

# The Antiochian Leader



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## Engaging Higher Education Leaders in Meaningful Change



**Jennifer Carlo,**  
**Cohort 8**  
Dean of Students,  
Carlow University

*What is the focus of your professional practice? Your current position?*

I am currently the Dean of Student Affairs at Carlow University in Pittsburgh. I have spent most of my career in higher education student affairs.

*Were there ways in which you have been able to integrate your professional practice with the academic curriculum of the program?*

Our program has informed and shaped my professional practice in true scholar-practitioner fashion. For my Change Project I collaboratively redesigned the student Code of Conduct at my former institution around principles of community, facilitation, and restorative justice. Students were the main participants in that project, and we shifted from a hierarchical to a community-based norms model of addressing conduct issues. None of this would have been on my radar before Antioch University; my thinking and practice in working with students has grown immeasurably. Before my work here, I viewed my role with students as one of imparting knowledge and enforcing policies. Now I listen a good deal more than I speak; I watch and guide and advise more than I direct; and I learn alongside them as we build our community.

*Have there been benefits/opportunities that have been created as a result of your experience in the program?*

At Carlow we're re-examining our work with students across the University, both within and outside the curriculum and programs of study. Within our Student Affairs Department we have formed Learning Teams to determine what it means to support and facilitate a 21st century community of learners in three areas: curricular support, experiential learning, and self-reflection. I don't lead these teams; others do, in a collaborative fashion. My role in the process is to frame some starting questions and learn alongside my colleagues as we grow and learn together. It's a role that's somewhat similar to the cohort-based dialogue groups in the first three years of this program. One of the signature features of my Antioch University experience has been the collaborative and supportive journey of self-discovery alongside my cohort-mates, and that's the dynamic I am striving to achieve with my professional colleagues as well.

*Higher education is undergoing revolutionary and necessary change, as other institutions discover what Antioch University has known all along: We who are designated "educators" do not hold the keys to knowledge. We do not teach our students; we learn in collaboration with them, in active and creative processes that bear little resemblance to the lecture halls of my undergraduate days. Antioch University has helped me expand my thinking and practice just in time to lead my little corner of this revolution.*

– Jennifer Carlo, Cohort 8  
Dean of Students, Carlow University

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## Engaging Higher Education Leaders in Meaningful Change

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**Wayne Hartz,**  
**Cohort 6**  
Interim Dean of  
Professional  
and Graduate Studies,  
Keene State College

*What is the focus of your professional practice?*

*Your current position?*

My work focuses on readying the next generation of safety professionals via undergraduate and graduate school professional preparation programs. The field of occupational health and safety has made significant progress over the last 50 years. Shockingly, still today in the United States, there are an estimated 13 deaths and 9,000 reported injuries per day. The practice of safety has evolved from clipboard inspections, commonsense health and safety training, and use of flawed research, to the realization that the vast majority of on-the-job incidents resulting in injury, illness, or fatality, are the result of ineffective organizations, that motivate and even reward at-risk human behavior. Unlike practice in other professional preparation programs such as nursing, engineering, and athletic training, the field of safety does not specify minimal education requirements, or licensure (or certification, or registration) to practice.

The focus of my dissertation and work beyond is to develop baseline education standards defining what emerging safety professionals should know and be capable of doing upon graduation. Given voluminous and valid research available today, there is really no excuse to die, or be permanently injured while working for a living. Literature reveals higher education safety professional programs, similar to other professional preparation programs, should seek program accreditation, whereby the faculty actively engage in a process of curriculum planning, pedagogy and continuous improvement, with each other and key stakeholders, to assure meaningful program change as evidenced with student learning outcomes.

*Were there ways in which you have been able to integrate your professional practice with the academic curriculum of the program?*

Each learning achievement led me to deeper understanding of research and how it applied to injury prevention. Before accepting a position as an assistant professor, I had accumulated 20 years in positions related to protecting people, property and the environment and three voluntary board certifications. I had thought my background prepared me to teach. But it was the mix of the PhD Learning Achievements and their requirements that pushed me to examine my beliefs and assumptions, by applying the scholarship of leadership and change to my college teaching. For example, my Case Study focused on a leader's shift in values after attending an employee's funeral, where he was unable to answer a five year-old surviving daughters question "Why did you kill my daddy?" My Change Project focused on changing my academic program's curriculum, with little success but a lot of learning. In my Cultural Dimensions of Leading Change essay, I explored and gained deeper understanding of how racial differences result in more worker injuries. The learning process as a whole led me to deeper understandings enriching my pedagogy and engaging students.

*Have there been benefits/opportunities that have been created as a result of your experience in the program?*

As a long-standing member of the American Society of Safety Engineers, I joined the organization's academic specialty group, which led to an invitation to be a member of the Education Standards Committee. Learn more [here](#).

Amazingly, now the Education Standards Committee is supporting my research/dissertation to survey expert safety professionals across many industries to gain an understanding of their expectations of undergraduate safety and health program graduates.

On another level, I recently realized a personal shift. During my third residency in 2007, my advisor asked "How's your voice?" This past week his comment following my

description of my new role as an interim dean was "You are a truth-teller." My voice is now stronger, with more room yet. Thank you Antioch University!

### Dr. Kate O'Neill



Assistant Professor of  
Business and a Provost  
Research Fellow, Zayed  
University, Abu Dhabi

*What is the focus of your professional practice?*  
*Your current position?*

I teach business undergraduate and graduate (eMBA/MIM) students at Zayed University in Abu Dhabi, United Arab Emirates, specializing in leadership, organizational behavior, and leadership/management communication. Additionally, I engage in a significant amount of consulting on leadership in the Arabian Gulf and National-expatriate workplace relationships with my research emphasis in Khaleeji Leadership (a term coined by O'Neill to describe the culturally-implicit leadership theory of the Arabian Gulf region [UAE, Saudi Arabia, Kuwait, Bahrain, Oman, and Qatar]). My dissertation was centered on leadership/management communication and was a result of the work focus of my Individualized Learning Achievement in the program.

*Were there ways in which you have been able to integrate your professional practice with the academic curriculum of the program?*

Everything I learned in the program and the papers I wrote have been leveraged into teaching, research, and/or consulting opportunities. ●

# Excerpts from Commencement Address, August 2012



## Director's Note

Let me share a bit about this 2012 graduating class. Eighteen students successfully defended their dissertations and graduated from our program this year. Sixteen of them have traveled across the

country to be here today. They come from 12 different states and from Canada and the United Arab Emirates. Their loved ones have flown in from all parts of the country. They are educators, social justice activists, non-profit leaders, change consultants, military reservists, and businessmen and women. They are caring compassionate and dedicated professionals – each and every one of you.

Let me share a bit about the original and engaged research that emerged from this group. This year we've had dissertations about:

- New ways to respond to complexity in the health care system;
- How college presidents construct relationships at work;
- Communication channels of Middle Eastern women with positional authority in organizations;
- The creation of adaptive holding environments during breast cancer recovery;
- The legacy of the freedom schools run by the Student Non-Violent Coordinating Committee for today's youth development programs;
- The re-entry experience of Air Force Reservists with policy implications;
- The perceptions of foundation leaders as they adapt to a rapidly changing philanthropic environment in the aftermath of the Great Recession;
- The role of education in Appalachian women's movement from dependency to socio-economic independence;
- The impact of homelessness on mothers' ability to advocate for their children within school systems;
- Work behaviors among survivors of corporate downsizing;
- The complex dynamics as non-profit board members recognize and respond to organizational crises;

- Characteristics of effective family business consulting;
- Women's leadership in philanthropic giving circles;
- The portrayal of leaders under extreme conditions of change in the hit series, *Battlestar Galactica*;
- The competencies needed for effectively managing Millennials in today's workplace;
- Museums as sites of organizational learning and the development of the next generation of museum leaders;
- Student behavioral change after classroom exposure to curriculum on materialism, consumption and civic responsibility;
- The transformative experiences of adults in collaborative group learning environments;

This is an impressive and broad set of interests explored using diverse research methods, and designed and pursued to completion by engaged professionals wanting to make contributions to their fields of practice and striving to make – through their research and its application – meaningful change!

In many ways, today is a ritual of exit – you are leaving your doctoral program behind. Yet it is called a commencement ceremony. I suppose that is because it is an exit that leads to a new beginning, as all exits probably do.

In this regard, I am drawn to the work of noted Harvard sociologist and public intellectual, Sarah Lawrence-Lightfoot, whose books on portraiture we use heavily in our program. Her newest book, *Exits: Endings That Set Us Free*, explores the ways that the movement away from the old is the productive prelude to entering the new. It is a uniquely powerful moment, revelatory, and generative. And, although your identity as a doctoral student was only for a few years as opposed to, for example leaving a profession after 25 years of work – it does still provide the opportunity to re-imagine and redefine qualities and responsibilities. It is, still and all, a departure. This is the “place” you have inhabited for a few years and now is a ceremonial moment that gives us all the chance to share our conflicting emotions of pride, joy, relief, and a bit of sadness. It is a time to set you free... to do what? When? Where? How? With whom? And, for what purpose?

Antioch University's mission is to empower learners through transformative education with the knowledge and skills to lead meaningful lives and advance social, economic and environmental justice. We live out that mission through you, our graduates. So, today, I ask you what you will take with you as you leave Yellow Springs on this day? What lessons from this learning experience will you take with you to help you advance social, economic and environmental justice? If I could make up the list for you – and...since I'm here at the microphone, I guess I can, let's call it *PhD Lessons for Meaningful Lives*.

I have five of them today.

### Lesson One: Inquire mindfully

Although the term comes from a book about research that we read in the first year of the program, this saying encourages all those who inquire into life's thorny problems to be aware of self. This is an important lesson as researcher or leader. Never forget your own blinders. Recognize how your self frames the questions. Don't assume you know all the answers. Listen carefully. And, be willing to find out the answer isn't the one you thought...or had even hoped to find.

### Lesson Two: Act ethically

In the program you learned how to protect human subjects – you remember, signed informed consent forms, being open with your questions and purposes, sharing information appropriately, insuring safety, and the like. So, change the word subject to participants or co-collaborators or colleagues or communities, and this lesson guides those who act for the common good to do no harm, to think about consequences, and to be transparent along the way.

### Lesson Three: Use your voice wisely

Throughout your time in the program we have referred to voice in terms of individuals who speak up or out, claim their space, challenge authority and become empowered. You now have gained additional authority to strengthen your voice. You have a credential but you also have something far more than that. You have gained skills and knowledge that can help you use your platforms with more confidence to challenge

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## Excerpts from Commencement

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what is wrong and to empower others for what is right.

### Lesson Four: Reflect habitually

Ahh, yes, the R word, you heard it at every residency and we required it in every assignment. Scholars who don't reflect fail to recognize that they are actors in their own studies. Leaders who don't reflect are likely to make mistakes, and make them over and over again and never stop to wonder why it isn't working. Making reflection a habit delays those knee-jerk reactions and interrogates tried-and-true responses. Taking this lesson forward means questioning oneself, being willing to recognize one's mistakes, and to aspire to do it better the next time.

### Lesson Five: Do something you care about

What could have been worse than spending the past four or more years doing something you didn't care about? Who has the time? Throughout the program, we asked you –What do you wonder about? What do you want to study? What is your passion? Now you have new knowledge and skills to apply to whatever you find meaningful. To reference author Daniel Pink, you have the wherewithal to continue to learn, to create anew, and to win those victories. I'd say, advance justice, encourage compassion, and fight with all you have to make this world a better place.

That is now your burden as graduates of Antioch University. That is Antioch's gift to you – and this is what it means to be an Antiochian!

Laurien Alexandre  
lalexandre@antioch.edu

## Program Alumna Awarded International Dissertation Award



PhD in Leadership and Change program alumna, chef, restaurateur, educator and scholar, Dr. Claire Menck, is a 2012 recipient of the Innovative Electronic Theses and Dissertation (ETD) Award from The Networked Digital Library of Theses and Dissertations (NDLTD) international consortium in recognition of her dissertation entitled, *Recipes of Resolve: Food and Meaning in Post-Diluvian New Orleans*. Dr. Menck, one of only three winners in this category, was chosen from a pool of international scholars and recently traveled to Lima, Peru to be recognized for her work. The Innovative ETD Award acknowledges student efforts to transform the genre of the print dissertation through the use of innovative software to create cutting-edge ETDs. To learn more about Dr. Menck visit [here](#). ●

## Program Welcomes Honored Guests to 2012 Commencement Ceremony



The PhD in Leadership and Change program faculty, staff, students, and alumni were honored to welcome Chancellor Felice Nudelman and Board of Governors member, Art Zucker, to the annual Commencement Ceremony this past August.



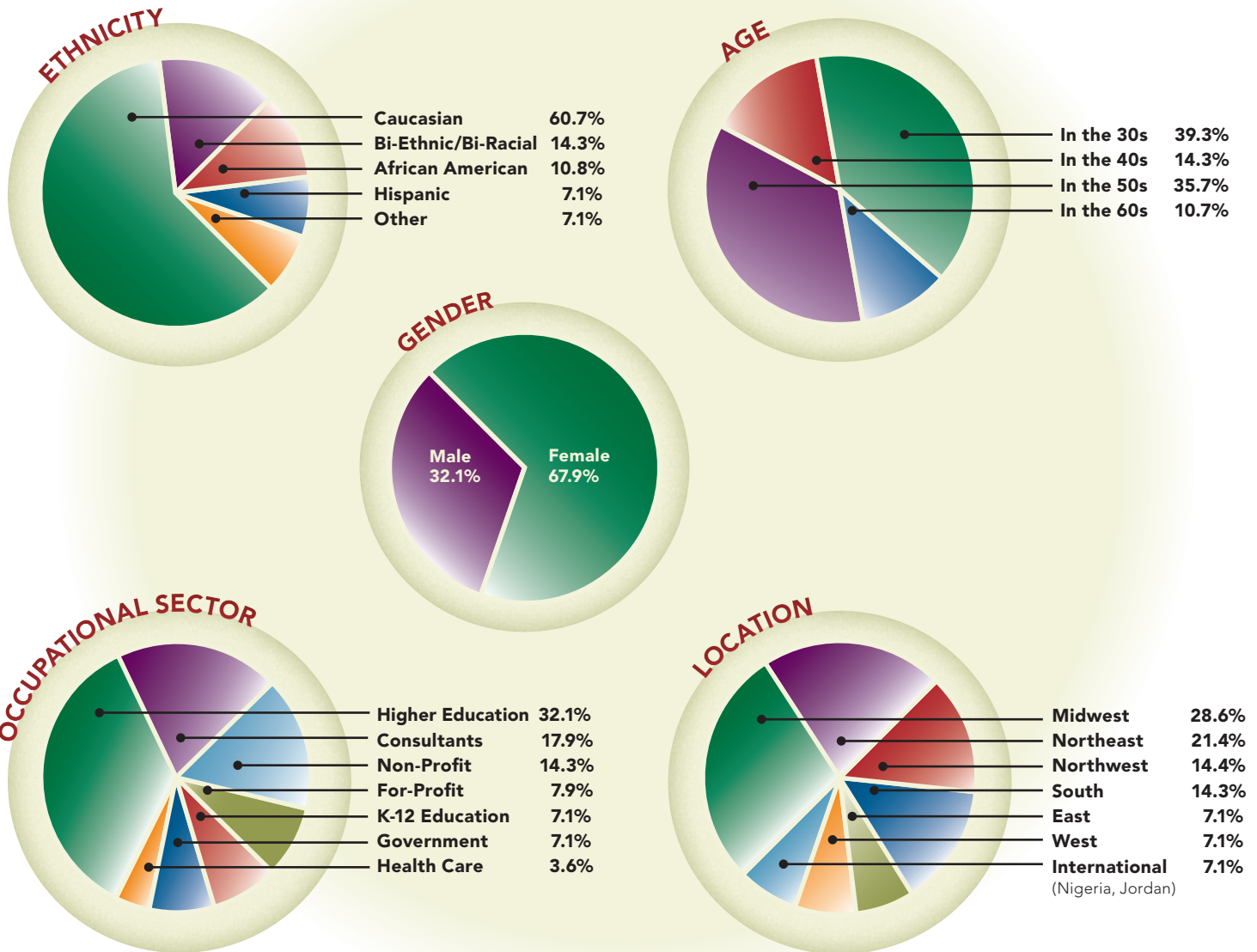
## Equality, Diversity, and Inclusion Conference 2012 – Antiochians in Toulouse, France!

Dr. Lize Booysen and program alumni, Drs. Harry Alston, Cheryl Jordan, and Karen Geiger recently presented at the Equality, Diversity, and Inclusion (EDI) Conference in Toulouse, France. Dr. Alston co-presented a paper entitled, *Include Who? A No-holds Barred Discussion About Inclusive Leadership Across Industries and Cultures* and Drs. Jordan and Geiger presented a paper entitled *Inclusive Leadership in a Societal Context of Racism*, which was ultimately voted Best Paper by the Inclusive Leadership: Theory and Practice stream.

**The 6th EDI conference will be held in Athens, Greece, July 2013.** Learn more [here](#).

Contact Dr. Booysen for details regarding possible attendance and presentation opportunities: [abooyesen@antioch.edu](mailto:abooyesen@antioch.edu). ●

## Cohort 12 Profile



compassion

vision

change

*Apply for the*

# PhD in Leadership and Change

**Priority Application Deadline: February 1, 2013**

**Final Application Deadline: May 1, 2013**

**For details email: [admissions.phdlc@antioch.edu](mailto:admissions.phdlc@antioch.edu)**

## Program Announcements

### Visit an Upcoming Residency

Antioch University Seattle  
January 17-20, 2013

Antioch University Los Angeles  
March 21-24, 2013

For details email:  
admissions.phdlc@antioch.edu

### Attention Alumni!

Stay up-to-date with important program news, updates, and residency happenings!

Have you activated your University gmail account?

For details email:  
lcreighton@antioch.edu

The PhD in Leadership and Change program supports the fight against global warming by offsetting the climate impact of all work-related air travel by program faculty and staff through annual donations that support projects involving renewable energy, energy efficiency, and reforestation.

Antioch University is fully accredited by the North Central Association of Colleges and Schools (NCA). The PhD in Leadership and Change program obtained full and permanent approval from the Ohio Board of Regents in Summer 2005.

### Antioch University's Mission

Antioch University provides learner-centered education to empower students with the knowledge and skills to lead meaningful lives and to advance social, economic, and environmental justice.

## Around Antioch University

### Antioch University Los Angeles (AULA)

Antioch University Los Angeles (AULA) Master of Arts in Psychology program will soon offer post-degree certificates for a two existing specializations. Starting in Winter 2013, learners with an appropriate master's degree can gain valuable new therapeutic skills with certificates focused on lesbian, gay, bisexual, transgender-affirmative psychotherapy and, starting in Spring 2013, trauma-related studies. These new certificate programs provide mental health professionals with exceptional training to successfully treat LGBT and/or trauma-affected populations. Initially these certificate programs will be offered in Los Angeles, with plans to expand the program to other metropolitan cities around the country.

To learn more about AULA visit: <http://www.antiochla.edu>

### Antioch University Midwest (AUM)

Antioch University Midwest (AUM) Board member, Marva Cosby, has been named to the Top Ten Women in Miami Valley, Ohio list for 2012. Honored for her professional and community achievements, Cosby is the retired Director of Human Resources at Eastman Kodak Company and former adjunct faculty member at AUM.

To learn more about AUM visit: <http://midwest.antioch.edu>

### Antioch University New England (AUNE)

Antioch University New England (AUNE) recently welcomed New Hampshire State Senator, Molly Kelly, as keynote speaker in recognizing recipients of the annual Horace Mann Spirit of Service Awards. The ceremony acknowledged individuals who have demonstrated a commitment to public service and appreciation for those who work selflessly for community engagement, diversity, lifelong learning, sustainability, and social justice.

To learn more about AUNE visit: <http://www.antiochne.edu>

### Antioch University Santa Barbara (AUSB)

Antioch University Santa Barbara (AUSB) virtually hosted critically acclaimed author Jonathan Safran Foer to discuss pressing issues facing the food industry, including animal welfare, environmental degradation, and the plight of farmers as discussed in his international best-seller, *Eating Animals*.

To learn more about AUSB visit: <http://www.antiochsb.edu>

### Antioch University Seattle (AUS)

Antioch University Seattle (AUS), in cooperation with other regional non-profit organizations, held the first of a series of workshops to educate the public, land owners, and those involved in sustainable agriculture about the benefits of creating biochar, a beneficial form of charcoal that is created by heating organic material at high temperatures with low oxygen exposure.

For information visit: <http://www.antiochseattle.edu>

### Antioch Education Abroad (AEA)

Antioch Education Abroad (AEA) is pleased to introduce the Irwin Abrams and Paula L. Spier Study Abroad Scholarship to honor our co-founders, two visionary leaders in the field of international education. Abrams and Spier were influential as early theorists and practitioners of international education, and co-founded Antioch Education Abroad in 1957.

To learn more about AEA visit: <http://aea.antioch.edu>

*Antioch University is a bold and enduring source of innovation in higher education. The five campuses in four states, along with the Antioch Education Abroad and PhD in Leadership and Change Programs, nurture in their students the knowledge, skills and critical thinking to excel as lifelong long learners, democratic leaders and global citizens who live lives of meaning and purpose. To learn more about our multi-campus University visit: [www.antioch.edu](http://www.antioch.edu)*

# Student and Alumni Updates

## COHORT 1

**Dr. Karen Gilliam** recently accepted the position of Manager for Organization and Employee Development within the Human Capital Development Division of the National Aeronautics and Space Administration's (NASA) Glenn Research Center. Learn more about Dr. Gilliam [here](#).

**Dr. Howard Kea** recently completed a multi-year appointment to the North Atlantic Treaty Organization (NATO) Science for Peace and Security (SPS) program, Human and Societal Dynamics panel (HSD) and the Interdisciplinary Science Experts Group (ISEG). Dr. Kea is currently Senior Organizational Development Consultant at the National Aeronautics and Space Administration (NASA) Goddard Space Flight Center. Learn more about the Science for Peace and Security program [here](#).

## COHORT 2

**Dr. Scott Allen** recently co-authored "College Students' Emotionally Intelligent Leadership: An Examination of Differences by Student Organization Involvement and Formal Leadership Roles" in the *International Journal of Leadership Studies* and "Developing Leaders for a Complex World: The Development of an Undergraduate Interdisciplinary Minor in Leadership" in *Leading in Complex Worlds* (Jossey-Bass, 2012). Dr. Allen is Assistant Professor of Management at John Carroll University and founder of the Center for Leader Development. Learn more about Dr. Allen's work [here](#).



**Dr. Shana Hormann**

Learn more about her work [here](#).

**Dr. Greg Paulmann** is the new Executive Director for Teacher 2 Teacher in Ohio. Learn more about the company and Dr. Paulmann's work [here](#).

## COHORT 3

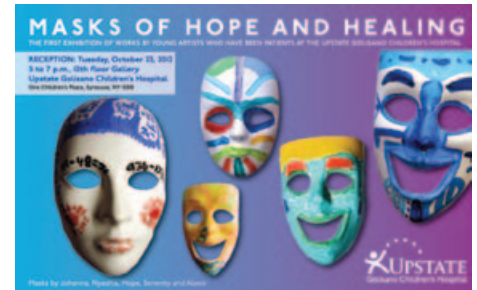
**Dr. Shelley Chapman** recently co-authored, "A New Process Model for Curriculum Development" in the *Business Review Cambridge*. Dr. Chapman is currently the Vice President for Client Services at the IDEA Center, a nonprofit organization whose mission is to serve colleges and universities committed to improving learning, teaching, and leadership performance. Learn more about her work [here](#).

**Dr. Rhoda Weiss** keynoted annual conferences for Rocky Mountain Care and Carolinas HealthCare System. Additionally, Dr. Weiss was an international conference speaker for the Public Relations Society of America, the Society for Healthcare Strategy and Market Development and conducted Health Care Marketing Seminars for the American Marketing Association. As a member of the United States Air Force (USAF) Chief of Staff Civic Leaders, she attended USAF leadership sessions and visited Air Force bases throughout the United States. Dr. Weiss was named to the Transformational Leadership, Nonprofit Management and Marketing and Public Relations Advisory Boards for the University of California at Los Angeles and is teaching a new course in Organizational Branding and Positioning. She was named to the United Service Organization Board and elected vice president of the Air Force Association James Doolittle Chapter.

**Dr. Shana Hormann** recently facilitated a workshop on organizational trauma and healing in the village of Limon, Nicaragua. Dr. Hormann is Associate Academic Dean and Dean of Students at Antioch University Seattle.

## COHORT 4

**Dr. Lucy Barbera** is now Medical Art Therapist for the State University of New York (SUNY) Upstate Medical University at Golisano Children's Hospital. Dr. Barbera recently curated, "Masks of Hope and Healing", the first show of pediatric patient art since the hospital's inception. Learn more about her work [here](#).



**Dr. Deborah Fredericks** has been named Associate Dean of Continuing Education and Learning Outcomes Assessment in Petrocelli College of Continuing Studies at Fairleigh Dickinson University. Learn more about her work [here](#).

**Dr. Robbie Hertneky** recently published, "Composing Our Lives – As Women and As Leaders" in *Advances in Developing Human Resources* (May, 2012). Dr. Hertneky is Associate Professor at Antioch University New England. Learn about her work [here](#).



**Dr. Jill Jacoby**

**Dr. Jill Jacoby** published "Moving from Stakeholders to Citizen Leadership" in *Environmental Leadership: A Reference Handbook* (Sage, 2012). Additionally, Dr. Jacoby recently published "Participatory Action Research" in *Berkshire Encyclopedia of Sustainability Volume 6: Measurements, Indicators, and Research Methods for Sustainability* (Berkshire Publishing, 2012).

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## Student and Alumni Updates

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### COHORT 5

**Dr. Chip Espinoza** is currently working on his second book, based on his dissertation, in which he presents challenges and suggestions for success for younger employees in the workplace. Dr. Espinoza was recently asked to be a content expert on millennials in the workplace for the Cable News Network (CNN) and is a contributing author for *New Directions for Teaching and Learning: Interpersonal Boundaries in Teaching and Learning* (Jossey-Bass, 2012). Dr. Espinoza's first book, *Managing the Millennials: Discover the Core Competencies for Managing Today's Workforce* (Wiley, 2010) was also based on his program's learning achievements. Learn more about his work [here](#).

**Dr. Ronnie Hagerty** has been appointed to the OneStar National Service Commission. Dr. Hagerty is currently the Assistant Vice President of Community Relations for the United Way of Greater Houston. Learn more about her work on the Commission [here](#).

**Dr. Harriet Schwartz** edited the recently published *New Directions for Teaching and Learning: Interpersonal Boundaries in Teaching and Learning* (Jossey-Bass, 2012).

**Dr. Chip Espinoza** (Cohort 5) contributed a chapter, "Millennial Values and Boundaries in the Classroom" and program faculty, **Drs. Elizabeth Holloway** and **Laurien Alexandre** co-authored the chapter "Crossing Boundaries in Doctoral Education: Relational Learning, Cohort Communities, and Dissertation Committees." Schwartz also co-authored two chapters, one on boundaries and adult learners, and one on boundaries and international students. Learn more about the publication [here](#).

### COHORT 6

**Wayne Hartz** Associate Professor of Safety and Occupational Health Applied Sciences for Keene State College, has been appointed Interim Dean of Professional and Graduate Studies.

**Dr. Cheryl Jordan** recently launched a new consulting practice focused on executive coaching, group and team facilitation, and organization change management. Learn more about Dr. Jordan's work [here](#).



**Drs. Philomena Essed and Cheryl Jordan**

**Dr. Claire Menck** has accepted the position of Director of Culinary Arts at the Art Institute of Wisconsin in Milwaukee.

**Naomi Nightingale** recently returned from a trip to South Africa, which included a tour of the Ghandi House, Mandela Museum and Robben Island. Nightingale is Director of Administration and Equal Employment Opportunity Officer for SunLine Transit and Owner of Nightingale and Associates.



**Naomi Nightingale**

### COHORT 7

**Michael Guillot** has been named the new President of De La Salle High School in New Orleans, Louisiana. Learn more [here](#).

**Dr. Carole Isom-Barnes** recently released, *Layoff: American Dream Interrupted* (Xperience Leadership Press, 2012), which is an extension of her doctoral research on unemployment in corporate America. Learn more her new book [here](#).



**Dr. Carole Isom-Barnes**



**Tavia LaFollette** recently traveled to Egypt to teach a workshop about installation and performance art as part of her PhD in Leadership and Change research and ran a duplicate of the Egyptian workshop in Pittsburgh, Pennsylvania where she is based. These workshops created a shared experience and vocabulary (visual metaphor based language) for the artists. This group of artists became the foundation for "The Firefly Tunnel Project" a virtual and physical art exchange between the United States and Egypt. The exchange opened at the Mattress Factory Museum of Contemporary Art as part of the 10th anniversary of 9/11. The exhibit entitled, "Sites of Passage" was extended through February 2012 and included site-specific works, a performance series, a monthly curator's tour and community outreach projects. Additionally, this past summer La Follette traveled to Israel and Palestine with the Interfaith Peace Builders where she laid a foundation for the next "Site of Passage," whose mission will be to build a language of peace through the actions of art. Learn more about LaFollette's work [here](#).



**Dr. Kara Malenfant** Senior Strategist for Special Initiatives at the Association of College and Research Libraries (ACRL), recently co-authored a white paper, *Connect, Collaborate, and Communicate: A Report from the Value of Academic Libraries Summits* that reports on two invitational summits supported by a National Leadership Collaborative Planning Grant from the Institute of Museum and Library Services (IMLS).



Additionally, Dr. Malenfant will oversee the three-year project entitled, *Assessment in Action: Academic Libraries and Student Success*, which aims to strengthen the competencies of

librarians in campus leadership and data-informed advocacy. Learn more about the project [here](#).

### COHORT 8

**Iris Cumberbatch** has been named Vice President of Public Affairs for the Cleveland Federal Reserve Bank. In her new role Cumberbatch will be responsible for the oversight of all public affairs, strategic communications, web services, and executive outreach.

**Tim Eklin** has accepted a tenure-track criminal justice professorship appointment at Ferris State University.



**Dr. Brent French**

**Dr. Brent French** has been hired as an adjunct professor at Worcester Polytechnic Institute's School of Business. Dr. French is also Industry Consultant with Lexmark and a Colonel in the United States Air Force Reserve.

**Angel Martinez** was a closing keynote speaker for the California Advocates for Re-Entry and Transfer Students (CARATS) 2012 Conference at Santa Barbara City College, Santa Barbara, California. His presentation was titled, "Retorno: A Poetic Journey of Return."

**Randy Roberts,** Deputy Director of the Crocker Art Museum, and **Dr. Elaine Gale,** PhD in Leadership and Change Writing Center Academic



**Randy Roberts and Dr. Elaine Gale**

Director, teamed up for an evening aimed to showcase Sacramento State University faculty arts talent in theater, dance, music, fine arts, photography, and literature at U-Nite, University Night. Learn more about the collaboration [here](#).

### COHORT 9

**Elise Lark** just received the Health Alliance of the Hudson Valley Social Worker of the Year Award. Learn more about her work and this recent recognition [here](#).

**Annie Hernandez** was chosen as an Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA) Diversity Scholar and Leader. ARNOVA connects scholars, teachers, and practice leaders interested in research on nonprofit organizations, voluntary action, philanthropy and civil society.



**Members of Cohort 7 reunite at Commencement 2012**



**Recent program graduates, Dr. Julie Johnson (Cohort 8) and Paul Scheele (Cohort 6)**

## Student and Alumni Updates

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**Tammy Stachowicz**

**Tammy Stachowicz** recently presented *Melungeons: Politics of Race and Identity* at the Appalachian Studies Association Conference. Stachowicz is currently Assistant Professor and Associate Department Chair for Social Sciences and Humanities at Davenport University.

**Dr. Kim Yost** recently contributed the chapter entitled, "Dollmaking as an Expression of Women's Leadership" to the book series *Building Leadership Bridges: The Embodiment of Leadership* (Jossey-Bass, 2013). Dr. Yost is Adjunct Professor at Siena Heights University in Adrian, Michigan teaching Organization Design and Development for the Organizational Leadership program of the Graduate College.

### COHORT 10

**Kirk Adams** recently participated in a panel discussion hosted by Northrup Grumman regarding social enterprise, barriers to employment faced by people who are blind. Adams is the President and Chief Executive Officer for The Lighthouse for the Blind, Inc. Learn more about his work [here](#).

**Froswa Booker-Drew** is current Community Youth Development Director for World Vision and serving on the Leadership Evaluation team for United States within the organization. Additionally, she has been recognized by Girls Living Life with a Purpose, Inc. with a 2012 Girl Friends Rock Award.

**Amy Lethbridge** has been appointed to the California Roundtable on Parks, Recreation, and Tourism.

**Kiko Suarez** was a guest contributor regarding the Latino vote in the November presidential election on a recent newscast produced by the Indiana affiliate of the National Broadcasting Company (NBC). View the segment [here](#).

### COHORT 11

**Abigail Abrash Walton** has been appointed founding director of Antioch University New England's (AUNE) new Center for Academic Innovation. She has been working with faculty and others to innovate new teaching and learning offerings, including workshops on Translating Research to inform Policy, the Conservation Psychology Institute, and the October 2012 inaugural AUNE Communicating Science weekend, at which she will be a panelist.

**Debbie Bartoo** was elected to a 3-year term on the Smart Card Alliance Board. The Smart Card Alliance is a not-for-profit, multi-industry association working to stimulate the understanding, adoption, use and widespread application of smart card technology. Additionally, Bartoo participated with industry thought leaders in the development of a white paper entitled, *Card Payments Roadmap in the United States: How Will EMV Impact the Future Payments Infrastructure?* Access the document [here](#).

**Amy Climer**, owner of Climer Consulting, will present the workshop *Idea Generation Tools: Move Beyond the Brainstorm to What Really Works* at the Association for Experiential Education conference in Madison, Wisconsin. Learn more about the conference [here](#).

**Tom Crawford** has been selected to teach, *The Future of Robotic Medicine* at the Robotic Assisted Micro-Surgical and Endoscopy Society (RAMSES) annual meeting in Tampa, Florida and *The Business of Medicine* at a national physician's conference in San Diego, California. Additionally, Crawford was hired as a contributing author to the *New England Journal of Medicine Career Center*, writing articles for resident physicians and early careerists as they transition from a training environment into the working arena within the healthcare industry.

**Moudy Elbayadi** was promoted to Vice President of Global Technology Operations for The Active Network. In his new role Elbayadi will be responsible for leading The Active Network's data center technologies and operations. Elbayadi was also one of 13 leaders accepted into the company's High Potential Leaders program, which is a special opportunity to develop as a leader and be mentored by one of the senior executives.

**Cynthia McKinney**, international human rights and peace activist, has published *The Illegal War on Libya*. Currently, McKinney is involved with the Perdana Peace Organization, headquartered in Kuala Lumpur, Malaysia, whose mission is to criminalize war. McKinney also serves as a juror on the Bertrand Russell Tribunal on Palestine and was featured in a full-length documentary, *American Blackout and We Define the System, the System Does Not Define Us!* that can be accessed [here](#).

**Roxanne Swogger** (Cohort 11) and **Mike Davis** (Cohort 9) recently contributed to a report issued by the Ohio Office of Criminal Justice Services about ways in which crime negatively affects victims and the community. The report detailing victim-centered been noted by the Prison Administration Office of Japan. The report detailing victim-centered offender programming will serve as a model for corrections in Japan.



**Congratulations to members of Cohort 9, pictured here at their Santa Barbara Spring 2012 Residency**

## COHORT 12



Renee Charney

**Renee Charney** recently presented to an audience of over 500 human resource professionals at the annual conference of the Society for Human Resource Management (SHRM) on the topic of

Succession Management and High-Performance Employee Programs. She will be following that up with a series of SHRM Chapter presentations across New England, where she will be lecturing on best practices for empowering employees. Charney is President and Founder of Charney Coaching and Consulting, LLC. Learn more about her work [here](#).

**Lisa Gick** Vice President of Employee Relations for Macy's Inc., was recently appointed to the Leadership Advisory Committee for the Cincinnati United States of America Regional Chamber. The Committee was formed to focus on the strategic development and integration of its leadership learning platform.

Gick has been serving the Chamber as Co-Chair of the Alumnae experience for its WE Lead program, designed to provide a developmental and collaborative community to cultivate leadership talent for women in the region. ●

## Faculty Updates



Drs. Dorothy Milligan (Cohort 7) and Philomena Essed

**Dr. Philomena Essed** presented multiple workshops and lectures at the Umeå University, Sweden. Dr. Essed was hosted by the Department of Education and by the



Umeå Center for Gender Studies and highlighted her recently published book, *Clones, Fakes, and Posthumans: Cultures of Replication* (Rodopi, 2012).

**Dr. Elaine Gale**, PhD in Leadership and Change Writing Center Academic Director, has received tenure at California State University and is now Associate Professor of Communication Studies and Journalism. Learn more about Dr. Gale's work [here](#).

**Drs. Elizabeth Holloway and Mitch Kusy** have been spreading the word about how to create cultures of Everyday Civility® in healthcare organizations. Healthcare systems face uncertainty and change a time when disruptive behaviors are most likely to escalate. They introduce preventative strategies to engage leadership and boards to inoculate systems from allowing misbehavior to become a part of the culture. Most recently, they have conducted a two-day board retreat of the Millcreek Healthcare System in Toronto to cultivate civility awareness and design strategies that impact organizational success.

**Dr. Carolyn Kenny** will chair the Education Symposium on Indigenous Leadership co-sponsored by The University of British Columbia's Educational Studies graduate program in Educational Administration and Leadership and the Indigenous Education Institute of Canada. Learn more about the event or listen to a podcast from Dr. Kenny [here](#). ●

Share your thoughts on Antioch University's Reaccreditation by logging in to the Portal's Reaffirmation Page!

Learn more at Higher Learning Commission (HLC) [www.ncahlc.org](http://www.ncahlc.org) or email questions to [Reaffirm@antioch.edu](mailto:Reaffirm@antioch.edu)

Reaffirmation of Antioch University's Reaccreditation!

2013

Mission Alignment

Ethical Conduct

Quality Teaching and Learning

Assessment of Learning

Resource Sufficiency



Graduating Class of 2012

## Recent Dissertations

### Dr. Deborah Witte (Cohort 3)

*Women's Leadership in Philanthropy: An Analysis of Six Giving Circles*

### Dr. Peter Dickens (Cohort 7)

*Facilitating Emergence: Complex, Adaptive Systems Theory and the Shape of Change*

### Elizabeth Valicenti (Cohort 7)

*The Tangled Web: How Nonprofit Board Members Experience Organizational Crisis*

### Cynthia Waisner (Cohort 4)

*Through the Eyes of the Family: A Collective Case Study of Family Business Consulting*

### Brent French (Cohort 8)

*The Reintegration Myth: An Interpretive Phenomenological Inquiry Into the Reentry Experiences of Air Force Reservists Returning from Afghanistan*

### Merri Mattison (Cohort 8)

*Emancipation From Affluenza: Leading Social Change in the Classroom*

### Paul Scheele (Cohort 6)

*Researching Critical Incidents of Transformation*

### Chip Espinoza (Cohort 5)

*Millennial Integration: Challenges Millennials Face in the Workplace and What They Can Do About Them*

### Kimberly Yost (Cohort 9)

*A Search For Home: Navigating Change in Battlestar Galactica*

### Julie Johnson (Cohort 8)

*Museums, Leadership, and Transfer: An Inquiry into Organizational Supports for Learning Leadership* ●



View these and additional alumni dissertations in full text [here!](#)