

Stefan W. Vaughn, EdD
One Bear Place #97057
Waco, TX 76798
Stefan_Vaughn@baylor.edu | 254.710.8020

Education

Doctor of Education: Curriculum & Instruction 2018
Specialization: Diversity Studies University of West Florida
Dissertation: *An Examination of Ethnocultural Empathy in Campus Policing*
Honors: Quantitative Dissertation of the Year

University of West Florida 2016
EdS, Curriculum and Instruction

Master of Science: Administration 2014
Specialization: Public Administration
University of West Florida

Bachelor of Applied Science: Project Management 2011
Specialization: Public Service Management
Northwest Florida State College

Professional Experience

Academic Positions

Baylor University 2024-
Waco, TX
Curriculum & Instruction
Lecturer
Teaching online courses in the EdD in Learning and Organizational Change program.
Advising and serving as methodologist for Problem in Practice Dissertation students
Mentoring doctoral students

Texas A&M University-Commerce 2024-
Commerce, TX 2020
College of Innovation & Design
Instructor
Interim Associate Director of Academic Programs
Teaching online undergraduate courses in the Organizational Leadership and
Criminal Justice programs. Advising doctoral students.

Texas A&M Engineering Extension (TEEX) College Station, TX Infrastructure Training and Safety Instructional Designer II Designing infrastructure and safety training by collaborating with subject matter experts to create effective, compliant, learner-centered instructional materials using adult learning and instructional design best practices.	2020
University of West Florida Pensacola, FL Department of Educational Research and Administration <i>Adjunct/Affiliate Faculty</i> Teaching online courses in the EdD in Curriculum & Instruction Mentoring doctoral students	2019- 2021
Northwest Florida State College Department of Public Safety <i>Adjunct Instructor</i> Teaching in-person courses in the law enforcement and corrections academies	2009- 2011

Non-Academic Positions

Okaloosa Board of County Commissioners <i>Director of Public Safety</i> Served as Director of Public Safety and Chief of Corrections, overseeing corrections, emergency management, EMS, beach safety, and disaster operations. Directed the Emergency Operations Center, managed state and federal grants, and led all correctional functions including security, medical services, facilities, and administrative operations.	2019- 2013 1998
Okaloosa County Sheriff's Office <i>Deputy Sheriff - Supervisor</i> Served in various law enforcement and supervisory roles, including Detention Sergeant and Criminal Investigations.	2013- 1999

Research Article Publications

Vaughn, S., & Johnson, K. (2019). Ethnocultural empathy and diversity training: The case of campus policing. *Police Practice and Research, 22*, 460-474.
<http://doi.org/10.1080/15614263.2020.1716753>

Goulette, N., Johnson, K., & Vaughn, S. (2018). Exploring judicial discretion and correctional policy in the practice of violation of probation holds in one unique county facility in Northwest Florida. *Corrections: Policy, Practice and Research, 5*(5), 333-350.
<http://doi.org/10.1080/23774657.2018.1547889>

Book Publications

Godwyll, F. E., Crawley, W. R., Nkansah, J. N., Aboagye, B. D., Dyehouse, S. K., Vaughn, S. D., Vaughn, S. W., & Supanichrattana, T. (Manuscript under contract; in formatting review). *The dissertation blueprint: Strategies for scholarly writing*. Cognella Academic Publishing.

Scholarly Conference, Workshop, and Continuing Education Presentations

CBExchange Conference, Competency-Based Education Network, Virtual, November 2021

The Carnegie Project on the Education Doctorate (CPED), University of Nebraska-Lincoln, June 2019

The Carnegie Project on the Education Doctorate (CPED), University of West Florida, October 2023

Honors/Awards

Quantitative Dissertation of the Year 2018
University of West Florida

Leadership Initiative Award 2006
Chamber of Commerce Leadership Okaloosa

Life Saving Award 2003
Okaloosa County Sheriff's Office

Life Saving Award 1999
Okaloosa Board of County Commissioners

Teaching

Baylor University

EDC 6362: Community Leadership and Collaboration

EDP 5334: Statistical Methods

EDO 6390: Data Collection & Analysis

EDC 6391: Problem of Practice Phase One

EDC 6392: Problem of Practice Phase Two

LOC 6333: Problem of Practice Phase Three

LOC 6393: Problem of Practice Phase Capstone

Texas A&M University – Commerce

ORGL 4341: Leadership Theory I

ORGL 4342: Leading Diverse & Inclusive Teams

ORGL 3311: Issues in Organizational Leadership

CJCB 406: Implicit Bias

CID 347: Research Methods
CID 1301: Foundations of Cultural Competence

University of West Florida

EDF 8931: Doctoral Seminar- Background Paper
EDF 8935: Dissertation Inquiry-Preproposal

Dissertation Committee Service

Baylor University

Chair (EdD; In Progress)

Allen, M.

An Examination of Elementary Teacher Research Utilization and Grades 1-6 Reading Fluency in a Public School District in Utah: A Non-Experimental Quantitative Study

Allen, R.

Exploring Black Women Secondary Educators' Perspectives on Mentorship in a North Central Texas Public School District: A Qualitative Holistic Single Case Study

Blevins, J.

Exploring Employee Experiences During Organizational Change within a United States Navy Command: A Qualitative Holistic Single Case Study

Brogan, M.

Exploration of Key Leader Perceptions of New Global Worker Training and Preventable Attrition within A Protestant Christian Missions Organization: A Qualitative Case Study

Farmer, B.

Examining the Healthcare Quality Impacts of Nursing Shortages and Patient Assessments at a West Texas Hospital: A Nonexperimental Quantitative Study

Hayden, S.

Exploring Industrial Trade Workers' Career Construction Identity and Perspectives on Attrition at a Central Florida Manufacturing Facility: A Qualitative Single Case Study

Norton, K.

Examining Dental Hygiene Educator's Use and Acceptance of AI Technology within the American Dental Hygienists' Association: A Non-Experimental Quantitative Study

Ruffin, Q.

Exploring Perceptions of Dual Allegiance and Self-Categorization among Black Police Officers in a San Francisco Bay Area Police Department: A Holistic Single Case Study

Thomas, R.

Reforming School Discipline: A Case Study of PBIS in Prince George's County Public Schools

Arias, S.

Feed the Need: A Qualitative Single-Case Study Exploring Undergraduate College Student Experiences with Food Insecurity at a U.S. Public University (Working Title)

Cardenas, V.

A Qualitative Single Case Study Exploring Faculty Department Chair's Experiential Learning at a South Texas Community College (Working Title)

Felton, D.

Quantitative Non-experimental Examination of Black Male California Community College Students Experiencing Homelessness Using African American Male Theory (Working Title)

Kubena, D.

Culturally Responsive Leadership and Special Education: A Quantitative Examination of University Administrator Preparation and Disproportional Outcomes (Working Title)

Mohammed, S.

A Quantitative Examination of Radiography Educators' AI Knowledge, Perceptions, and Readiness to Teach AI-Enhanced Medical Imaging Concepts (Working Title)

Ornelas, A.

Examining Former USAID Foreign Service Officers' Self-Determination: A Quantitative Survey Study (Working Title)

Robinson, D.

Qualitative Single Case Study Exploring Cross-System Coordination in the Educational Pathways of North Texas Students with Foster Care Experience (Working Title)

Committee member (EdD; In Progress)

Owens, T.

A Single-Case Study Exploring How NPDES Inspectors Describe Their Self-Efficacy to Promote Permit Holder Compliance

Munson, L.

Strong Voices: A Qualitative Embedded Single Case Study in Wisconsin Examining the Influence of Youth Participatory Action Research on Students' Developmental Assets

Hurteau, K.

Balancing the Pendulum: A Single Case Study of Early Career Teachers' Perspectives on the Influence of Pre-Service Education Self-efficacy in Teaching Literacy in New York

Lenz, A.

A Needle in a Haystack: A Single Case Study on How School Administrators Attract, Select, and Retain Highly Qualified Teachers in Rural Private Schools

Conover, C.

An Embedded Single-Case Study of RPA Aircrew: Exploring Remote Trust Development in Geographically Separated Swift Starting Action Combat Teams

Roosrohk, M.

A Qualitative Holistic Single-Case Study to Explore How Neurodivergent Undergraduate Students Maintain Motivation to Persist to Degree Attainment

Plymell, S.

Exploring Lean-Trained Employee Perceptions of Organizational Change Amid an Aging Crisis at a Non-Urban Regional Healthcare Provider: An Embedded Single-Case Study

Azher, S.

Exploring the Role of Invisible Labor on the Sense of Community for Female Teachers of Color at Montessori Schools: A Single Case Study (Working Title)

University of West Florida

Committee Member (EdD; Successful Completion)

Conway, R.

Students' perceptions of diversity programs at a Southeastern university

2023

Da-Costa Aboagye, B.

Exploring brand reputation in the enrollment sustainability of a public American university

2021

Certifications

Social and Behavioral Responsible Conduct of Research

Record Identification Number: 63002459

Collaborative Institutional Training Initiative (CITI Program)

Miami, FL

2024

Adobe Education Institute Fellow

Adobe Education Exchange

2023

Inspiring Inquiry and Lifelong Learning in Online Courses

Micro-credentialing

Association of College and University Educators (ACUE)

2021

Certified Public Manager Program (CPM Designation) 2016
Florida Center for Public Management at FSU

Law Enforcement Certification 1999
Criminal Justice Standards & Training Commission
Florida Department of Law Enforcement
Tallahassee, FL

Corrections Certification 1998
Criminal Justice Standards & Training Commission
Florida Department of Law Enforcement
Tallahassee, FL

Professional Development

Chief Executive Seminar (Class 49) 2015
Criminal Justice Executive Training Institute at FDLE

Senior Leadership Program (Class 17) 2014
Criminal Justice Executive Training Institute at FDLE

Okaloosa County Chambers of Commerce 2006
Leadership Okaloosa

Professional Organizations

American Psychological Association 2025-
Washington, DC

Carnegie Project on the Education Doctorate (CPED) 2023-
Pittsburgh, PA 2019-
2018

Phi Kappa Phi 2024-
Collegiate Honor Society 2018-
Chapter 146 2015
University of West Florida
Pensacola, FL

Academic Volunteer Service

Virtual Events Committee 2026
EdD in Learning and Organizational Change Program
Baylor University

Community & Belonging Advisory Group School of Education Baylor University	2025
EdD-LOC Program Awards Committee EdD in Learning and Organizational Change Program Baylor University	2025
Virtual Recruiting Events Committee EdD in Learning and Organizational Change Program Baylor University	2025
Learning Design and Technology (LDT) Advisory Board EdD in Learning and Organizational Change Program Baylor University	2025
PoP Dissertation Committee (Second Reader) EdD in Learning and Organizational Change Program Baylor University	2024
EdD-LOC Program Application Reviews EdD in Learning and Organizational Change Program Baylor University	2024
Cultural Competence Certificate Committee Texas A&M University – Commerce	2024- 2023
University Strategic Plan Implementation Committee Texas A&M University - Commerce	2021
ChatGPT Initiative Committee Texas A&M University - Commerce	2023
Faculty-Led Student Experiences Committee Texas A&M University - Commerce	2023- 2022
Health & Safety Faculty Search Committee Chair Texas A&M University - Commerce	2023- 2022
Criminal Justice Faculty Member Search Committee Chair Texas A&M University - Commerce	2023- 2022

CBEN Equity Collaboratory 2023-
Texas A&M University - Commerce 2022

Disciplinary Hearing Committee 2023-
Texas A&M University - Commerce 2022

Non-academic Volunteer Service

Brazos Valley Food Bank 2025-
Volunteer

Special Olympics of Texas 2025-
Event Volunteer

City of College Station 2024-
Sports & Conventions Volunteer

Central Texas Faith & Disability Network 2023-
Sports & Conventions Volunteer 2022

Career & Technical Education Advisory Committee 2019-
Advisory Member 2018

Florida Corrections Accreditation Commission 2019-
Appointed Commissioner 2017

Department of Juvenile Justice Circuit Advisory Board 2019-
Board Member 2016

Public Safety Coordinating Council 2019-
Board Member 2012

Center for Lifelong Learning 2015-
Guest Speaker (public Safety Topics) 2009

Kiwanis Club of Fort Walton Beach 2013-
Member 2011

Kiwanis Club of Destin 2011-
Board Member 2005

Emerald Coast Crimestoppers, Inc. 2005-
Board Member 2003