluation done by Dowling College and the Eastern Suffolk BOCES’ Office of Research and Planning distilled concepts from extensive analysis of the online survey data and are now scheduling district site visits to confirm and expand upon their qualitative research findings. As part of the evaluation team, I met with the staff as a whole and then individually. A complete assessment document was presented.

COMMUNITY SERVICE

[Board President, Dowling International Academy for Faculty and Educational Leaders of Color – Non-for-profit organization \(2022-on\)](#)

DIA-NY is a not-for-profit organization dedicated to supporting the career advancement of leaders and scholars to reach the 3 I's Inquiry, Innovation, and Impact to elevate the well-being of society as a whole.

[Board member, Peruvian American Chamber of Commerce- Not-for-profit Organization \(2012- today\)](#)

- Board Member (2017-on)
- President (2016-2017). Increased Membership, Budget and expanded to different areas. Created a Youth Entrepreneurship group.
- Auditor (2012-2015). Design training activities to help the community to learn about business and exporting/importing goods. Talks with young entrepreneurs and provides training and education to ensure success. During this period, the, Chamber of Commerce received several recognitions for its contributions to the community.

[Board Member, HETS \(2020-2022\) Hispanic Educational Technology Services.](#)

HETS is the first bilingual consortium of more than 40 higher education institutions in Puerto Rico, United States and Latin America. The organization’s mission is to promote, support, and increase the capabilities of member institutions to enhance Hispanic/Latino student success and opportunities in Higher Education.

RELEVANT PUBLICATIONS

Dissertations & Theses

- Morote, E-S (2020). *Ethnic Chambers of Commerce and their Effects on Immigrant Latino Entrepreneurs' Business Performance*. International School of Management (France) ProQuest Dissertations Publishing, 2020. 28259604.
- Morote, E-S. (2001). *Relationship Among Higher Education, Economic Growth and Employment in Latin American Leading Emerging Markets* (Dissertation). University of Pittsburgh.
- Morote, E-S. (1992). *Strategic Management Goal Analysis: a practical case inside of a clothing factory, graduate thesis for the master's degree*. CIDE, Mexico City, Mexico (Thesis).
- Morote, E-S. (1989). *Project Evaluation for a Clothing Factory*. University of Lima, Lima, Peru (Thesis) [Awarded the Best Engineering thesis of the country by CONACYT (National Science Foundation), Lima, Peru].

Books and Book Chapters

Books

1. Morote, E-S. (2022). *A Makeover to Takeover for Graduates. It takes two Ps to get that job! Live Happy Eds.* ISBN 9798362797935.
2. Morote, E-S. & Morote-Solari, F. (2022). *Angels or Demons? Who is going to Rule the world in 2030? Live Happy Eds.* ISBN 9798360662990
3. Morote, E-S. (2021). (Spanish) *Empoderate y Apoderate. Apoderate de tu felicidad profesional.* Live Happy Eds. 978098537143
4. Morote, E-S. (2021). *A Makeover to takeover: How to take over your professional happiness.* Live Happy Eds. 2nd Edition ISBN 9780985371487
5. Morote, E-S. (2017). *A Makeover to Takeover. The Art of Self Branding in social media.* ISBN-10 09853714-5-5.
6. Morote, E-S. (Ed.) (2016). *Las Muchas Voces Peruanas en el Exterior.* Peruvian American Chamber of Commerce. CreateSpace Independent Publishing Platform ISBN-10: 1537613677. ISBN-13: 978-1537613673.
7. Morote, F., Morote, E-S., & Bowens, P. (2012). *The Final War, Avoiding It through a New Harmonic Society.* VF Editors. ISBN-10: 0985371412. Library of Congress Number 2012909029.
8. Morote, F., Morote, E-S., & Bowens, P. (2012). (Spanish) *La Guerra Final: Cómo Evitarla Con Una Sociedad Armónica Nueva.* Vive Feliz Editor. ISBN 985371420 / 9780985371425 (Translated by Dr. Elsa-Sofia Morote).

Book Chapters

1. Morote, E-S. (2021). (Spanish) "De la destrucción creativa a la reconstrucción innovadora" (from creative destruction to innovative reconstruction." In Andres Cardenas (Ed.), *Legado a la Humanidad en Tiempos de Pandemia*. Editorial Utrilla, México.
2. Morote, E-S. (2018). The relationship of higher education, economic development, and happiness. In Marshall Perry (Ed). *Maximizing Social Science Research Through Publicly Accessible Data Sets*. 24 pages. IGI Global.

3. Waite, B., & Morote, E-S. (2018). Hiring Practices, Uses of social media, and Teacher Retention Differences. In Marshall Perry (Ed). *Maximizing Social Science Research Through Publicly Accessible Data Sets*. 18 pages. IGI Global
4. Cohen, Y., & Morote, E-S. (2018). Implementing Structural Equation Modeling on Public Data. In Marshall Perry (Ed.). *Maximizing Social Science Research Through Publicly Accessible Data Sets*. 18 pages. IGI Global.
5. Morote, E-S. (2013). Technological Challenges for Leaders in a Global Economy. In Robert J. Manley, John F. Manley, Deepa Sharma, Carlos Trejo-Pech, & Richard Bernato. *Leadership for a Global Economy: A Pathway to Sustainable Freedom*. North America Business Press.
6. Smith, M., & Morote, E-S. (2011). Perceptions of parenting practices of incarcerated fathers who have received parent training and those who have not been in a federal prison in a northeastern urban community in the USA. In M. Pieri, A. Pepe, and L. Addimando (Eds.) (pp. 105-108). *Home, School, and Community: A partnership for a Happy life? Milano, Italy: I libri di Emil*. ISBN 978-88-96026-74-8
7. Morote, E-S., & Yeager, J. L. (2000). Higher Education: The Social, Political and Economics' Driver of Mexico's Future.(pp. 199-244). In M. McMullen, J. Mauch and B. Donnorummo (Eds). *The Emerging Markets and Higher Education*. New York and London: Routledge Falmer

Book Translations

La Clip, P. Children's book written by Patricia Bowens McCarty translated for Dr. Elsa-Sofia Morote (2/16/2015) ISBN: 978-1-50352-770-6.

Peer Review Journal Articles Published by Topic

Student & Faculty Retention

1. Morote, E-S., Singh, N., & Jeremie, J. (2023, Spring). A case study of a successful doctoral program. *Journal of Graduate Education Research*. Vol 4.
2. Morote, E-S., Singh, N., & Jeremie, J. (2022, Spring). Retention strategies of a successful graduate program. *Journal for Leadership and Instruction*, Vol. 21, Issue 1, pp 25–31.
3. Manansingh, S. Tatum, S., and Morote E-S. (2020). Effects of relaxation techniques on nursing students academic stress and test anxiety. *Educational Innovations*, 534-537.
4. Tahir, K., Ikram, H., Economos, J., Morote, E-S., & Inserra, A. (2017). A model of effective teaching in arts, humanities, and social sciences. *Journal of Instructional Leadership*. Spring 2017, 27-35.
5. Abruzzo, K., Lenis, C., Romero, Y. Morote, E-S., & Maser, K. (2016, Spring). Does participation in extracurricular activities impact student achievement? *Journal for Instructional Leadership*. Vol 15, Issue 1, 21-27
6. Chambers, C., Asim, M., Gonzalez, R. Morote E-S., & Walter, R. (2015). A study about the academic integrity of second-year aviation students in U.S. higher education. *The National Association of Student Personnel Administrators (NASPA), Journal of College & Character*.
7. Tahir, K., Ikram, H., Economos, J., Morote, E-S., & Inserra, A. (2014). Effective teaching in social sciences. *International Journal of Teaching and Learning in Higher Education (IJTLHE)*. Award Winning Paper.
8. Brown, B., Dacek, J., Simonee, S., Lowry, A., Morote, E-S., & Inserra, A. (2013, April). Testing or learning: teachers' perceptions on school practices. *Journal of Modern Education Review Volume 2, Number 5, October 2012, pages 315-322*. (ISSN 2155-7993).
9. Karp, J., Inserra, A., Morote, E-S. (2011, Fall). Students trust their teachers and how it influences their self-efficacy and achievement. *Long Island Education Review*, 23-26.

10. Gonzalez, R., Walter, R., & Morote, E-S. (2011). A contrast of ethical attitudes and practices between aviation students and schools with and without an ethics course for pilots. *Journal of Collegiate Aviation Review*. Vol. 19, 2. pp. 21-45.
11. Dupree, J. & Morote, E-S. (2011). The connections between students' self-motivation, classification (typical learners, academic intervention services learners, and gifted), and gender in a standardized social studies test. *US-China Education Review*, Vol. 8, No. 3.
12. Gonzalez, R., Wojtas G., Kelly, T., Rudiger, C., & Morote, E-S. (2009). Perceptions of faculty interest in professional development activities in a higher education by gender and age. *Journal of Science Education*, Vol. 10, Special Issue. ISSN 0124-5481.

Leadership

13. Ficarra, L., Rubino, M., & Morote E-S. (2020, Fall). Does organizational culture affect employee happiness? *Journal of Instructional Leadership*. Vol. 9, Issue 2, 38-48.
14. Peterson, C., Deimone, P., Damon, T., Zahn, B., & Morote, E-S. (2017, Spring). Elementary principal wisdom: teachers' perceptions of leadership. *Journal for Leadership and Instruction*. Vol. 16, Issue 1, pp 44-48.
15. Sealy, K., DeNicola, D., Morote, E-S., Fulton, T., & Inserra, A. (2013). Spotlight on professional learning communities: how principal leadership behaviors can influence student achievement. *Long Island Educational Review*, Volume 12, Issue 2, Fall 2013.
16. Harris, K., Hinds, L., Manansingh, S., & Morote, E-S. (2016). What type of leadership in higher education promotes job satisfaction and increases retention? *Journal for Instructional Leadership*, Spring 2016. Pg. 27-33.
17. Shah, S., Riaz, R., Kelly, M. & Morote, E-S. (2015). School leader's empowerment. *International Journal for Cross-Disciplinary Subjects in Education (IJCDSE)*, Special Issue Volume 4, Issue 2, ISSN 2042 6364.
18. Morote, E-S., & Tatum, S. (2014). Effects of mentorship on assistant superintendents and their emotional intelligence, challenges, and the desire to become a superintendent. *Journal for Instructional Leadership*, Vol 14, Issue 1 pp 32-37.
19. Sigerson, T. Ames, K., Levey, E., Murphy, M., Morote, E-S., & Inserra, A. (2012, Spring). Principal autonomy: how it relates to academic achievement and superintendent leadership responsibilities. *Long Island Education Review*, Vol. 11, Issue 1, pages 22-26.

Social Justice, Gender, Race, and Education

20. Matthews, A., McPherson-Berg, S., Quintin, A., Morote, E-S., & Rotunda, R. (2017). Does a parent's income level affect the school-parent relationship? *Journal for Leadership and Instruction*. Spring 2017. Vol 6, Issue 1. pp. 15-21.
21. Cohen, Y. & Morote, E-S. (2016). Family structure, socioeconomic status, and student English achievement. *Journal of Business and Economics (ISSN 2155-7950)*, USA Academic Star Publishing Company, Issue 6.
22. Chiu, J., Economos, J., Markson, C., Raicovi, V., Howell, C. Morote E-S, & Inserra, A (2016). Which matters most? Perceptions of family income or parental education on academic achievement. *New York Journal of Student Affairs*. Vol. 16, Issue 2.
23. Murillo, L., Verga, C., Morote, E-S., & Toulon, E. (2016). Comparison of race-gender, urban-suburban criminal justice college students' satisfaction with the police department? *Journal for Instructional Leadership*, Spring 2016. Pp. 33-39.
24. Mester, D., Spruill, S., Giani, J., Morote, E-S., & Inserra, A. (2015, Spring). Safety and teacher/student relationships viewed through Black/White framework in a suburban middle school, an exploratory study. *Journal for Instructional Leadership*, Vol. 14, Issue 1 pp. 15-19.

25. Basilice, L., Devito C., Higuera, S., & Morote, E-S. (2014, Fall). Intergenerational stylistic preferences in leadership training of public-school business administrators. *Long Island Educational Journal, SCOPE*.
26. Calero, F., Dalley, C., Fernandez, N., Morote, E-S., & Tatum, S. (2014). A model of academic self-concept for high school Hispanic students in New York. *Journal of Latinos in Education. Volume 13, Issue 1, 2014 (Published online in the same journal in 2013). Taylor & Francis*.
27. Green, T., Hunter, T., Steele, G., Morote, E-S., & Tatum, S. (2013). Do teachers' certification influence their level of multicultural awareness and knowledge in multicultural education? *Journal of Multiculturalism in Education, 2013*.
28. Martinez, E., Bilges, D., Shabazz, S., Miller, R., & Morote, E-S. (2012). To work or not to work: student employment, resiliency, and institutional engagement of low-income first-generation college students. *Journal of Student Financial Aid, Volume 42, No. 1, 2012, p. 28-39*.
29. Morote, E-S., & Tatum, S. (2010). Developing a valid and highly reliable multicultural awareness questionnaire for K-12 schools. *The Journal of Multiculturalism in Education. Vol. 5, N. 1*.
30. Bowens McCarthy, P., & Morote, E-S. (2009) The link between investment in early childhood preschools and high school graduation rates for African American males in the United States of America. *Contemporary Issues in Early Childhood, 10(3)*.

Healthcare

31. Manansingh, S., Tatum, S., & Morote, E-S (2019). Effects of relaxation techniques on nursing students academic stress and test anxiety. *Journal of Nursing Education, Vol. 18, N 9*.
32. Esposito, C., Macharolli, J., Witter, J., Degois E. & Morote E-S. (2015). Patients tell the story, interrelationships among patient satisfaction, communication with providers, and emergency department care. *Journal of the New York State Nurse Association April 2015, Vol. 44, N1*.
<https://salsa4.salsalabs.com/o/50772/images/2015-04-11journalVol44No1.pdf>.
33. Witter, J., & Morote, E-S. (2014). *Cerrando la brecha: los efectos de un programa de mentoría para enfermeras principiantes en su deseo de continuar en la profesión* [closing the Gap: effects of mentoring program for novice nursing]. *Revista Científica Cultura del Cuidado, Colombia*.
<http://www.latindex.unam.mx/buscador/ficRev.html?opcion=1&folio=19321>.
34. Key, L., Thomas, S., Hunter, T., Morote, E-S., & Raman, J. (2013, Fall). The application of narrative pedagogy to promote excellence for nursing students in the clinical setting. *Long Island Educational Review*.
35. Beard, K, Greenfield, P., Morote, E-S., & Walter, R. (2011, May). Evaluating the use of mobile technology in a nursing program: lessons learned along the way. *Nurse Educator, May/June 2011 – Vol. 36 - Issue 3 - pp 103-106*.

Instructional Technology

36. Riaz, M., Sajida N., & Morote, E-S. (2016). Simulated physics class management: does it predict student academic achievement? *International Journal of Innovation in Teaching and Learning. Vol II, issue I*.
37. Caravello, M.J., Jiménez, J.R., Kahl, L.J., Brachio, B., & Morote, E-S. (2015, Fall). Self-directed learning: college students' technology preparedness change in the last 10 years. *Journal for Instructional Leadership, Vol 14, Issue 2 pp 18-25*.
38. Martinucci, K.P., Stein, D. Wittmann, H., & Morote, E-S. (2015, Spring). College faculty understand hybrid teaching environments and their levels of trainability by departments. *Journal for Instructional Leadership, Vol 14, Issue 1, pp 24-31*.
39. Beard, K., Morote, E-S., & Volt, K (2013, October). Predictors for implementation of differentiated instruction. *Journal Issues and Trends in Educational Technology [ITET]*.

40. Murthy, P., Shannon, E., Nicosia, D., Short, T.K., Morote, E-S., & Inserra, A. (2013, October). One-to-one computing, one-to-one learning, predictors for implementation of differentiated instruction. *Journal Issues and Trends in Educational Technology [ITET]. Vol1, Number 2*
41. Beard, K., & Morote, E-S. (2013). Effects of a student response system on pre-class preparation, learning, and class participation in a diverse classroom. *Teaching and Learning in Nursing, Volume 8, Issue 4, Pages 136–139.*
42. Catapano, M., Darby, M., Lilla, D., Brachio, B. & Morote, E.S. (2012, Fall). Is there a connection between knowledge of technology and standardized tests? *Long Island Education Review pp. 31-35.*
43. Esposito, M., Impagliazzo, D., Podell, R., Morote, E-S., & Brachio, B. (2011, Fall). Do perceived levels of technology training in high school and computer access in college meet the coursework demands of college students? *Long Island Education Review – Vol. 10, Issue 2, pp.10-14.*
44. Beard, K., & Morote, E-S. (2010). Using podcasts with narrative pedagogy: are learning objectives met? *Nursing Education Perspectives, Vol. 31, No. 3, pp. 186-187.*
45. Marsh, L., Morote, E-S., McCormick, J., & Franza, T. (2010, Fall). College students' attitude towards the frequency of types of technology used for online learning. *Long Island Education Review. Vol 9. Issue 2.*
46. Wittman, H., & Morote, E-S. (2009). Contrasting factors influencing the adoption and conceptions of hybrid courses among higher education faculty and their personal experience. *International Journal of Case Method Research & Application (2009) XIX, 3 © 2007 WACRA®. All rights reserved ISSN 1554-7752.*
47. Morote, E-S., & Pritchard, D. (2009) What course elements correlate with improvement on tests in introductory Newtonian mechanics? *American Journal of Physics. Vol. 77, pp. 746-753.*
48. Tatum, S., & Morote, E-S. (2007). A case study of teachers' motivations and frustrations to use instructional technology in the classrooms before and after a stand-alone course. *International Journal of Case Method Research & Application (2007) XIX, 3 © 2007 WACRA®. All rights reserved ISSN 1554-7752.*
49. Dukes, P., Pritchard, D., & Morote, E-S. (2002). Inductive influence of related quantitative and conceptual problems. *NARST journal.*

Business & Entrepreneurship:

50. Navarro, F., Morote, E-S., & Matcha-Huaman, R. (2023). Determinants of the Peruvian export efficiency: Poison PML estimation approach. *Economies*, 11(6), 169; <https://doi.org/10.3390/economies11060169>
51. DiCanio, D., Schilling, L., Ferrantino, A., Rodney, G., Hunter, T., Morote, E-S., & Tatum, S. (2016). The glass maze and predictors for successful navigation to the top seat. *AASA Journal of Scholarship & Practice*, Winter 2016/Volume 12, No. 4. Page 66-88.
52. Ramirez, H., Smith, A., Lopez, J., Roman, J. & Morote, E-S. (2015). Effects of training method and age on employability skills of Mexican youth entrepreneurs. *Journal of Entrepreneurship Education*, Volume 18, Number 2, pp.125-135.
53. Koukounas, S., Jubert, S., Howell, C., Morote, E-S., & Inserra, A. (2015). The role of second-year college students' mindset on finances and its impact on wellness. *New York Journal of Student Affairs*, Volume 14, Issue 2.
54. Morote, E-S., & Roman, J. (2012). Emerging diversity integration: Latino youth entrepreneurship and their desire to pursue educational goals in the United States. *Journal of Entrepreneurship Education*, Vol. 15. ISSN:1098-8394. Awarded: Best Case Study of the IBEC conference 2011.
55. Rosenberg, S., Heilmer, R., & Morote, E-S. (2012, April). Predicting career advancement with structural equation modeling. *Journal of Education + Training* Vol. 54, No 2. Awarded: Emerald Group Publishing Limited.
56. Rosenberg, S. Heilmer, R., & Morote, E-S. (2012, February). Basic employability skills: a triangular design approach. *Journal of Education + Training*. Vol. 54 No. 1.
57. Morote, E-S. (2010, June). The impact of human development on the gross domestic product in Latin American emerging markets. Organización de los Estados Americanos, *La Educ@cion, Revista Digital* (143). El Portal Educativo de las Américas – Departamento de Desarrollo Humano © OEA-OAS ISSN 0013-1059.
58. Higuera, M. S., Higuera, M. F., & Morote, E-S. (2008). School budgets based on the consumer price index: do they meet the constitutional requirements in New York State? *Long Island Education Review*, Spring 2008, Volume 7, Issue 2, pages 10-13

Peer-Reviewed Conference Proceedings & Educational Databases

1. Morote, Elsa-Sofia & Price, Corinthia (2018). Learning Through Play: A New Model to Teach Entrepreneurship. Transforming teaching to active learning. National Symposium (Nov 16-17, 2018). Stetson University. <https://facultyresourcenetwork.org/publications/transforming-teaching-through-active-learning/learning-through-play-a-new-model-to-teach-entrepreneurship/>
2. Cohen, Yair & Morote, Elsa-Sofia, Predicting Fourth Grade Student English Language Art (ELA) Achievement Among New York Schools (January 28, 2016). Available at SSRN: <http://ssrn.com/abstract=2724157> or <http://dx.doi.org/10.2139/ssrn.2724157>.
3. Pepey, Maria and De Jesus, Esmerly and Rubino, Michael J. and Morote, Elsa-Sofia and Perry, S. Marshall, Happiness at Work: Organizational Culture, Job Embeddedness, and Continuance Commitment (February 2, 2016). Available at SSRN: <http://ssrn.com/abstract=2726452> or <http://dx.doi.org/10.2139/ssrn.2726452>
4. Muhammad Riaz; Elsa Sofia Morote (2015) A Physics Class Model that Predicts Student Performance. E-Learn: World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education 2015 (Oct 19, 2015) pp. 897–902
5. Khazima Tahir, Hamid Ikram, Jennifer L. Economos, Elsa-Sofia Morote, Albert Inserra (2014). A Model of Effective Teaching in Arts, Humanities, and Social Sciences. Presented at 9th Dowling Symposium. 2014 3rd International Conference on Management and Education Innovation- ICMEI 2014. Award Winning Paper.

6. Muhammad Asim, Cheryl Chambers, Dr. Ramon-Osvaldo-Gonzalez, Dr. Elsa-Sofia Morote, and Dr. Richard Walter (2014). A Study about the Academic Integrity of Aviation Students in U.S. Paper received comments from the mentors, need to work in the final version, and submit it to a journal and a conference. Presented at Dowling 9th Symposium. Journal of College and Character (acceptance with changes)
7. Syed T. Shah, Muhammad Riaz, Mary Kelly, and Elsa-Sofia Morote (2014). Creating a Model that Empowers School Leaders. Presented at Dowling 9th Symposium. Published at International Journal for Cross-Disciplinary Subjects in Education (will be in December 2014 issue). Canada International Conference on Education (CICE-2014) Conference Proceedings.
8. Nasrullah, N., La Saundra Haynes, Geraldine A. Moore, Elsa-Sofia Morote, and Stephanie Tatum (2014). Matters In Recruitment of Male Nurses. Presented at Dowling Symposium 9th Submitted to Global Education Network and Presented in DePaul University in a Nursing Conference 2014.
9. DeMarco, Michelle, Deana Rinaldi. Joseph Giani, Albert Inserra, Elsa-Sofia Morote (2014) Path Analysis: From Administrative Leadership to School Safety. IBEC CHINA 2014
10. Sealy, Karen, Thomas DeNicola, Elsa Sofia Morote, Ted Fulton Albert Inserra (2014). Spotlight on Professional Learning Communities: How Principal Leadership Behaviors Can Influence Student Achievement. IBEC CHINA 2014, Hawaii International Conference in Education 2014
11. Morote, Elsa-Sofia and Yair Cohen (2014). Planning model for the calculation of educational requirements for economic development -the United States IBEC China 2014. Also presented in faculty series at Dowling College
12. Grier-Key, Georgette Lovette, Elsa-Sofia Morote, Robert Manley (2014). Not -For- Profit Cultural / Art Institution Sustainability Model. Eastville Community Historical Society, Sag Harbor, NY USA IBEC China 2014
13. Morote, E.S. & Kelly, M (2013). Preparing Students for a Competitive World: The Influence of Socioeconomic Status, Teacher Preparation, and Emerging Populations on Student Performance, IBEC 2013 CAEN FRANCE
14. Landgren, Erik, Susan L. Tietje, Denise Toscano, Mentors: John Marr, Elsa-Sofia Morote (2013) Does Gender Play a Role in Obtaining an Educational Technology Certificate? Paper presented for Hawaii International Conference 2014
15. Cohen, Yair, Gail Santo, Ana Maria de Cobo. Mentors: Brian Zahn, Elsa Sofia Morote, Marshall Perry (2013). Accountability Era: A Comparison of Elementary Classroom Teachers' and Special Area/Support Teachers' Years of Experience and Their Perception of Principal Servant Leadership. Paper presented for One Voice International 2013
16. Walker-Belgrave, Dionne, Benedict Tieniber, Mentors: Dr. Tanisha Hunter Mentors: Elsa-Sofia Morote; Stephanie L. Tatum Why Aren't Assistant Superintendents Moving into Superintendent Positions: Is It A Matter of Age? Presented at One Voice International 2013, Accepted at IBEC 2014, China
17. Payton, Janine, Brigitte Wilson, Mentors: Kevin Maser and Elsa-Sofia Morote. Does Being Involved in Extracurricular Activities Contribute to Student Achievement in English Language Arts? Paper Presented in One Voice International Conference 2013
18. Stuart, Claude, Frantz Dorsainvil, Wilhelm Louis, Elsa-Sofia Morote, Stephanie Tatum. White Teachers Perceptions of a Multicultural Curriculum and Self-Efficacy in Addressing Diverse Student Population: Gender Differences. Presented, One Voice International Conference 2013
19. Sealy, Karen, Thomas DeNicola Mentors: Elsa-Sofia Morote; Albert F. Inserra; Theodore Fulton. Spotlight on Professional Learning Communities: How Principal Leadership Behaviors Can Influence Student Achievement. Accepted Long Island Education Review, and IBEC- China 2014, AERA 2014.

20. Murthy, Patricia, Eileen Shannon, Debra Nicosia. Mentors: Thomas K. Short, Elsa-Sofia Morote, Albert Inserra One-to-One Computing, One-to-One Learning, Predictors for Implementation of Differentiated Instruction., instructional Technology Edition. Accepted to AERA 2014.
21. DeMarco, Michelle, Deana Rinaldi, Mentors: Joseph Giani, Albert Inserra, Elsa-Sofia Morote. Path Analysis: From Administrative Leadership to School Safety. Submitted to IBEC China 2014, and Hawaii International Conference 2014, Accepted to AERA 2014 (Accepted by IBEC China and Hawaii)
22. Dicarpio, Denise, Getchen Cotton, Laura Schilling, Antonio Ferrantino, Mentors: Tanesha Hunter, Elsa-Sofia Morote, Stephanie Tatum. The Glass Maze and Predictors for Successful Navigation to The Top-Seat. Hawaii International Conference in Education 2014 (Accepted), and Accepted AERA 2014
23. Johnson, Sheila, David Martz, David Byer-Tyre, Mentors: Theodore Fulton, Elsa-Sofia Morote, Albert Inserra. What Type of Role Can the Principal Play in Making a Difference in High and Low Needs, High Achievement Schools? Accepted AERA 2014, Hawaii International Conference 2014, (accepted) and One Voice International Conference In New York, Saturday November 16, 2013, Hilton Westchester Rye Brook
24. Kennedy, Scott, Michael Yannucci, Robert Neidig, Mentors: Tania-Marie Davenport-Dalley, Dr. Elsa-Sofia Morote, Dr. Stephanie Tatum. When it Comes to School Performance, Who Matters Most? Friends, Family or Oneself? Submitted to AERA 2014, Hawaii International Conference in Education (HICE) (Paper Accepted by HICE, 2014)
25. Price, Corinthia, Anthony Oliva, Juana Roman, and Elsa-Sofia Morote (2012). Business Skills to Bank On: A Study of Entrepreneurial Attitudes Regarding Problem-Solving, and Risk-Taking for Entrepreneurs at Varying Levels of Experience. Paper presented in IBEC 2013 Caen France.
26. Hepworth, AJ, Malasia Walker-Thompson, Peter A. Nicolino, Ed.D., and Elsa-Sofia Morote, Ed.D. How does Differentiated Instruction Professional Development experience influence teacher's Knowledge and Comfort? (Paper accepted One Voice International Conference)
27. Raymond, R., Lamia, P., Jackson, G., & Morote, E-S. (2012). A Model Comparing the Presence of ESL Teacher Support on Predicting Instructional Effectiveness in a Response to Intervention Program. Paper presented in AERA 2013, and One Voice International, 2012. The group received an Award for the BEST PRESENTERS in One Voice International!
28. Maurice, Geraldine, Joanne Udaze, Derrick Sepaul, Craig Unkenholz, Elsa-Sofia Morote, and Albert Inserra (2012). Do They Still Count? Race, Social Economic Status, and Parental Involvement. Paper Presented in One Voice International 2012, and Dowling Symposium 2013
29. Smalley, C., Behrman, K., Jackson, G. & Morote, E.-S. (2012). The Relationship Between Response to Intervention Instructional Practices and Decision-Making Using Data and Visual Displays, Paper Presented in One Voice International 2012
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46. Maurice, Geraldine, Joanne Udaze, Derrick Sepaul, Craig Unkenholz, Elsa-Sofia Morote, and Albert Inserra (2012). Do They Still Count? Race, Social Economic Status, and Parental Involvement. Paper Presented in One Voice International 2012, and Dowling Symposium 2013

47. Smalley, C., Behrman, K., Jackson, G., & Morote, E.-S. (2012). The Relationship Between Response to Intervention Instructional Practices and Decision-Making Using Data and Visual Displays, Paper Presented in One Voice International 2012.
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APPENDIX A

Dissertations Chair, Designer (methodologist) and Reader

Dissertations Committee (Chair)

1. McLaughlin, Delores (2021). Nurses' perceptions of communication Skills taught in a community college. Grand Canyon University
2. Grymonprez, Sandra (2021). Factors that influence military Brats to contribute their multicultural leadership attributes. Grand Canyon University.
3. Krum, Amy (2019). A Comparative Study of Leadership Practices between National Board-Certified English Teachers and Non-Certified. Grand Canyon University.
4. Foster, Brian (2018). Impact of Manager Perceptions of Toxic Leadership on Their Job Satisfaction and Organizational Commitment in the Food Processing Industry. Grand Canyon University.
5. Hinds, Lynette (2018). Does the integration of multicultural education in academic nursing affect students' motivation to learn, classroom climate, faculty-student relationship, and student self-report of clinical performance?" St. John's University
6. Pepey, Maria (2017). Institutional Advancement Leadership Competency as Mediated By Collective Genius: The Impact On Stewardship Relationship Cultivation. St John's University, 2017
7. Harris, Kenya (2017). A Causal-Comparative Study of Community Colleges' Performance Regarding Faculty Attitudes Towards English As An Additional Language Students, Instructional Strategies, And Institution Culture. St John's University, 2017
8. Verga, Christopher (2017). The Impact No Recognition, State Recognition, And Federal Recognition Have on the Cultural Identity of Long Island Native Americans. St John's University, 2017
9. Jimenez, Joel (2017). The Influence of Internet Usage, Social Support, Life Satisfaction, And Depression in The Second Year of College on Student's Intention To Continue Enrollment. St. John's University
10. Sign, Nalini (2017). Effects of The Principal's Emotional Intelligence and Leadership Toxicity, Along with School Culture, on Teacher Self- Efficacy. St. John's University
11. Judith, Jeremie (2017). Contrasting Student Perceptions on Perseverance and Student Engagement in The United States, Germany, And South Korea. St. John's University.
12. Caravello, Michael (2017). Popular Music's Influence on Student Engagement in Middle School String Programs on Long Island, New York. St John's University, 2017
13. Murillo, Leo (2017). The Effects of Assistant Principals Decision-Making Processes and Advanced Diploma Rates in Long Island High Schools. St. John's University, 2017
14. Lavergne, Shakir. High school teacher's individual and collective teacher efficacy, perceptions of their principals' leadership style and how it relates to the academic growth and graduation rates of students with disabilities. Dowling College, 2016
15. Ikram, Hamid. The impact of teachers' professional development in video technology on mathematics and English learning of preschoolers in a rural primary school in Pakistan. Dowling College, 2016

16. Ramirez, Hector. A resource-based view model for private family businesses to measure the added value of family members on performance with a socio-emotional wealth perspective. Dowling College, 2016
17. Lopez, Jorge Enrique. First-Year Undergraduate Students Self-Knowledge, Time Perspective, And Meaning in Life: A Model for Student Development. Dowling College, 2016
18. Riaz, Muhammad. School physics teacher class management, laboratory practice, student engagement, critical thinking, cooperative learning, and use of simulations effects on student performance. Dowling College, 2016
19. Jubert, Steve. The role of supervision in student affairs and its impact on new professionals' persistence in the field, job satisfaction, and professional development. Dowling College, 2016
20. Perez Michelle. University executive team's collective leadership and its impact on student retention on catholic campuses. Dowling College, 2016.
21. Cohen, Yair. Dowling College, ProQuest Dissertations Publishing, 2015. 3663077. Structural equation modeling to predict fourth grade student achievement
22. Biscari, Brian R. Dowling College, ProQuest Dissertations Publishing, 2015. 3663078. Principal leadership during a time of change and the relationships among leadership, needs satisfaction, and self-initiated professional development on student achievement
23. Herr, Christopher K. Dowling College, ProQuest Dissertations Publishing, 2015. 3663076. The needs of secondary school principals for successful implementation of the common core state standards in high and low need and high and low achievement schools
24. Tietje, Susan L. Dowling College, ProQuest Dissertations Publishing, 2015. 3663834. College professor effectiveness in the online/hybrid, and traditional face-to-face classroom environments
25. Landgren, Erik. Dowling College, ProQuest Dissertations Publishing, 2015. 3663868. Servant leadership, language policies, and value-based education in Indian schools
26. Doelger, Brian. Dowling College, ProQuest Dissertations Publishing, 2015. 3663339. Effects of corporate universities on acquired employee skills and employee engagement
27. Cobo de Paci, Anamaria. Dowling College, ProQuest Dissertations Publishing, 2015. 3663080. Navigating the elite university: Lived experiences of successful first-generation, low-income Latino/a college students
28. Dorsainvil, Frantz C. Dowling College, ProQuest Dissertations Publishing, 2015. 3664075. Student perceptions of high school counselors' role and its effect on student academic, career, personal/social development
29. Angaiz, Dil. Dowling College, ProQuest Dissertations Publishing, 2015. 3664148. An investigation of determinants of teacher education faculty research productivity in public sector universities of Pakistan
30. Tieniber, Benedict R. (2015) Parental involvement and the school's role in infusing the entrepreneurial spirit and innovation of children: An exploratory study Dowling College, ProQuest Dissertations Publishing, 2015. 3664076
31. Jabeen, Zahra (2015) An investigation of pre-service teachers' entry level motivations and their intentions to stay in the teaching profession in Pakistan. Dowling College, ProQuest Dissertations Publishing, 2015. 3663828.
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Dissertations Committee (Designer /Methodologist)

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72. Keys, Latoya. High school teachers' perceptions of deficit thinking and knowledge of classroom climate, multicultural curriculum, and professional learning. Dowling College, 2016
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74. Spurill, Sherill. How do cultural identity development, parent engagement, school climate, and social-emotional intelligence affect academic growth in African American adolescents? Dowling College, 2016
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Dissertations Committee (Reader)

- 123 DeJesus, Esmery (2019). Father Presence and The Impact on Young, Latino Males' Social Emotional Functioning and Academic Success. St. John's University.
- 124 Hicks, Althea (2019). Medical students' response to Myers-Briggs type indicator, persistence level, and academic self-concept. St John's University.
- 125 Cheryl-Ann Ettienne (2019). Undergraduate nursing students' perception of metacognitive awareness, translation, reading comprehension, cognitive academic language proficiency and communicative competence. St John's University.
- 126 Orellana, Cynthia (2019). Hispanic newcomer students' lived experiences: social adaptation and integration & academic success
- 127 Jackson, Sharifa (2018). Factors that contribute to the success of high achievement African American males. St John's University.
- 128 Ficarra, Laura (2017). Differences Between Higher and Lower Achievement Rate and Leadership Qualities, Parental Involvement, Opportunity To Learn, And Professional Development. St John's University
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- 130 Jackson, Sharifa (2017). The Factors That Contribute to The Success of High Achieving African American Males. St John's University
- 131 Sherry Manansingh (2017). The Relationship of Relaxation Technique, Test Anxiety, Academic Stress, And Nursing Students Intention to Stay in A Baccalaureate Degree Nursing Programs. St. Johns' University
- 132 Max O'Casey (2017). Principals. St John's University.
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- 198 Guindin, Glagys (2004). Central Administrators and Math teachers' Attitudes toward Staff development in Arecibo Region in Puerto Rico.

APPENDIX B – CONFERENCE PRESENTATIONS AND INVITED TALKS

Peer-Reviewed Conference Presentations

1. Morote, E.S., Walker-Belgrave, D., Singh, N., "Women of Color in leadership within Public Education during a time of crisis" Conference "Illusion of Inclusion" (March, 30, 2023). [CUNY Inclusion, Diversity, Equity and Access Conference 2023 \(swoogo.com\)](#). CUNY Graduate Center, NY.
2. Morote, E.S. "The 6 P's of success: Find your voice and tell your story and move up!.(March 7, 2023). CUNY's Career Compass for Women Leaders Conference, NY
3. Morote, E.S. Performance Based-Budgeting: How to do More with Less. (March 16, 2022). CUNY's Career Compass for Women Leaders Conference, NY
4. Morote, Elsa-Sofia & Price, Corinthia (2018). Learning Through Play: A New Model to Teach Entrepreneurship. Transforming teaching to active learning. National Symposium (Nov 16-17, 2018). Stetson University. <https://facultyresourcenetwork.org/publications/transforming-teaching-through-active-learning/learning-through-play-a-new-model-to-teach-entrepreneurship/>
5. Pacinello, Christine and Winfield, Juanita C., Morote, Elsa-Sofia and Zahn, Brian, The Role of Gender, and Principal Servant Leadership (December 26, 2016). Available at SSRN: <https://ssrn.com/abstract=>
6. Cohen, Yair and Morote, Elsa-Sofia, Predicting Fourth Grade Student English Language Art (ELA) Achievement Among New York Schools (January 28, 2016). Available at SSRN: <http://ssrn.com/abstract=2724157> or <http://dx.doi.org/10.2139/ssrn.2724157> presented at IBEC 2016- Germany
7. Pepey, Maria and De Jesus, Esmery and Rubino, Michael J. and Morote, Elsa-Sofia and Perry, S. Marshall, Happiness at Work: Organizational Culture, Job Embeddedness, and Continuance Commitment (February 2, 2016). Available at SSRN: <http://ssrn.com/abstract=2726452> or <http://dx.doi.org/10.2139/ssrn.2726452> - Presented at IBEC 2016 Germany.
8. What type of Leadership in Higher Education Promotes Job Satisfaction and Increases Retention? Kenya Harris, Lynette Hinds, Sherry Manansingh, Michael Rubino Elsa Sofia Morote -Submitted to Dowling Symposium 2016

9. Happiness and the Search for Meaning: Age, Gender, and Religion- Lucille Creed, Jeremie Judith and Elsa-Sofia Morote- Submitted to One Voice International
10. Does Participation in Extracurricular Activities Impact Student Achievement? Kristen J. Abruzzo, Cristina M. Lenis, Yansi V. Romero, Kevin Maser, Elsa-Sofia Morote- Hawaii International Conference in Education –10th Dowling Annual Practical Symposium
11. Let's Talk About Sex: Gender, Sex Life, and Happiness- Judith Jeremie, Sharifa Jackson, Nalini Singh, and Elsa-Sofia Morote- Hawaii International Conference on Education. 10th Dowling Annual Practical Symposium
12. Self-Directed Learning: College Students' Technology Preparedness Change in The Last 10 years" by Michael Caravello, Joel Jimenez and Lois Kahl, Brian Brachio, Elsa-Sofia Morote- SCOPE's Fall 2015 Journal for Leadership and Instruction (Published). 10th Dowling Annual Practical Symposium
13. Comparison of Race-Gender, Urban-Suburban Criminal Justice College Students Satisfaction of the Police Department. Christopher Vega, Leo Murillo, Errol D. Toulon, Elsa-Sofia Morote. 10th Dowling Annual Practical Symposium
14. Happiness at Work: Organizational Culture, Job Embeddedness, and Continuance Commitment- Maria Pepey, Esmery DeJesus, Michael Rubino, Morote- IBEC, Germany 2015 Will be published in the Proceedings.
15. Does Organizational Culture Effect Employee Happiness? - Laura Ficarra, Michael Rubino, Elsa-Sofia Morote- Submitted to Journal of Happiness
http://www.journalofhappiness.net/my_submissions.php. 10th Dowling Annual Practical Symposium
16. Kenneth Martinucci; Daniel Stein; Helen Wittmann Elsa-Sofia Morote (2014); College Faculty Understanding of Hybrid Teaching Environments and their Levels of Trainability by Departments. Status: Paper submitted to One Voice International 2014.
17. Latoya Key; Stephanie Thomas; Tanesha Hunter; Elsa-Sofia Morote; Stephanie L. Tatum (2014). Effects of Mentorship on Assistant Superintendents and their Emotional Intelligence, Challenges, and the Desire to become a Superintendent. Submitted to "Learning Forward Journal"
18. Hector Xavier Ramirez-Perez; Anne Marie Smith; Jorge Enrique Franco-Lopez; Juana Roman; Elsa-Sofia Morote (2014) Effects of Training Method and Age on Employability Skills of Mexican Youth Entrepreneurs,
Status: AERA and Babson Entrepreneurship conferences. Pending for submission: Journal of International Entrepreneurship, BALAS conference and Dowling conference
19. Shakir Lavergne; Erica Jessen; Denise Sullivan; Theodore Fulton; Elsa-Sofia Morote; Albert F. Inserra (2014). How Principal Mentorship, School Needs, and Teacher Experience relates to Student Achievement. International Congress for School Effectiveness and Improvement
20. Susan Koukounas; Steven Jubert; Cheryl Howell; Elsa-Sofia Morote; Albert F. Inserra The Role of Second-Year College Students? Mindset on Finances and Its Impact on Wellness. Submitted to The New York Journal of Student Affairs
21. Cheryl Ettienne; Althea Hicks; Francisca Montalvo; Elsa-Sofia Morote. Attitudes of Health Administrators and their Beliefs on the Need for Funding the Healthy People 2010 Objectives,
22. Dana Mester; Sherrill Spruill; Joseph Giani, Elsa-Sofia Morote; Albert F. Inserra Personal Safety and Teacher/Student Relationships Viewed Through Black/White Framework in a Suburban Middle School, an Exploratory Study, One Voice International 2014
23. Adrian Adams, Victor Davis, Brian Doelger, Thomas Short, Dr. Elsa-Sofia Morote, Albert Inserra. Effective Professional Development Methods in the New Common Core Era. Submitted to Long Island Educational Review Journal
24. Khazima Tahir, Hamid Ikram, Jennifer L. Economos, Elsa-Sofia Morote, Albert Inserra (2014) A Model of Effective Teaching in Arts, Humanities, and Social Sciences. Presented at 9th Dowling Symposium. 2014 3rd International Conference on Management and Education Innovation- ICMEI 2014. Award Winning Paper.

25. Dil, Shamaila, Zahra, & Dalley, Morote Tatum (2014). Non-ELL students differ from ELL students in their perceptions towards student-teacher relationships, peer relationships, family academic expectations. International Conference in Education, Humanities, Social Sciences, and Technology. Presented at 9th Dowling Symposium
26. Muhammad Asim, Cheryl Chambers, Dr. Ramon-Osvaldo-Gonzalez, Dr. Elsa-Sofia Morote, and Dr. Richard Walter (2014). A Study about the Academic Integrity of Aviation Students in U.S. Paper received comments from the mentors, need to work in the final version, and submit it to a journal and a conference. Presented at Dowling 9th Symposium. Journal of College and Character.
27. Syed T. Shah, Muhammad Riaz, Mary Kelly, and Elsa-Sofia Morote (2014). Creating a Model that Empowers School Leaders. Presented at Dowling 9th Symposium. Published at International Journal for Cross-Disciplinary Subjects in Education (will be in December 2014 issue). Canada International Conference on Education (CICE-2014) Conference Proceedings.
28. Nasrullah, La Saundra Haynes, Dr. Geraldine A. Moore, Elsa-Sofia Morote, and Stephanie Tatum (2014). Matters In Recruitment of Male Nurses. Presented at Dowling Symposium 9th Submitted to Global Education Network and Presented in DePaul University in a Nursing Conference 2014.
29. Michelle DeMarco, Deana Rinaldi, Joseph Giani , Albert Inserra, Elsa-Sofia Morote (2014) Path Analysis: From Administrative Leadership to School Safety. IBEC CHINA 2014
30. Karen Sealy, Thomas DeNicola Elsa Sofia Morote Ted Fulton Albert Inserra (2014). Spotlight on Professional Learning Communities: How Principal Leadership Behaviors Can Influence Student Achievement. IBEC CHINA 2014, Hawaii International Conference in Education 2014
31. Elsa-Sofia Morote and Yair Cohen, Planning model for the calculation of educational requirements for economic development -the United States IBEC China 2014. Also presented in faculty series
32. Georgette Lovette Grier-Key, Elsa-Sofia Morote Robert Manley Not -For- Profit Cultural / Art Institution Sustainability Model. Eastville Community Historical Society, Sag Harbor, NY USA IBEC China 2014
33. Morote, E.S, & Kelly, M (2013). Preparing Students for a Competitive World: The Influence of Socioeconomic Status, Teacher Preparation, and Emerging Populations on Student Performance, IBEC 2013 CAEN FRANCE
34. Erik Landgren, Susan L. Tietje, Denise Toscano, Mentors: John Marr, Elsa-Sofia Morote (2013) Does Gender Play a Role in Obtaining an Educational Technology Certificate? Paper accepted for Hawaii International Conference 2014
35. Yair Cohen, Gail Santo, Ana Maria de Cobo. Mentors: Brian Zahn, Elsa Sofia Morote, Marshall Perry (2013). Accountability Era: A Comparison of Elementary Classroom Teachers' and Special Area/Support Teachers' Years of Experience and Their Perception of Principal Servant Leadership. Paper Accepted for One Voice International 2013
36. Dionne Walker-Belgrave, Benedict Tieniber, Mentors: Dr. Tanisha Hunter Mentors: Elsa-Sofia Morote; *Stephanie L. Tatum Why Aren't Assistant Superintendents Moving into Superintendent Positions: Is It A Matter of Age? One Voice International 2013
37. Janine Payton, Brigitte Waite-Wilson, Mentors: Kevin Maser and Elsa-Sofia Morote. Does Being Involved in Extracurricular Activities Contribute to Student Achievement in English Language Arts? Paper Accepted in One Voice International Conference 2013
38. Claude Stuart, Frantz Dorsainvil, Wilhelm Louis, Elsa-Sofia Morote, Stephanie Tatum. White Teachers Perceptions of a Multicultural Curriculum and Self-Efficacy in Addressing Diverse Student Population: Gender Differences, Submitted to AERA 2014, One Voice International Conference 2013.
39. Karen Sealy, Thomas DeNicola Mentors: Elsa-Sofia Morote; Albert F. Inserra; Theodore Fulton. Spotlight on Professional Learning Communities: How Principal Leadership Behaviors Can Influence Student Achievement. Paper submitted to Long Island Education Review, and IBEC- China 2014, AERA 2014.
40. Patricia Murthy, Eileen Shannon, Debra Nicosia. Mentors: Thomas K. Short, Elsa-Sofia Morote, Albert Inserra One-to-One Computing, One-to-One Learning, Predictors for Implementation of

- Differentiated Instruction. plan to submit to Long Island Educational Review, instructional Technology Edition. Submitted to AERA 2014. (Accepted by SITE, Las Vegas 2014)
41. Michelle DeMarco, Deana Rinaldi, Mentors: Joseph Giani, Albert Inserra, Elsa-Sofia Morote. Path Analysis: From Administrative Leadership to School Safety. Submitted to IBEC China 2014, and Hawaii International Conference 2014, Submitted to AERA 2014 (Accepted by IBEC China and Hawaii)
 42. Denise Dicarpio, Gretchen Cotton, Laura Schilling, Antonio Ferrantino, Mentors: Tanesha Hunter, Elsa-Sofia Morote, Stephanie Tatum. The Glass Maze and Predictors for Successful Navigation To The Top-Seat. Hawaii International Conference in Education 2014 (Accepted), and AERA 2014
 43. Sheila Johnson, David Martz, David Byer-Tyer, Mentors: Theodore Fulton, Elsa-Sofia Morote, Albert Inserra. What Type of Role Can the Principal Play in Making a Difference in High and Low Needs, High Achievement Schools, submitted to AERA 2014, Hawaii International Conference 2014, (accepted) and One Voice International Conference in New York 2013 One voice international conference in New York, Saturday November 16 2013, Hilton Westchester rye brook.
 44. Scott Kennedy, Michael Yannucci, Robert Neidig, Mentors: Tania-Marie Davenport-Dalley, Dr. Elsa-Sofia Morote, Dr. Stephanie Tatum. When it Comes to School Performance, Who Matters Most? Friends, Family or Oneself? Submitted to AERA 2014, Hawaii International Conference in Education (HICE) (Paper Accepted by HICE, 2014)
 45. Corinthia Price, Tony Oliva, Juana Roman Maqueira, and Elsa-Sofia Morote (2012) Business Skills to Bank On: A Study of Entrepreneurial Attitudes Regarding Problem-Solving, and Risk-Taking for Entrepreneurs at Varying Levels of Experience. Submitted to IBEC 2013, and One Voice Conference in New York, Nov 17, 2012
 46. Patricia Lamia, Rebecca Raymond, Gloria M. Jackson, and E-S Morote. A Model Comparing the Presence of ESL Teacher Support on Predicting Instructional Effectiveness in a Response to Intervention Program. Submitted to AERA 2013
 47. AJ Hepworth, Malasia Walker-Thompson, Peter A. Nicolino, Ed.D., and Elsa-Sofia Morote, Ed.D.(2012). How does Differentiated Instruction Professional Development experience influence a teacher's Knowledge and Comfort? Submitted to One Voice International Conference in New York, Nov 17, 2012
 48. Smalley, C., Behrman, K., Jackson, G. & Morote, E.-S. The Relationship Between Response to Intervention Instructional Practices and Decision-Making Using Data and Visual Displays. Submitted to One Voice International Conference in New York, Nov 17, 2012
 49. Maurice, Geraldine; Udaze, Joanne, Sepaul, Derrick; Unkenholz, Craig; Morote,Elsa-Sofia and Inserra, A (2012). Do They Still Count? Race, Social Economic Status, and Parental Involvement. Submitted to AERA 2013 and One Voice International Conference in New York, Nov 17, 2012
 50. Karp, J., Morote, E-S., & Inserra, A. (2013) Teacher Expectations and the Mediation Effects of Trust on Eighth Grade Adolescent Academic Self-Efficacy (submitted to AERA 2013)
 51. Lilla, D., Catapano, M., Darby, M., Brachio, B. & Morote, E.S. (2012). Is There a Connection between Knowledge of Technology and Standardized Tests? Aace.org
 52. Impagliazzo, D.; Kelly, Th., Morote, E-S. (2013). Moral Leadership: Preparing school leaders, New York, are we ready? Submitted to AERA 2013
 53. Tatum, S. & Morote, E-S. (2012). Multicultural Conceptual Understanding: The Effect on Teachers' Perceptions of their School Climate. AERA, 2012.
 54. Karp, J., Inserra, A., Morote, E-S. (2012). Students trust in their teachers and how it influences their self-efficacy and achievement. AERA, 2012.
 55. Collins, P., Perez, M., Morote, E-S., Nicolino, P. (2012). Tech It Easy. Technology in the Elementary Classroom. Submitted it to Global Conference on Tech, Innovation and Media. aace.org to be presented on Feb 7-9, 2012.

56. Martinez, E., Bilges, D., Shabazz, S., Miller, R., & Morote, E-S. (2012). To Work or not to Work: Student Employment, Resiliency, and Institutional Engagement of Low-Income First-Generation College Students AERA 2012
57. Esposito, C., Macchiaroli, J., Witter, J. DeGoias, E., & Morote, E-S. (2012) Patients Tell the Story: Interrelationships Among Patient Satisfaction, Communications with Providers, and Emergency Department Care. Plan to submit to One Voice International Conference and Forum, NY, 2011
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167. Morote, E-S., Pritchard, D. & Kokorowski, D. (2003). Positive Inductive Influence of Computer-based Tutorial Problems. American Association of Physics Teachers, 127th National Meeting. Madison, WI, August 2-6, 2003.
168. Morote, E-S., Pritchard, D., & Kokorowski, D. (2003). Using Computer-Based Tutorials Problems To Enhance Student Learning. The National Association for Research in Science Teaching Annual Meeting, Philadelphia, March 23-26, 2003
169. Pritchard, D., Morote, E-S., & Kokorowski, D. (2002). CyberTutor, a Socratic electronic homework tutor at MIT. World Conference on E-learning in Corporate, Government, HealthCare, & Higher Education, E-Learn 2002, Montreal, Canada, October 15-19, 2002
170. Morote, E-S., Pritchard, D., & Kokorowski, D. (2002). Reliable Assessment with Cybertutor, A Web-Based Homework Tutor. World Conference on E-learning in Corporate, Government, HealthCare, & Higher Education, E-Learn 2002, Montreal, Canada, October 15-19, 2002
171. Kokorowski, D., Pritchard, D., & Morote, E-S. (2002). Reliable Assessment using CyberTutor for Electronic Tutoring - AAPT Summer Conference (Boise, Idaho) August 6, 2002
172. Korsunsky, B., Morote, E-S., Pritchard, D., & Morton, A. (2002) Statistical patterns in problem-solving behavior analyzed with CyberTutor - AAPT Summer Conference (Boise, Idaho) August 6, 2002
173. Korsunsky, B. Morote, E-S., Pritchard, D., & Kokorowski, D. (2002) Using CyberTutor in problem-solving instruction at high-school and college level. AAPT Summer Conference (Boise, Idaho) August 6, 2002
174. Dukes, P., Pritchard, D., & Morote, E-S. (2002). Inductive Influence of Related Quantitative and Conceptual Problems. The National Association for Research in Science Teaching Annual Meeting, Louisiana, New Orleans, April 7-12, 2002
175. Pritchard, D., & Morote, E-S. (2002). What Course Elements Correlate with Improvement on Tests in Introductory Newtonian Mechanics? The National Association for Research in Science Teaching Annual Meeting, Louisiana, April 7-12, 2002
176. Pritchard, D., Pritchard, A., Dukes, P., Kokorowski, D. & Morote, E-S. (2002) CyberTutor, an effective combination of Tutoring, Assessment, and Educational Research. AAPT Winter meeting Jan. 19-23, Philadelphia, PA.
177. Morote, E-S. (2001). Causality Between Higher Education Enrollments and GDP Growth. The 2001 Latin American Social and Public Policy Graduate Student Conference, University of Pittsburgh, Feb 15-16, 2001

178. Morote, E-S. (2001). Higher Education and Economic Growth in Latin American Emerging Markets. The 2000 Latin American Studies (LASA) Conference. Miami, Florida, March 16-18, 2000
179. Morote, E-S., & Yeager, J. (2001). Higher Education and Economic Growth. The 2000 Latin American Social and Public Policy Graduate Student Conference University of Pittsburgh, Feb 10-12, 2000
180. Morote, E-S., & Yeager, J. (2001). Higher Education in Support of Sustained Economic Growth: The Case of Mexico. 1999 International Forum of ASHE (Association for the Study of Higher Education-Council on International Higher Education). San Antonio, Texas, November 17-18, 1999.
181. Boldin, R., McMullen, M., & Morote, E-S. (2001) Higher Education and Economic Growth: Chile, Argentina, and Brazil. The 1999 Latin American Social and Public Policy Graduate Student Conference. University of Pittsburgh, Feb 11-12, 1999
182. Morote, E-S. (1998) Mexico and Peru: Higher Education in Comparative Perspective. The 1998 Latin American Social and Public Policy Graduate Student Conference, Pittsburgh, 1998
183. Morote, E-S. (1997) The Foundations of the Entrepreneur. Global Finance Conference, Toronto, Canada 1997
184. Morote, E-S. (1994) Financial Ratios in Growing Firms. National University of Mexico (UNAM), Mexico City, Mexico 1994

Invited Lectures and Presentations

1. Invited Speaker, "Las 6 Ps del exito. Comprate tus propias flores". Congreso Internacional de la Mujer, Revive, New York (3/2023)
2. Presentation, Inclusive Leadership. Las 3 "I" para el bienestar social, innovation, impacto & investigacion. Proyecto Social Leer. (11/2022)
3. Presentation, Education and Entrepreneurship (8/2022). Latino Woman Leadership Symposium, Revive Organization, New York
4. Presentation, CUNY Woman Leadership "How to do more with less" (3/2021)
5. Presentation, Tri-State Consortium of Opportunities Programs. Case study: Successful retention rates on Long Island EOC. <https://tri-stateconsortium.com/> (8/2019)
6. Invited Speaker, "Civility & the Exercise of First Amendment Rights on a College Campus," Diversity & Inclusion Program – Woman Bar of Long Island (1/2019).
7. Invited Speaker, Woman Leadership, Infopares, Lima – Peru (3/2016)
8. Invited Speaker, Multicultural Collective Intelligence Symposium at Dowling College (3/2015)
9. Invited Speaker, Latin America, and the U.S. Dynamics: Present and Future of Economic and Socio-political relationships at International Academic Exchange Program, Briarcliffe College (3/2014)
10. Invited Speaker, Immigration Policies, and Its Impact on the US Economy, Briarcliffe College, New York (11/2013)
11. Invited Speaker, Status of the technology and infrastructure of Latin America and the analysis of its skilled labor force. Latin American Trade Forum, Briarcliffe College Latin American Trade Forum, Briarcliffe College, New York (11/2012)
12. Honorable Speaker, Introduction of former Peruvian President Alejandro Toledo in his political party presentation of his candidacy to the presidency in New York; also named Ceremony Masters in the event as recognition of professional quality (10/2010)
13. Honorable Speaker, Introduction of former Peruvian President Alejandro Toledo in his speech —El Perú en El Mundo, Juntos Si Podemos"; event was organized for the Juntos x Peru non-profit organization (Long Island, New York, 7/2010)
14. Invited Speaker, University Accreditation, Nuts and Bolts (Universidad Nacional Mayor de San Marcos, Lima, Perú, 2011)

15. Key Speaker, *Uses of social media in Education and TICs* (Universidad Nacional Mayor de San Marcos, Lima, Perú, 2011)
16. Key Speaker, Status of the Technology, and Infrastructure of Latin America and the Analysis of its Skilled ADECAEM (Center for Higher Military Studies, 2009)
17. Longwood High School, College? Si, se Puede – Longwood High School – Hispanic Month (10/2013)
18. Latino Summit I – College? Si, Se Puede Dowling College 05/2013
19. Latino Summit II – College? Si, Se Puede Dowling College 11/2013
20. Latino Summit III - College? Si, Se Puede – Dowling College (11/2014)
21. Graduate Diversity Summit, College? Yes, You can- Dowling College (03/2014)
22. *Yes, we can!* Event to recognize extraordinary Latino educators who are positive role models and have contributed to the growth of our society. These educators will have the opportunity to share their “Si Se Puede” (“Yes We Can”) success stories with Dowling students while inspiring and encouraging them to become outstanding professionals in the field of education, Sept 18, 2008, Dowling College.
23. Speaker at Career Day at Lawrence Road Middle School, March 18, 2008
24. Morote, E.S. (2006). *Tecnología Educativa, nuevos avances*. Universidad Nacional Mayor de San Marcos. Lima, Perú, 2006
25. Pritchard, D. E., Warnakulasooriya, R., & Morote, E-S. Predicting the final exam score from tutoring data - AAPT, Winter Meeting, Albuquerque, New Mexico, 2005.
26. Pritchard, D. E., Warnakulasooriya, R., & Morote, E-S. Educational research using my Cyber Tutor - Ed Tech Fair, MIT, 2004.
27. Pritchard, D. E., Morote, E-S., & Warnakulasooriya, R. Learning and knowledge transfer between tutorial and related problems - Physics Education Research Conference, Sacramento, California, 2004.
28. Warnakulasooriya, R., & Pritchard, D. E. Insight from time for completion curves - AAPT, Summer Meeting, Sacramento, California, 2004.
29. Pritchard, D. E., Morote, E-S., & Warnakulasooriya, R. Learning and knowledge transfer between tutorial and related problems - AAPT, Summer Meeting, Sacramento, California, 2004.
30. Pritchard, D. E., Morote, E-S., Kokorowski, D., & Warnakulasooriya, R. Educational Research using Web-based Tutor Data - AAPT, Winter Meeting, Miami Beach, Florida, 2004.
31. Pritchard, D. E., Morote, E-S., & Warnakulasooriya, R. *Learning and knowledge transfer between tutorial and related problems* - AAPT, Summer Meeting, Sacramento, California, 2004.
32. Morote, E-S. Cybertutor. Humanities and technology conference in Dowling College, 2004
33. Morote, E-S., Kokorowski, D., & Warnakulasooriya, R. Educational Research using Web-based Tutor Data - AAPT, Winter Meeting, Miami Beach, Florida, 2004.
34. Pritchard, D. E., Morote, E-S., & Kokorowski, D. Student Response Variables from Online Tutor System - AAPT Summer Meeting, Madison, WI, 2003.
35. Morote, E-S., Pritchard, D. E., & Kokorowski, D. Positive Inductive Influence of Computer-based Tutorial Problems - AAPT Summer Meeting, Madison, WI, 2003.
36. Pritchard, D., Morote, E-S., & Kokorowski, D. (2003). *Student Response Variables from Online Tutor System*. American Association of Physics Teachers, 127th National Meeting. Madison, WI, August 2-6, 2003.
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45. Morote, E-S. (2000). *Human Resource Development Through the Interaction of Peruvian Higher Education, The Economic Sector, and the Government.* The 2000 Latin American Social and Public Policy Graduate Student Conference University of Pittsburgh, Feb 10-12, 2000
46. Morote, E-S. (1998) *Mexico and Peru: Higher Education in Comparative Perspective.* The 1998 Latin American Social and Public Policy Graduate Student Conference, Pittsburgh, 1998
47. Morote, E-S. (1994) *Financial Ratios in Growing Firms.* National University of Mexico (UNAM), Mexico City, Mexico 1994