

The Faculty



OUR LADY OF THE LAKE UNIVERSITY





Founded in 1998, the Department of Leadership Studies houses a doctoral program in Leadership Studies, a masters program in Organizational Leadership and a minor in Organizational Leadership.

The intellectual capital, compassion and dedication of the faculty are the difference between a degree you can pursue elsewhere and the education you will receive in our learning community.

Our faculty teach because it is their calling and for the joy of learning with their students.



Department of Leadership Studies Core Faculty

Core faculty generally teach exclusively in the Department of Leadership Studies. These faculty are active on dissertation committees, comprehensive exams, and student advising.

For the 2022- 2023 academic year we are conducting national searches for two additional Core Faculty





Meghan A. Carmody-Bubb, Ph.D.

Professor of Leadership Studies, Tenured
San Antonio Campus

Primary Teaching Areas

Graduate Programs, Research Methods, Decision Making, Conflict Management

University Education

Ph.D. in Experimental Psychology, Texas Tech University, Lubbock, Texas, 1993.

B.S in Psychology, Texas A&M University, College Station, Texas 1986.

Executive Education

Naval Aviation Experimental Psychologist Program, Jan-Jun 1991, Naval Aerospace Medical Institute, Pensacola, FL.

Personal Experience

Research Psychologist in the C4I Systems Division, SPAWAR Systems Center Charleston, SC. Jan 2000- Jun 2002.

Naval Reserves: Executive Officer-in-Charge (XOIC) 4th MAW MED, Marine Air Group (MAG) 41. Oct 1999- Oct 2001.

Active Duty Navel Medical Services Corps, Sep 90- Apr 99:

Project Manager and Principal Investigator in the Human Systems Integration Branch of the Crew Systems Department of the Naval Air Warfare Center, Aircraft Division, Patuxent River, MD., Jun 94- Apr99. Duties included management of engineers, computer scientist, enlisted personnel, and government contractors in the development and testing of several advanced technology cockpit and training systems.

Human Factors Project Engineer in the Crew Systems Technology Department at the Naval Air Warfare Center, Aircraft Division, Warminster, PA. Served as principal and associate investigator on several studies in the areas of adaptive automation, workload and situational awareness. July 1991- June 1994.

Publications and Presentations

Author of several published technical reports, conference presentations and papers, and journal articles.

Teaching Philosophy

One of the things I find so interesting about the academic environment is that one encounters such a variety of interests, talents, and backgrounds through interactions with colleagues and students. As such, I believe that active student involvement is key to a successful and challenging learning experience for instructor and student alike. I believe the role of the teacher is to not only impart knowledge of the subject at hand, but also to foster an environment that challenges the student to tap his/her scholarly curiosity, practice critical thinking skills, and effectively apply the subject matter beyond the classroom.



Phyllis A. Duncan, Ph.D.

Director of PhD and MSOL Program and
Professor of Leadership Studies, Tenured
San Antonio Campus

Primary Teaching Areas

Graduate Programs, Critical Thinking, Global Leadership, Strategy,
Leadership Assessment

University Education

Ph.D. University of the Incarnate Word
Master of Business Administration University of Arkansas

Master of Science in Industrial Engineering Southwest University
B.S., Business Administration, Magna Cum Laude University of Ozarks

Professional Experience

2002-2004 President, Chief Operating Officer, Transaction Graphics, Memphis, TN
2000- 2002 Senior Vice President, FY Image Services, Dallas, TX
1996-2000 Senior Vice President, Oberthur Gaming Technologies, San Antonio, TX
1989-1996 Vice President of Operations, Checks in the mail, New Braunfels, TX

Research Interests

Emotional intelligence, generational issues in the workplace, spirituality and leadership, culture, gender and leadership.

Teaching Experience

2006- Our Lady of the Lake University
1982- 1989 University of the Ozarks, taught a wide variety of courses in the School of Business



Esther S. Gergen, MBA, Ph.D.

Professor of Leadership Studies, Tenured
San Antonio Campus

Primary Teaching Areas

Ethics, Literature Review, Dissertation Design, Doctoral
Dissertations

University Education

Ph.D. in Leadership Studies, Our Lady of the Lake University, San
Antonio, Texas, 2009.

MBA, Our Lady of the Lake University, San Antonio, Texas, 2001.

Bachelor's in marketing, Texas A&M University, College Station,
Texas, 1995.

Executive Education

Licensed in Mutual Funds and Investment Products.

Certified through corporate training programs including, Leading People, Human Resource and Labor
Law structures.

Founder of the Hispanic Employee Network for the United States Service
Center of Citibank, N.A.

Experience

2011 – 2021 – Chair, Department of Leadership Studies

2010 – 2011 – Associate Dean, School of Business and Leadership, OLLU

2008-present – Assistant/Associate Professor of Leadership Studies, OLLU

2006-2008 – Teaching Associate in Leadership Studies, OLLU

2007-2008 – Director of Credit Strategy, Citibank, NA

2003-2007 – Area Manager, Citibank, N.A.

2001-2003 – Financial Center Manager, Citibank, N.A.

1998- 2001 – Client Financial Analyst (Sales), Citibank, N.A.

1995- 1998 – Store and Service Director, HEB Grocery Co.

Mark T. Green, Ph.D.

Professor of Leadership Studies, Tenured
San Antonio Campus

Primary Teaching Areas

Leadership and Management

University Education

Doctor of Philosophy, Educational Administration,
The American University, Washington, D.C., 1993.

Master of Business Administration, Our Lady of the
Lake University, 1999.

Master of Science, Information Systems, The American University, Washington, D.C., 1991.

Master of Education, Counseling and Personnel Services, University of Missouri, Columbia, MO,
1981.

Master of Arts in Theology, Oblate School of Theology, San Antonio, TX. 2010 Information

Resources Management College, Distinguished Honor Graduate,
National Defense University, Department of Defense, Washington D.C., 1992.

U.S. Army Command and General Staff College, 1989

Executive Education

Management Development Program, Harvard Institutes for Higher Education, Cambridge, MA,
2000.

Army Medical Department Advanced Management Program, Honor Graduate, Fort Sam Houston, TX,
1986.

Logistics Management Officer's Course, Fort Sam Houston, TX, 1982

Professional Experience

Retired military officer with assignments at the Pentagon and Army Medical Department Center and
School

Academic Department Chair for 13 years

Scholarship

Dr. Green has written four books on leadership and contributed four book chapters. He has published over 40 articles and presented over 100 papers at national or international conferences. He has chaired over 80 doctoral dissertations and served as a dissertation committee member for an additional 80 dissertations.



Yu Sun, Ph.D.

Director, PhD Program
Associate Professor of Leadership Studies
Houston Campus

Primary Teaching Areas

Research Methods and Statistics

University Education

Ph.D. in Management Science, Donghua University, Shanghai, China.

Ph.D. in Applied Mathematics, Wayne State University, Detroit Michigan

M.S. in Applied Mathematics, Donghousa University, Shanghai, China.

M.A. in Mathematical Statistics Wayne State University, Detroit, Michigan

B.S. in Mathematics from Qingdao University, Qingdao, China.

Professional Experience

Assistant Professor, Quantitative Business Analysis Department of Siena College, Loudonville, NY.

Scholarship

Dr. Sun's research interests include mathematics in decision-making, business statistics, operations management, stochastic optimization, quantitative analysis, financial mathematics and actuarial science.





Randall Lee Townley Ph.D.
Assistant Professor of Leadership Studies

Primary Teaching Areas
Leadership Theories & Policy

University Education

Ph.D., Leadership Studies, Our Lady of the Lake University,
San Antonio, TX.
MBA, University of Texas Pan American
MS, South Dakota State University
BS, South Dakota State University

Professional Experience

2001 - Present: Director of Heart and Vascular Department, EEG, Footcare, Wound Care and Ambulatory Infusion Unit, Valley Baptist Medical Center Harlingen, Texas.

1987 - 2001 Director of Cardiovascular Education Program, Southeast Technical Institute, Sioux Falls, South Dakota

Teaching Experience

2016 - Present: Adjunct Instructor Our Lady of the Lake University, La Feria, Texas

2001 - 2003: Adjunct Instructor University of Texas Southmost College, Brownsville, Texas

2000 - 2002 Basic Life Support (BLS) Instructor American Heart Association,

1987 - 2001: Post Secondary Instructor Southeast Technical Institute, Sioux Falls, SD
"Teacher of the Year"

1999 Certified Leadership Instructor for Phi Theta Kappa

1996-1999 Cardiovascular Consulting National Tours

Publications and Presentations

Best Paper Award, Academy of Business Research, 2017

National Cardiovascular Conference Presentations 1996-1999

Professional Certifications

Advanced Emergency Management (FEMA) 2022

Terrorism Awareness, Department of Homeland Security, 2011

Six Sigma Green Belt, 2006

Post Secondary Instructor Credential, SD Department of Education, 2000-2005

Registered Diagnostic Cardiac Sonographer, (RDCS) 1990

Certified Cardiographer Technician, (CCT) 1989

Research

Neuroscience and Cardiology: Stroke Research: Arcadia, Crest II, Robotic Head Gear

Leadership Studies Professional Faculty

A select number of working professionals bring current, real-world experience to our learning community as adjunct faculty.





Gerardo X. Arizpe, M.Ed., Ph.D.

Adjunct Faculty of Leadership Studies
San Antonio Campus

Primary Teaching Areas

Graduate Programs: Clinical Thinking, Leadership Theories and Practices

University Education

Ph.D. in Leadership Studies, Our Lady of the Lake University, San Antonio, Texas.

Master of Science in Education, University of the Incarnate Word, San Antonio, Texas

Bachelor of interdisciplinary Studies, University of Texas at San Antonio, San Antonio, Texas.

Professional Experience

Dr. Arizpe is an educator with over 24 years of experience and is currently employed by the San Antonio ISD as a middle school administrator. He has worked with troubled and behaviorally challenged inner city students at the elementary level, as a middle school science teacher, and as a high school science teacher at G.W. Brackenridge High School. Also, he has been an educator leader within the San Antonio ISD and the Regional level in the area of Gifted and Talented education.

In his position as Advanced Academics Educational Specialist/Consultant for the Educational Service Center-Region 20, Dr. Arizpe provided professional development to regional educators in the area of Gifted and Talented education and has assisted regional public-school districts through the proper implementation of Gifted and Talented educational opportunities for high ability students.

Teaching Philosophy

As a lifelong learner and teacher, Dr. Arizpe strives to instill in his students the values which he received from his own first-generation immigrant parents and which are the foundation of his educational experiences: dedication to family, respect and value of others, and working hard toward all you aspire.

Research Interests

Organizational Culture, Organizational Commitment, Leadership Behaviors

Stancie B Chamberlain, JD
Adjunct Faculty of Leadership
Houston Campus

Teaching Areas
Leadership Ethics
Legal Issues

University Education
JD South Texas College of Law
MLA Houston Baptist University
M.Ed. University of Houston

Professional Experience
Adjunct Faculty,
General Education,
Business Education
North American University



Dr. Chamberlain's interests are many and varied and include business and education legal issues, cultural diversity, technical and professional writing, philosophy and literature



Tommy Doss, Ph.D., MBA, SPHR, GPHR

Primary Teaching Areas

Adjunct Professor – Human Resource Development & Executive HRD Program, University of Houston, College of Technology (2019 – Present)

Courses taught:

HRD 3310: Career Development and Planning
HRD 6301: Leadership Development in HRD
HRD 6305: Organizational Learning
HRD 6310: Global Talent Management
EXHRD 6356: Consulting Skills and Professional Practice

University Education and Certifications

Ph.D. in Leadership Studies, Our Lady of the Lake University, Houston, Texas, 2020.
MBA, Our Lady of the Lake University, San Antonio, Texas, 1995.
Bachelor of Arts in Psychology, Texas State University, San Marcos, Texas, 1989.

Academic partner with the HR Certification Institute (HRCI) as a Certification Development Writer for the SPHR & GPHR Certification Exams (2011-2015)

Professional Experience

2016 to 2017: Vice President of People and Culture, Neighbors Health, Inc.

2011 to 2015: Director, Leadership Initiatives, University of Houston – C.T. Bauer College of Business

2011 to 2015: MBA Career Development Specialist, University of Houston – C.T. Bauer College of Business

2007 to 2009: Manager of Leadership and Talent Development – Service Corporation International (SCI)

2001 to 2006: Director of Human Resources – Bayshore Medical Center & Memorial Hermann Hospital, Medical Center

Research Interest

The impact of artificial intelligence (AI) on human resource development (HRD) roles and responsibilities?

(AI) impact on decision making by organizational leaders?

Optimal organizational cultures/climates which foster ethical, moral and collaborative work cultures/climates allowing for greater transparency, diversity and equality.

Philosophy – Lifelong development is a critical success factor for all teams, students, etc. The acronym – **WAYFO**, “**What Are You Focused On**”? (Translation) **What you focus-on expands for you!**



Annette Escamilla, Ph.D.

Adjunct Faculty of Leadership Studies
Rio Grande Valley Campus

Primary Graduate Teaching Areas

Graduate Multi-Cultural Issues
Conflict Management

University Education

Ph.D. Leadership Studies, Our Lady of the Lake
University, San Antonio, Tx
M.A.I.S., Core Discipline: Sociology/Biology/Psychology,
University of Texas- Brownsville, Tx
Natural Sciences/Psychology, Our Lady of the Lake
University, San Antonio, Tx

Professional Experience

2000- Present, United States Probation Officer (USPO) for the Southern District of
Texas, Brownsville Division

- Papers sentencing recommendation for federal judges that assist judge in determining the proper sentence for a defendant based on the United Sentencing Guidelines
- Works with offenders “post-conviction,” after they’re tried and found guilty of federal crimes and after they’re released from prison.
- Helps ensure that offenders released to the community obey the law rather than commit further crimes
- Investigates defendants and offenders for the court by gathering and verifying information

Other Teaching Experience

2006- Present, Texas Southmost College and South Texas College, Adjunct Instructor:
Sociology

2015- Present, University of Texas- Rio Grande Valley, Adjunct Instructor: Criminal
Justice



Romeo Escobar, Ph.D., LCSW, ACSW

Adjunct Faculty of Leadership Studies

Primary Teaching Areas

Graduate and Undergraduate
Leadership, Multi-Cultural Issues, Ethics and Social
Work Courses

University Education

Ph.D. in Leadership Studies, Our Lady of the Lake
University

Master of Social Work- Worden School of Social Work,
Our Lady of the Lake University

Bachelor of Arts in Psychology- Texas A&I University- Kingsville

Professional Experience

Dr. Romeo Escobar is the owner and Chief Mental Health Practitioner of an independent mental health outpatient clinical practice in Harlingen, Texas. He has over 25 years of mental health and social work experience having held several clinical and administrative positions in mental health and substance abuse in both the private and public sectors.

Dr. Escobar has an extensive and diverse counseling and program administration background ranging from working with children and adolescents to adults and geriatric patients in both inpatient and outpatient clinical settings.

He is a Licensed Clinical Social Worker and Recognized as a Private Practitioner by the Texas State Board of Social Work Examiners, has a Board-Certified Diplomate status through the American Board of Examiners in Clinical Social Work and is certified through the Academy of Certified Social Workers.

Dr. Escobar is bilingual in English and Spanish and belongs to several state and national mental health organizations as well as in the field of social work, counseling and psychology.



Fernando X Figueroa, Ph.D., M.S., MBA

Adjunct Faculty of Leadership Studies

Primary Teaching Areas

Management
Engineering
Wind Energy
Financial Resources

University Education

Ph.D. in Leadership Studies, Our Lady of the Lake University, May 2013 Dissertation: "Leadership Style and its Effect on Job Satisfaction in a Large Mexican Manufacturing Facility"

Master of Science, Manufacturing Engineering (Focus-Quality), University of Texas Pan American- Edinburg, Tx, May 2005

Master of Business Administration, University of Texas at Brownsville, August 2002

Bachelor of Science, Electrical Engineering, Texas A&M University-Kingsville, May 1998

Associates of Applied Science, Electrical/Electronics Engineering, Del Mar College, 1995

Industry Work Experience

2017- Present: XE Figueroa Enterprise, LLC, General Contractor/Developer

2014- 2015, Corning Cable Systems, Reynosa Mexico Plant Engineering Manager

1998- 2010, Littelfuse LP, Matamoros, Mexico Plant Manager

Professional Qualifications

2014- Present: Our Lady of the Lake University Adjunct Instructor

2010-2014: Texas State Technical College Harlingen, Engineering Division Director/Instructor

Janene L. Israel, Ph.D.

Adjunct Professor of Leadership Studies

Primary Teaching Areas

Critical Thinking, Decision Making

University Education

Northcentral University,
Prescott Valley, AZ Ph.D.

General Psychology

Emory University,
Atlanta, GA

Master of Divinity

University of Northern Iowa, Cedar

Falls, IA BA Vocational Home

Economics Education



Professional Experience

South Texas College, McAllen, TX

Assistant Professor of Psychology (August 2010 – present) Assistant Chair of
Psychology Department (present)

University of Saint Eustatius School of Medicine, Netherland

Antillies Visiting Professor of Medical Psychology (Summer
and Fall 2013)

Northcentral University, Prescott Valley, AZ

Assistant Professor of Psychology, Adjunct Online (January 2007 – April 2010)

Gordon College, Barnesville, GA

Instructor of Psychology, Adjunct, (August 2008 – May 2010)

Troy University, Covington Campus, Covington, GA

Instructor of Psychology and Ethics, Adjunct, (April 2007 – May 2008)

Career Honors

Honors Program Faculty of the Year Award, STC, 2011

NISOD Award for Teaching and Leadership Excellence, 2014

STC nomination for National Minnie Piper Teaching Excellence Award



Sonia L. Jasso, M.P.A., Ph.D.

Adjunct Faculty of Leadership Studies
San Antonio Campus

Primary Teaching Areas

Leadership Theories, Multi-cultural
Leadership, Gender and Leadership

University Education

Ph.D. in Leadership Studies, Our
Lady of the Lake University, San
Antonio, Texas

Master of Public Administration,
University of Teas at San Antonio, San
Antonio, Texas

Bachelor's in Political
Science/Spanish, Texas Tech
University, Lubbock, Texas

Professional Experience

2012 to Present: University of the Incarnate Word - Director of University
Advising Center/Directions & Connection Center; oversees 15 professional
advisors; works with students, faculty and staff to identify issues and resolve
problems to ensure student progression to graduation

2009 to 2012: Palo Alto College, San Antonio, Texas. Held positions of
Welcome Advising Center Coordinator/Director; Center for Academic
Transitions, Recruiter/Advisor; and College Connection 2+2+2 Student Success
Professional

2009 to 2012: University of Texas at San Antonio, San Antonio, Texas.
Outreach Specialist and Recruiter

Professional Affiliations

Hispanic Association of Colleges and
Universities Texas Association of Chicanos in
Higher Education National Academic Advising
Association
National Association of Academic Advisors for Athletics

Research Interests

Emotional Intelligence, Authentic Leadership, Organizational Behaviors



Elvis L. Ruiz, Ph.D., CPA, CIA
Adjunct Faculty of Leadership Studies
San Antonio Campus

Primary Teaching Areas

Financial Resources
Public Policy

University Education

Ph.D. in Leadership Studies, Our Lady of the Lake University,
San Antonio, Texas

Master of Military Art and Operational Science, Air University,
Maxwell Air Force Base, Alabama

Bachelor of Business Administration – Concentration in
Accounting, University of Texas-San Antonio, San Antonio,

Texas

Professional Experience

2017 to Present: Chief – Command Audits and Audit Readiness, Headquarters Installation Management Command, Fort Sam Houston, Texas

2016 to 2017: Program Manager – Space Operations, Air Force Audit Agency, Randolph Air Force Base, Texas

2014 to 2016: Chief – Training and Professional Development, Air Force Audit Agency, Randolph Air Force Base, Texas

1992 to 2016: Program Manager – Health Care Audits, Supervisory Auditor – Randolph Area Audit Office, Audit Manager, Auditor, Air Force Audit Agency, various locations

Professional Affiliations

American Society of Military Comptrollers-Alamo City Chapter
Institute of Internal Auditors

Research Interests

Physical Activity, Emotional Intelligence, Authentic Leadership, Organizational Leadership



Peter P. Soltys, LEED AP, MBA, Ph.D.
Adjunct Faculty of Leadership Studies
San Antonio Campus

Primary Teaching Areas
Leadership Assessment

University Education and Certifications
Ph.D. in Leadership Studies, Our Lady of the Lake University,
San Antonio, Texas

Master of Business Administration in Project Management,
Texas A&M University - San Antonio

Bachelor of Science in Construction Management/Engineering Technology - The State
University of New York at Farmingdale

Associate of Applied Science in Mechanical Engineering - The State University of New
York at Farmingdale

Professional Experience

2008 to Present: Program Leader - H-E-B, LP., San Antonio, Texas

2011 to Present: Leadership in Energy and Environmental Design Accredited Professional

2006 to 2008: Senior Project Manager - Perry Homes, San Antonio, Texas

1999 to 2006: Executive Project Manager - L.D. Flecken, Inc., Babylon, New York

Professional Affiliations

Leadership in Energy and Environmental Design Accredited Professional in Building
Design and Construction (LEED AP BD+C) - U.S. Green Building Council

Construction Industry Advisory Council (CIAC) - Texas A&M University College Station

Publications and Presentations

Author of journal articles and conference presentations

Research Interests

Emotional Intelligence (EI), Leader-Member Relationship Quality (LMX), GLOBE,
Collectivism

Irene Waggoner, Ph.D.
Adjunct Faculty of Leadership Studies

Primary Teaching Areas

MSOL: Transformational Leadership,
Critical Thinking, Undergraduate business
courses

University Education

Ph.D. in Leadership Studies, Our Lady of the Lake University,
San Antonio, Texas, 2009

MBA, Our Lady of the Lake University, San Antonio,
Texas, 1996

BA, Psychology, The University of Texas at San Antonio, San Antonio, Texas,
1991

Member: Psi Chi, National Honor Society in Psychology

Member: Delta Mu Delta International Honor Society in Business



Scholarship

One Book Chapter

Dissertation

Journal Publications

Conference Presentations

Professional Education and Training

Certified Senior Professional in Human Resources (SPHR)

Variety of Management and Leadership courses, Fortune 500 global software
company

Professional Experience

Human Resources Management, Talent Management and Project Management for
Fortune 500 global software company

Education Administration, Our Lady of the Lake University

Adjunct teaching experience: Our Lady of the Lake University and the University
of the Incarnate Word, San Antonio, Texas

Community Leadership

President (2 consecutive terms) and Vice President (following 2 consecutive
terms), Valencia Homeowner Association, San Antonio, Texas

Philosophy

Do all the good you can, By all the means you can, In all the ways you can, In all
the places you can, At all the times you can, To all the people you can, As long
as ever you can. ~ Rule of Conduct, John Wesley