

"Be ashamed to die until you have won some victory for humanity." – Horace Mann

# The Antiochian Leader

Winter/Spring 2010

Ph.D. in Leadership and Change

## The Ph.D. in Leadership and Change Community at the 2009 ILA Conference in Prague

The Ph.D. in Leadership and Change Program was a prominent presence at the 11th annual International Leadership Association (ILA) conference entitled, *Leadership for Transformation*, in Prague this past November!

The Ph.D. Program had a notable representation, which included two faculty, 11 students and a sizeable number of alumni. A staggering 10% of the total conference sessions were facilitated or included presentations by members of our Ph.D. learning community. We are definitely making our contribution to the national and international discussion about leadership and change!

Students and alumni of the Ph.D. in Leadership and Change Program also took part in and led many of the interest

groups, learning communities and affinity groups that are part of the ILA organization. In particular, two of the four Member Interest Groups, which promote the common interests of members in specific areas of the leadership field, facilitate learning and relationships among persons with common

interests and provide opportunities for members to participate actively in the ILA, are chaired by Antioch Ph.D. in Leadership and Change Program students or

alumni. Program alumnae currently chair the Public Leadership Member Interest Group and have also held the chair position for the Leadership Development Member Interest Group last year, this current year and also will serve next year.

In addition to scholarly contributions to the ILA conference, our faculty, students and alumni found time to have a little fun at the Program-sponsored reception, which was attended by more than 70 conference participants. The Program also co-sponsored a luncheon for directors, deans, and chairs of leadership programs. This, invitation only, session was attended by 56 participants.

The ILA is a global network for all individuals who practice, study and teach leadership. The organization's mission is to "promote a deeper understanding of leadership knowledge and practices for the greater good of individuals and communities worldwide." In total 600 delegates attended the 2009 ILA conference and 46 countries were represented. The organization brings together educators, scholars and practitioners in the field of leadership.

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See samples of this year's ILA session presentations by Ph.D. Students, Faculty and Alumni on page 3.



Drs. Jan Byars and Laura Santana

## Director's Notes



I want to use this opportunity to update our community about the many activities that are underway in the Ph.D. in Leadership and Change Program and keeping us all very busy.

Before anything else, however, I want to thank the over two dozen faculty, students, alumni and staff who contributed to our fundraiser for Haiti. Within just a few days, the donations exceeded the Program's matching grant, and in addition to the almost \$2,000 from our community members, the Ph.D. Program sent a \$1,500 check to Doctors Without Borders. I was so very pleased to be able to make that gift in your name!

In terms of Program happenings, in addition to the everyday activities such as working on Learning Achievements, planning and attending residencies, engaging in proseminars, the usual phoning, emailing and skyping, securing mentors, advancing to candidacy, and graduating...there are some other important efforts underway.

The Program is currently in the middle of a search for our next core faculty member. The search committee, which includes four faculty members, a current student and an alumna, has been working its way through more than 130 applications! The goal is to bring finalists to Los Angeles right before the March residency for daylong interviews, meetings with the full faculty, and meetings with students. We are very excited by the amazing caliber of individuals who have applied for this position and we look forward to bringing another exceptional educator into our community.

As unbelievable as it seems, it is that time of year again, and the admissions committee has begun to review admissions applications for Cohort 10! As I write this column, I am pleased to share that the applicant pool is 20% larger than where it was at this same time last year. Our goal, as always, is to admit a 25-person cohort composed of high achieving, socially committed, collaboratively focused practitioner-scholars representing a diverse community of learners. I think we are well on our way!

As many within Antioch know, the University has made the decision to leave First-Class, which is the emailing and conferencing system that has been the foundation of the Ph.D. Program's virtual learning community. We have been preparing for our transition to a new platform, and over the next few months we hope to roll out some piloting and experimenting. Our goal is – short of unforeseen circumstances – to go live on the new system this summer. We will be working diligently to provide trainings for faculty, students and alumni, and we will keep you all posted as this evolves.

Finally, the Program will be participating in a University program review, which is a process that requires the Program to reflect on its achievements, its challenges, and where it's going. Two external reviewers will be meeting faculty and students at the Santa Barbara residency, exploring where the Program is meeting and/or exceeding its potential, and where the Program has opportunities for continuing improvements.

Related to the Program review process, I want to share that Antioch University is beginning its preparations for the 2012-13 reaffirmation of accreditation self-study process.

So as I mentioned, we are busy, we are engaged, and most of all we are excited about these many changes and what this New Year holds for the Program! Stay tuned!

Thank you.

Laurien Alexandre

[lalexandre@antioch.edu](mailto:lalexandre@antioch.edu)

## Announcements

### Residency Visit!

Feel free to encourage your friends, family and/or colleagues to join us at our next upcoming residency visit day at Antioch University! For details email: [admissions.phdlc@antioch.edu](mailto:admissions.phdlc@antioch.edu)

### Dates of Upcoming Residencies

March 25-28, 2010 Los Angeles, CA

August 1-7, 2010 Yellow Springs, OH

### We are excited to be accepting applications for Cohort 10!

### FINAL APPLICATION DEADLINE: May 1, 2010 (or until cohort is full)

Contact the admissions office for more information: [admissions.phdlc@antioch.edu](mailto:admissions.phdlc@antioch.edu)

**The Ph.D. in Leadership and Change Program supports the fight against global warming** by offsetting the climate impact of all work-related air travel by The Program's faculty and staff. The Program's annual donations 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 Ph.D. in Leadership and Change Program obtained full and permanent approval from the Ohio Board of Regents in Summer 2005.

Antioch University is composed of Antioch University McGregor located in Yellow Springs, Ohio, Antioch University New England in Keene, New Hampshire, Antioch University Seattle, Antioch University Los Angeles and Antioch University Santa Barbara. To learn more about our multi-campus system visit [www.antioch.edu](http://www.antioch.edu)

## The Ph.D. in Leadership and Change Community at the 2009 ILA Conference in Prague

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The Ph.D. Program's strong participation with the ILA is important because we believe it encourages the opportunity for our students to become involved in an international community of practice that emphasizes inter-institutional and interdisciplinary collaboration and where both scholarly work and practice are equally emphasized. This sentiment closely aligns with our Program's curriculum design for practitioners who want to develop their research skills and theoretical knowledge in order to address the perplexing questions of their practice. Furthermore, our ILA affiliation provides the chance for members and participants all over the world to become more familiar with our Program as future students, mentors and collaborative colleagues. Finally, by the Program's presence, and the strength of the contributions of our students, faculty and alumni, the Program continually receives inquiries and applications for future cohorts.

The Program hopes to continue our high profile presence during the upcoming 2010 ILA conference to be held in Boston, entitled *Leadership 2.0: Time for Action*, this coming fall. The theme and title of the conference signify the need to embrace new mindsets, teachings, policies, and practices that best serve the next generation of leaders and address the international challenges facing the world now and in the future. The ILA and Ph.D. in Leadership and Change Program both look forward to continuing the pursuit to investigate, research, study, teach, practice, and implement theories, strategies, and actions that are necessary to transform leadership knowledge and practice worldwide.

## Sample ILA Session Presentations by Ph.D. Students, Faculty & Alumni

**Dr. Scott Allen** (Cohort 2) co-presented two sessions, *Good Leadership for All: Towards a Universal Declaration of Leadership Responsibilities* and *The Leadership Learning Model: A Strategy for Developing Leaders*

**Dr. Lize Booysen** (Faculty) and **Dr. Philomena Essed** (Faculty) and **Dr. Laura Santana** (Cohort 5) presented a session on *Building Leadership Programs that Transform Education, Faculty, and Students*

**Dr. Caroline Fu** (Cohort 2) and her husband presented a session on *Rethinking Modern Leadership for Transformation Using a Tao Model*

**Dr. Janet Byars** (Cohort 4) co-presented a session on *The Ethics of Leadership – A Discussion*

**Iva Vurdelja** (Cohort 5) co-presented a session on *Leaders as Sponsors of Organizational Change*

**Dr. Beth Birmingham** (Cohort 1) co-presented a session on *Transforming Leadership Education: Emerging Paradigms*

**Dr. Philomena Essed** (Faculty) and **Karen Geiger** (Cohort 6) presented a round-table discussion on *The Ultimate Leadership Challenge: Facing Racism*

**Kate O'Neill** (Cohort 8) co-presented a round-table discussion on *International Education and Exchange: Distinct Opportunities to Transform the World One Student at a Time*

**Dr. Shana Hormann** (Cohort 2) co-presented a round-table discussion on *Indigenous Peoples and Leadership: Lessons, Challenges, and Dialogue*

For information about the 2010 ILA Conference in Boston, contact Dr. Lize Booysen at [abooyesen@antioch.edu](mailto:abooyesen@antioch.edu)

# Student and Alumni Updates

## COHORT 2



Dr. Scott J. Allen

**Dr. Scott J. Allen** published "Sources of Learning in Student Leadership Development Programming" in the Fall 2009 issue of the *Journal of Leadership Studies*. For further information visit:

<http://www3.interscience.wiley.com/journal/123207998/abstract>

**Harry Alston** was recently appointed to the board for the University Radio Foundation, a nonprofit North Carolina corporation - an independent public radio provider reaching 22 counties in North and South Carolina broadcasting commercial free radio. Harry was also appointed as Board Chair for the Youth Development Football League (YDFL). YDFL is a North Carolina nonprofit corporation formed in 2005 to provide football and cheerleading programs as a vehicle to reach kids (ages 5 - 13), keep them off the streets and give them learning opportunities that will prepare them for life.



Harry Alston



Dr. Gary Ballou

**Dr. Gary Ballou** presented a paper at the National Social Science Association Fall Research Conference in San Francisco.

The paper was titled *Program Accountability in Teacher Education: A Study of the Perceptions of University and State Government Leaders in the State of Washington*, which was based on his dissertation. At the conference, Dr. Ballou also participated in a panel discussion concerning issues of accountability in higher education.

### Dr. Sean Creighton

recently became an official author for Richard Florida's Creative Class Group blog. A self-proclaimed "Higher Education Enthusiast," Sean's tackling higher education's impactful leadership on community, economy, and life. Follow his posts at [www.creativeclass.com](http://www.creativeclass.com).



Dr. Sean Creighton

## COHORT 3

**Dr. Mark Moir** is anticipating the publication of his contribution to the book, *Organization Development in Healthcare: A Guide for Leaders*, slated to be included in the series *Contemporary Issues in Organization Development and Change* published by Information Age Publishing.

**Dr. Kathryn Gaines** is serving as President of the Chesapeake Bay OD Network and has just finished her term as Chair of the International Leadership Association's Leadership Development Member Interest Group. Kathryn continues to provide leadership coaching and consulting with the U.S. federal government, including the Food and Drug Administration, the Intelligence Community, and The National Oceanic and Atmospheric Administration, as well as Battelle's National Biodefense Analysis and Countermeasures Center.



Drs. Kathryn Gaines and Raquel Gutierrez

**Dr. Raquel Gutierrez's** dissertation work recently placed third in The Networked Digital Library of Theses and Dissertations YouTube 2009 Open Access Week. The Networked Digital Library of Theses and Dissertations (NDLTD) is an international organization dedicated to promoting the adoption, creation, use, dissemination and preservation of electronic analogues to the traditional paper-based theses and dissertations. To learn more visit: <http://www.ndltd.org/ndltd-networked-digital-library-of-theses-and-dissertations/view>

**Dr. Rhoda Weiss** was named editor of *Marketing Health Services*, a quarterly, 36-page full-color magazine of the 40,000-member American Marketing Association. For several years, she has been a columnist for the magazine. Rhoda was also selected one of eight national Legends in Public Relations (only woman)

## Student and Alumni Updates

continued

by the Plank Center for Leadership in Public Relations at the University of Alabama. Honorees, including such luminaries as the top marketing and communications executives from IBM and GM, each contributed an article on leadership for a recent publication. In addition, Rhoda was recently awarded the national David Ferguson Award for her contributions to education from the Public Relations Society of America Educators Academy, receiving her award at the International PRSA Conference in November in San Diego. She keynoted the Rural Health Conference in Pigeon Forge, Tennessee last fall and was interviewed for a *Los Angeles Times* article on careers.

### COHORT 4



Dr. Diana Cooley

**Dr. Diana Cooley** presented segments of her dissertation, *The Inner Voice of Women's Self-Leadership*, at the 2009 National Conference for College Women

Student Leaders at the University of Maryland. The conference, sponsored by the American Association of University Women, provided sessions that gave participants an opportunity to learn about and discuss leadership issues facing college women today; the fifty plus sessions were presented by seasoned professionals from across the United States. Additionally, Diana has been appointed chair of the International Studies Committee at the Lone Star College-North Harris in Houston, Texas where she is a Professor of Speech Communication.

**Dr. Lynn Langer** is currently serving as the 2010 President of Women in Bio, a national volunteer organization of professionals committed to fostering and encouraging entrepreneurship and career development of women active in the life science industry and developing the next generation of women in the life sciences. In her leadership role, Lynn is particularly proud of the organization's Young Women In Bio (YWIB) Program. YWIB exposes middle and high-school aged girls to the world of bioscience and the breadth of career opportunities in that field. To learn more about the organization visit:

<http://www.womeninbio.org/>



Dr. Lynn Langer

**Dr. Kim McNamara** is set to publish her research article "Fostering Sustainability in Higher Education: A Mixed-Methods Study of Transformative Leadership and Change Strategies", in the March 2010 edition of *Environmental Practice*. The upcoming article is based on her dissertation research project.



Dr. Kim McNamara

**Anthony Scriffignano** was awarded his second business process patent as primary inventor in the field of matching and retrieving information. His latest patent, entitled, System and Method for Searching and Matching Data Having Ideogrammatic Content, outlines processes based on computer linguistic algorithms designed to address the unique aspects of

retrieving information from databases. In particular, the focus of this patent is situations where the data is stored in writing systems that are based on multiple scripts including Asian script, such as Chinese and Japanese.



Anthony Scriffignano

### COHORT 5

**Chip Espinoza** was a delegate, panel participant and presenter of *The Millennials and Why They Are Changing the Ground-rules of Innovation and*



Chip Espinoza

*Humanity* at the 2010 Innovation & Humanity Summit at Chapman University. Chip also recently facilitated a retreat for faculty

of Dominican University in San Rafael, California regarding how to engage and connect with Millennials in the classroom. In addition, *Managing the Millennials*, the book co-authored by Chip, was released this past February. For more visit: [http://www.innovationhumanity.com/Chip\\_Espinoza.html](http://www.innovationhumanity.com/Chip_Espinoza.html) and <http://www.wiley.com/WileyCDA/Wiley-Title/productCd-0470563931.html>

**Lucinda Leugers** recently became Chair of the Department of Teacher Education at Urbana University.

**Dr. Laura Santana** defended her dissertation at the Center for Creative Leadership (CCL) Greensboro campus, where she is a faculty member, this past November. This was the first time that CCL hosted a doctoral dissertation

## Student and Alumni Updates

continued

defense. As a result of CCL staff and faculty access to the defense Laura has been asked to consult with ongoing program revision teams at the organization and the evaluation group to incorporate research findings. For further information on CCL visit: [www.ccl.org](http://www.ccl.org)



Lynn Olsen

**Lynn Olsen** is now the president of The Innovation Group, a leadership and organization development consultancy in the greater Minneapolis-St. Paul area. The organization's work focuses on helping executives and companies optimize their potential.

### COHORT 6

#### Claire Menck

is currently serving as a visiting scholar at Tulane University's Newcomb Center for Research on Women in



Claire Menck

New Orleans, LA where she is engaged in research and fieldwork for her dissertation, *Recipes of Resilience: Food, Crisis and Meaning Making on the Post-Diluvian Gulf Coast of Louisiana*. In addition, Claire is contributing to work at the Southern Food and Beverage Museum in its oral histories and recipes database, writing for the soon to be published magazine, *Okra*. For further information visit: <http://southernfood.org/> and <http://tulane.edu/nccrow/>

**Martha Miser** is collaborating with two other colleagues in the Boston area to produce their second annual women's conference entitled, *Vision, Voice and Victory: The Changing Face of Women's Leadership*. The conference is a unique one-day event designed for corporate women who wish to question and expand the boundaries of leadership as it is normally defined in the business context. The conference is also an opportunity for Martha to present and apply what she's learned about women's leadership from her academic work on feminist perspectives and epistemologies. For more information, see <http://vvv.eventbrite.com/>.



Martha Miser

### COHORT 8

**Brent French** is currently Lieutenant Coloneling, as a squadron commander, at the NATO base in Kandahar applying leadership theory and continuing to research what it means to be a post-9/11 reservist.



Brent French



Julie Johnson and Randy Roberts

**Julie Johnson** and **Randy Roberts** recently published "The Practice of Leadership in a Changing Environment" in the November/December issue of *Dimensions*, a bi-monthly news journal of the Association of Science-Technology Centers (ASCT). ASCT is a professional organization serving the science museum and science center community. Their article is a call to the science museum community to rethink how and where leadership happens in their organizations. In addition to the article, Roberts and Johnson will also be teaching, *Leadership in Museums*, for the Museology Graduate Program at the University of Washington.

## Student and Alumni Updates

continued

**Angel Martinez** recently published his poem, "In the Age for AB," in the anthology entitled *Let Loose on the World: Celebrating Amiri Baraka at 75*. To learn more about this collection visit: <http://www.barakabook.org/>

**Kate O'Neill** presented, *Globalized Networked Learning Environments: Transforming Education to Develop Global Leaders* at the International Leadership Association's annual global conference this past November. Kate also published her review of the book, *Leadership and Discourse at Work: Interactions of Humor, Gender, and Workplace Culture*, by Stephanie Schnurr in the journal *Discourse Studies*. To read the review visit: [http://online.sagepub.com:80/cgi/searchresults?journal\\_set=spdis&andorexactfulltext=and&src=selected&fulltext=0%27neill&sendit=Go](http://online.sagepub.com:80/cgi/searchresults?journal_set=spdis&andorexactfulltext=and&src=selected&fulltext=0%27neill&sendit=Go)

**Randy Roberts** was appointed Deputy Director of the Crocker Art Museum in Sacramento, California. As part of the Museum's senior staff team she will provide strategic leadership for managers of the education, marketing, development, and retail programs departments. She will also work closely with the Executive Director to oversee the organization's move into its expanded facility, scheduled to open to the public this fall. On October 10, 2010 the Museum will unveil a new 125,000 square-foot building that will more than triple its current size. The first public art museum founded in the West, the Crocker was established in 1885 and remains the leading art institution for the California Capital Region and Central Valley.

**Alpha Woodward** recently published her peer review of *Supervision of Music Therapy: A Theoretical and Practical Handbook in Arts in Psychotherapy*.



Alpha Woodward

## COHORT 9



Michael Davis

**Michael Davis** was selected to present a workshop titled *Forgiveness: Face to Face* at the National Prisoner Reentry Conference in Baltimore, Maryland this

past October. The session will focus on the essential elements of forgiveness as it relates to the relationship between a crime victim and the offender in their case.



Leah Hanes

**Leah Hanes** was recently accepted into Clinton Global Initiatives University, which offers a program designed to assist social entrepreneurs

and community organizers find partners, financing and like-minded individuals. To learn more visit: <http://cgiu.clintonglobalinitiative.org/Page.aspx?pid=1853>



Annie Hernandez

**Annie Hernandez** recently led the launch of an online community space and virtual resource center created to help nonprofit leaders, staff, and board members from east central Illinois connect with new and old colleagues, share information, and learn from each other. For further information visit: [www.goodWORKSconnect.org](http://www.goodWORKSconnect.org).

**Patrick Oliver** taught *Pre-employment Background Investigations* at the Allen Texas Police Department this past November. In attendance were law enforcement administrators and investigators interested in learning the latest techniques in conducting quality background investigations.



Patrick Oliver

## Faculty Updates



Karen Geiger and Dr. Lize Booysen

**Dr. Lize Booysen** presented *Gender and Diversity in South Africa* at the recent Academy of Management meeting. Lize also presented a professional development workshop with Drs. Laurien Alexandre, Philomena Essed and Laura Santana entitled, *Building Leadership Programs That Transform Education, Faculty and Students* at the International Leadership Association annual conference this past November. The workshop discussed the transformational nature of the Ph.D. in Leadership and Change Program at Antioch University and the Executive Leadership Program delivered by the Center for Creative Leadership.

**Dr. Philomena Essed** gave the 2009 honorary address entitled, *Competing Identities: Should the University Take a Leading Role in Ending Discrimination?*,



Dr. Philomena Essed

at The Free University of Bozen-Bolzano. The University aims to offer students a multilingual, practice-oriented education that meets the demands of the local and the European labour market. In addition, Philomena recently had the privilege to write the foreword for *Black Europe and the African Diaspora*. For further information visit: <http://www.press.uillinois.edu/books/catalog/23kdb4ec9780252034671.html>



Drs. Mitch Kusy and Elizabeth Holloway

**Drs. Elizabeth Holloway and Mitch Kusy** are pleased that their research on workplace civility and toxic behaviors is getting attention in the business and leadership media. Since the publication of their book, *Toxic Workplace! Managing Toxic Personalities and Their Systems of Power*, they have been busy keynoting at such conferences as the VA Radiology Summit, the Midwest Regional Conference of the American Society for Training & Development, the Human Resource Institute of New Zealand, the American College of Radiology, and the Minnesota League of Cities. Their work has been quoted in a variety of life and leadership

publications. They have also appeared on numerous radio shows including the show *Tom Cox on Leadership*, which was his #2 downloaded show for 2009, Frank DeRaffele's *Entrepreneurial Excellence* syndicated show, and *Radio America*. To hear excerpts from their radio interviews go to their website [www.toxicpersonalities.com](http://www.toxicpersonalities.com)

**Dr. Al Guskin** has had the pleasure of delivering many lectures and speeches over the past several months. In particular, Al spoke about the future of higher education at Vanderbilt University and Truman State University and delivered the opening keynote address to the New American Colleges and Universities Summer Institute for Presidents and Provosts entitled, *The Courage to Change: Higher Education Facing Realities of the Second Decade of the 21st Century*. Al delivered the presentation entitled *The Longer Term: Creating a Vital Campus in a Climate of Reduced Resources* at the Western Association of Schools and Colleges. Al also visited Mills College in Oakland, California and Claremont University to present *Beyond the Meltdown: Finances, Structure and the Future of Higher Education*.



Dr. Al Guskin

## Recent Dissertations

(listed in order of defense)

### Dr. Greg Paulmann (Cohort 2)

#### *Master Teachers' Critical Practice and Student Learning Strategies: A Case Study in an Urban School District*

This study builds on standards of critical reflection and thinking using the National Institute for Excellence in Education's Teacher Advancement Program's master teacher model as a conduit between theory and practice.

### Roger Fuller (Cohort 4)

#### *Threads in a Tapestry: An Ethnographic Evaluation of Milken Community High School's Tiferet Fellowship Program*

This mixed-genre study and media-enhanced website explored an essential question, "What does the lived experience of students in the Tiferet program mean for themselves and others?" By exploring the background, implementation and lived-experiences of two academic-year sophomore cohorts from Milken Community High School in Los Angeles as they moved

and participated in a semester study abroad program at the Alexander Muss Institute of Israel Education in Hod HaSharon, Israel, the study shows the impact of that experience on the students in the program and the school culture at large.

### Dr. Deborah Fredericks (Cohort 4)

#### *The Leader's Experience of Relational Leadership: A Hermeneutic Phenomenological Study of Leadership as Friendship*

This research explored the leader's experience of relational leadership and the extent to which the metaphor of leadership as friendship described its qualities. It also explored whether actual friendship between leaders and followers was possible with this form of leadership. The topic of relational leadership was approached through a hermeneutic phenomenological methodology to explore the lived experiences of six women leaders.

### Dr. Jill Jacoby (Cohort 4)

#### *Art, Water, and Circles: In What Ways Do Study Circles Empower Artists to Become Community Leaders around Water Issues*

This research explored the use of study circles as a means of engaging artists in

dialogue with their peers about water-related concerns. The question driving this research was, in what ways do study circles empower artists to become community leaders around water issues? Secondary questions focused on emerging environmental, water, and social justice themes as well as examples of increased water awareness and behavior change occurring as a result of individual participation in the study circles.

### Dr. Laura Santana (Cohort 5)

#### *Making the Value of Development Visible: A Sequential Mixed Methodology Study of the Integral Impact of Post-Classroom Leader and Leadership Development*

In a time of increasing complexity, many organizations invest in leadership development programs to prepare those who will assume the role of leader. The purpose of this sequential mixed methodology study was to address questions about the effectiveness of those programs utilizing an online follow-through platform as a lens on 248 participants in the Center for Creative Leadership's Leadership Development Program (LDP) who reported completing their LDP goals.

By clicking on this link,

<http://www.ohiolink.edu/etd/search.cgi?q=instcode:antioch&field=&pagesize=30&dept.facet=Leadership%20and%20Change&sort=author>

you can peruse the Program's dissertations to date.



Graduating Class of 2009 pictured from left to right: Drs. Jill Jacoby, Lucy Barbera, Robbie Hertneky, Deborah Fredericks, Harriet Schwartz, Roger Fuller, Rhoda Weiss, Jan Byars, Guylaine Vaillancourt, Michael Shoop and Cara Meixner (Dr. Mark Moir, not pictured)