



PhD in Leadership and Change

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Introducing Our Newest Faculty Members

Antioch University's PhD in Leadership and Change Program is proud to announce the recent appointment of two new faculty members to our learning community this year. Dr. Stewart Burns, Professor of Community Leadership, and Dr. Laura Morgan Roberts, Professor of Psychology, Culture and Organization Studies bring many years of experience as educators, researchers, consultants and mentors. What a better way to get to know each of them than with a little Q & A!

Dr. Stewart Burns

What drew you to Antioch University's PhD in Leadership and Change Program?

From my first phone interview with three core faculty members, and throughout the Santa Barbara and Yellow Springs residencies and all that has transpired since, I have felt the core faculty of the Leadership & Change Program to be an authentic community of scholars, or of scholar/practitioners as we like to think of ourselves – which I have always been looking for, in fact long-ing for, but had never yet found. I savor the closeness of the faculty. I savor as well the caring, commitment, and attentiveness to the individual students; how unusual, courageous, and creative the students have shown themselves to be; and how this learner-centered program is tailored to the student's own self-direction and self-creation. I have been drawn as well to how carefully constructed the PhD Program is, how it has been steadily improved and fine-tuned through experimentation, trial-and-error, and serious reflection.

Now that you are becoming more familiar with the Program's design, students and faculty, what do you consider its most innovative aspects? I have been impressed by the program's organic step-by-step progression, each step building on what comes before – not seamless, but a much more coherent process than any other PhD program I've

known about, including my own. I have been struck by the unique, almost one-of-a-kind advising and mentoring relationships between faculty and students, often reciprocal. I am attracted to the careful blending of the leadership content and inquiry/methodology tracks, and I appreciate its evolving nature.

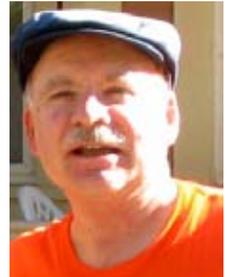
What are you most looking forward to in your first year?

I am most excited about making connections with the new cohort of students as well as with the continuing cohort members. I'm especially looking forward to beginning to help guide the dissertation process for two or three students during this year.

What do you hope to contribute to the Program in the long haul?

Over the long haul – which I expect to last at least two decades – I hope to accomplish a few things besides my central purpose of mentoring, guiding, and co-learning with the doctoral students: help to bring about a stronger intellectual and practical integration of "leadership" and "change" – the former currently gets more attention than the latter; along these lines, to work with the faculty, students, and alums to nurture a real-life culture of scholarly social practice. Personally, I hope to find creative ways to apply the intellectual, practical, and ethical resources of the Leadership & Change Program to address the storm of crisis problems, the "triple evils," of climate

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Dr. Stewart Burns, Professor of Community Leadership



Dr. Laura Morgan Roberts, Professor of Psychology, Culture and Organization Studies



Director's Notes

This has been a very busy six months for the PhD Program. I'd like to take these few moments to identify some of the highlights as our program continues to grow.

Program Review

First, we celebrate the positive conclusion of extensive external program review concluded in May 2010. Two highly recognized national academic leaders served as external reviewers. They visited the Santa Barbara residency and spent two days with faculty and students. They also had access to our archive of student work as well as lots of documentation from the 150-page self-study that we submitted.

The reviewers concluded that "The PhD program is serving as a national model to inform the continuing discussion of the nature of doctoral education in the United States and around the world. It is once again placing Antioch University at the forefront of innovation, leadership, and change. Moreover, the PhD program serves as a model for experimentation in innovation within the University itself, having a highly successful model as measured by student satisfaction as well as degree retention and completion."

The reviewers noted many areas of program strength:

- National recognition for innovative design and strong retention and graduation rates that exceed national averages;
- Core faculty commitment to facilitating student learning through collaborative learning paradigms and intensive faculty-student mentoring;
- Faculty are full professors who are nationally and internationally recognized in their fields;
- Financial stability through a fiscally responsible and well-managed program;
- Strong library support services with individual consultations and instructional sessions, a customized electronic "LibGuides" for each student, and residency workshops;
- Writing support commended by students with praise for individualized feedback and minimal turn-around time;

- Excellent program leadership: the program administrator is both a keeper of the founding vision and an innovator who adapts constantly to changing program, student, and faculty needs;
- Faculty are strong leaders and have developed an exceptional level of trust among themselves as a community of scholars;
- Leadership involves staff as well as students, who can observe faculty modeling leadership values and promoting them among students;
- Assessment, however, is a particular and differentiating strength of the program, exceeding even the intended nature of assessment envisioned in the program design:
 - Learning outcomes for each activity are clearly articulated; all assessment is fully integrated into the learning activities; learning activities are developed with a "backward design" approach; the faculty collaboration and iterative/developmental nature of the feedback approach are particularly commendable;
 - Program faculty members are consistently closing the loop; the culture of assessment is clearly valued by everyone.

To conclude, they wrote, "In summary, the PhD Program in Leadership and Change is a strong, exemplary model that has met its stated objectives in every way. The program is a credit to Antioch University, to its founders and to the faculty it has attracted, and to the accrediting bodies (Ohio Board of Regents and the Higher Learning Commission) that were willing to take a chance on such a highly innovative and new concept in doctoral education."

Whew, that should make us all proud!

Graduation 2009–10

Sixteen students graduated this year and 15 walked at the commencement ceremony on Saturday, August 7, to the applause of family and friends. The dissertations completed this year represent amazing breadth, including:

- A case study on urban school districts reaching out to communities
- An analysis of the factors supporting women engineers in corporate environments
- A study of the impact of daily somatic practices on leadership development

- A participatory action research project on citizen professionals in community-based organizations
- A thematic analysis of executive coaching using adult developmental theory
- A theoretical exploration of restorative justice and the art of caring
- A mixed method exploration of multicultural participants in global business alliances
- A study of women's views on Arab-American relations within this post-9/11 space with interviews held in the U.S. and in Qatar
- An historical inquiry into the impact of color-blind reform on racial inequality Gary, Indiana
- Portraits of artists who "created dangerously" in Kenya, the U.S. and Brazil
- A large-scale survey of the relationship of parent involvement to student success in Chicago
- A study of the tenacity of special education teachers who stay in the field
- A Q method study of edge leaders who mindfully turn around troubled businesses
- And, a mixed method study of the factors that sustain women's long-term peace and justice activism

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

Welcoming Cohort 10

Another highlight of the past six months has been welcoming Cohort 10, a robust group of 28 new students. As you can see from the chart below, the group is as diverse and engaged as previous cohorts and they fully enjoyed their first residency this August in Yellow Springs.

COHORT 10 PROFILE

Gender	
Female	61.0%
Male	39.0%
Ethnicity	
Caucasian	57.0%
African American	25.0%
Hispanic/Mexican/Latino	3.6%
Native American	3.6%
Bi-Ethnic/Bi-Racial	7.2%
Unknown	3.6%
Age	
In the 30s	11.0%
In the 40s	54.0%
In the 50s	32.0%
Unknown	3.0%
Occupational Sector	
For-Profit	21.4%
Non-Profit	25.0%
Higher Education	17.9%
K-12 Education	14.3%
Consultants	17.9%
Government	3.5%

Laurien Alexandre
lalexandre@antioch.edu



Newest Faculty Members

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change, structural joblessness, and technocratic authoritarian rule, that we face in the 21st century.

What would you like to share with the PhD Program learning community about yourself that might not be obvious from your professional CV?

I believe in deep personal communication and emotional openness. I take risks of various kinds, sometimes sensible and necessary, sometimes perhaps not. I see myself as a lifelong learner, and am always humbled by how little I know. Believe it or not, underneath (or alongside) my “serious” demeanor, I have an engaging sense of humor and wit (often deadpan and thus often missed). My overblown sense of responsibility covers up my inherent silliness that I like to let out even if I embarrass myself.

To learn more about Dr. Burns visit: http://www.phd.antioch.edu/Pages/APhDWeb_Learning/APhDWeb_CoreFaculty/sburns.html

Dr. Laura Morgan Roberts

What drew you to Antioch University’s PhD in Leadership and Change Program?

I was very attracted to three aspects of the Program:

(1) The central emphasis on leadership and change. I appreciate how the PhD Program’s emphasis on leadership and change invites interdisciplinary, multi-method, phenomenon-driven, theoretically and empirically rigorous research. The PhD Program’s orientation is consistent with my aspiration to become a scholar-practitioner who effects social change through uplifting the contours of human experience in work organizations and prompting critical analyses of how organizations and their members can – and should – enrich the quality of human life.

(2) The learning model demonstrates what can happen when a committed, wise group of scholars architect an environment that enables students and faculty to thrive in their individual and collective pursuits. The PhD Program standards and expectations preserve dignity within a community of learners, by actively engaging leadership experiences as a legitimate context for inquiry. This counters the implicit assumption that guides many other degree programs: that one must distance oneself from one’s personal experiences to become a scientist. Moreover, every point of contact that I’ve had with the Program – from reading the job posting, meeting with faculty, reviewing student work, studying Program guidelines – has reinforced that the PhD Program community promotes transparency, equity and inclusion.

(3) The structure of the PhD Program is also appealing. The modular, learning outcome-based curriculum affords bridge building across geographic segments. It also signifies that an intellectual pursuit is a holistic venture, in which one can be fully committed and also at the same time remain embedded in their community. As part of a dual career couple, I have experimented with a variety of faculty affiliations. I am deeply committed to building new models for collaboration and collective inquiry. The PhD Program provides such a model.

What are you most looking forward to in your first year?

I am looking forward to joining the students and faculty in the process of critical inquiry. I am eager to learn about the students’ interests and experiences, and how they are shaping their learning agendas. Working with doctoral students is one of the most uniquely gratifying aspects of my academic career. I consider it a supreme privilege to help my fellow scholars connect their intrigue and passion with the scientific rigor of our field. I have already begun meeting with my dynamic PhD Program faculty colleagues, and I am truly excited to work with them more closely this year.

What do you hope to contribute to the Program in the long haul?

I hope that my engagement with identity processes in organizations will help to enrich the ongoing scholarship/practice in our PhD Program learning community. I hope

to stimulate additional discussions of how leaders play a critical role in transforming individual and collective identities, particularly during systemic changes; at best, by creating contexts for identity enhancement, and at worst, by provoking threats to most central or valued attributes. I also hope to contribute to the discourse on connections between the leader’s identity and the organization that s/he leads. I intend to contribute to the principles of respectful engagement that the community upholds through my personal dedication to the learning and collaborative processes. This is a wonderful time to join the faculty of the PhD Program. As we embark upon the next decade, I am honored to be a part of the process of expanding and deepening the impact of the PhD Program for many years to come!

What would I like to share that isn’t obvious from my CV?

I am passionate about strengthening people to make the subtle and dramatic changes in their lives that will increase their degree of personal and professional alignment. I am passionate about reflecting people’s “best-selves” and cultivating positive identities in our diverse, global society, while remaining ever-cognizant of the deeply rooted conflict and oppression that exists. I am passionate about making the choices that will allow me to create the most value for my world and to experience the most vitality in my spirit. I am passionate about working in ways that leave me even more energized at the end of the day than I was at the beginning of the day, so that I “bring home” a centered, hopeful, capable, and loving mother, wife, relative, friend, mentor (at least on most days). I am passionate about letting my authentic, best-self shine, in hopes that others will become equally passionate about doing the same.

To learn more about Dr. Morgan Roberts visit: http://www.phd.antioch.edu/Pages/APhDWeb_Learning/APhDWeb_CoreFaculty/lmroberts.html ●

Program Announcements

Visit a Residency

Keene, New Hampshire:
Oct. 7-10, 2010

Seattle, Washington:
Jan. 13-16, 2011

Los Angeles, California:
Mar. 24-27, 2011

For details email:
admissions.phdlc@antioch.edu

Prospective Students

Priority Application Deadline:
Feb. 1, 2011

Final Application Deadline:
May 1, 2011

For details email:
admissions.phdlc@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 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 PhD in Leadership and Change Program obtained full and permanent approval from the Ohio Board of Regents in Summer 2005.

Antioch University News

In this issue of The Antiochian Leader we will begin sharing news from the other Antioch University campuses and programs. Antioch University is a bold and enduring source of innovation in higher education. The five campuses in four states, along with the Education Abroad and the 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 system visit: www.antioch.edu

Antioch Education Abroad (AEA)

An AEA semester-long Buddhist Studies in India Program student recently won 2nd place in the 2010 Transitions Abroad Student Writing Contest. This is a highly competitive contest for students and recent graduates who have studied, volunteered, or worked abroad. The winning essay discussed experiences during the program in India – academic, personal, and spiritual.

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

Antioch University Los Angeles (AULA)

AULA recently announced the launch of a new Master of Arts in Urban Sustainability Program as well as a Certificate in Urban Sustainability. This revolutionary, national low-residency program will provide graduate level study in urban ecosystem science, urban planning and policy, activism and advocacy, urban environmental education, program evaluation, conflict resolution and mediation, sustainable practice, and research methods.

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

Antioch University Midwest (AUM)

AUM welcomed United States Senator Sherrod Brown (D-OH) as Keynote Commencement Speaker at the July commencement ceremonies. In his address to over 250 graduates, Senator Brown shared his dedication to sustainability and the environment, education and social justice causes.

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

Antioch University New England (AUNE)

AUNE was named to the President's Higher Education Community Service Honor Roll with Distinction thanks to over 126,300 hours of community service performed by students in 2009. The Honor Roll is the highest federal recognition a college or university can receive for its commitment to volunteering, service-learning, and civic engagement.

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

Antioch University Santa Barbara (AUSB)

AUSB Master of Arts in Clinical Psychology Program graduates recently received the California Department of Mental Health MFT Educational Stipend. This educational stipend fund was created to assist and address the statewide workforce need for mental health practitioners in underserved communities.

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

Antioch University Seattle (AUS)

AUS Center for Creative Change recently announced the addition of the Sustainable Food Systems and Permaculture Design Graduate Certificate Program. The Program provides students the opportunity to develop a solid understanding of the social, ecological and political issues of food systems, from soil to plate. In addition, students acquire tangible skills to help design and implement sustainable changes in these systems. This new program launches fall 2010.

To learn more visit: <http://soiltoplate.antiochseattle.edu/>

Student and Alumni Updates

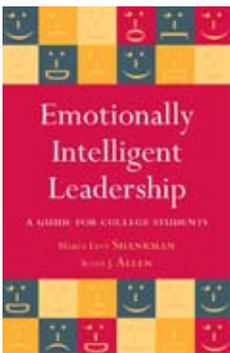
COHORT 1

Dr. Beth Birmingham had two publications released this summer, a chapter co-authored with colleague Stan LeQuire titled “Green Heroes Re-examined: An Evaluation of Environmental Role Models” in Ben Redekop’s edited volume *Leadership for Environmental Sustainability* (Routledge Press). She is also the co-editor and chapter author of *Shared Strength: Exploring Cross Cultural Christian Partnerships* (Compassion). Her chapter was based on her Antioch University PhD dissertation research and is available on Amazon.com.

Dr. Miriam Grace and Program Core Faculty member, Dr. Elizabeth Holloway published “The Mentoring Triad: A Relational Structure for Workplace Mentoring” in the June 2010 issue of *The International Journal of Mentoring and Coaching*. The article, based largely on Grace’s Antioch University PhD dissertation, focuses on the significance of the workplace manager’s understanding and connection with the mentoring relationship.

COHORT 2

Dr. Scott Allen published “Gender and Leadership through the Lens of Emotionally Intelligent Leadership” in the Summer 2010 edition of *Leadership Review* (www.leadershipreview.org). Allen also co-authored/edited four publications to compliment his book, *Emotionally Intelligent Leadership: A Guide for College Students* (Jossey-Bass). An inventory, workbook, facilitation/activity and development



Dr. Scott J. Allen

guide was released in August 2010. Lastly, Allen co-presented *The EIL Inventory: A Mixed Methods Inventory for Leader Development* at the Annual Conference of the Association of Leadership Educators.

Dr. Sean Creighton was elected President of the Yellow Springs Board of Education. In this role Creighton has chaired successful searches for a new superintendent and treasurer. He is also chairing the *Class of 2020 Initiative*, a project to develop a ten-year strategic plan that will result in the design of a school district that reflects an innovative and sustainable model of public education. For further information, visit: <http://www.yellow-springs.k12.oh.us/BoardDocs/Classof2020Update-07-26-10.pdf>



Dr. Sean Creighton

COHORT 3

Dr. Kathryn Gaines has delivered a range of leadership development coaching, consulting, and facilitation in recent months to clients in the U.S. Intelligence Community, U.S. Courts, U.S. Food & Drug Administration, Battelle National Biodefense Institute, and Dow Jones & Co., Inc. She has authored a chapter, “Leadership and Communication” in the forthcoming book *Political and Civic Leadership* (Sage Publications) and will be presenting at the Organization Development Network and the International Leadership Association conferences in October 2010. Dr. Gaines recently completed her terms of service as Chair, Leadership Development Member Interest Group, International Leadership Association and President, Chesapeake Bay OD Network, and Field Editor, Consultants



Dr. Kathryn Gaines

in Practice, ASTD Links. Gaines is currently studying in Newfield Network’s coaching certification program and expects to obtain ICF accreditation in January 2011.

Dr. Sarah Hippensteel Hall was recently named Executive Director of the Greater Dayton Partners for the Environment, an alliance of environmental, government and civic organizations, and public and private educational institutions charged with the goal to protect, restore, preserve and promote the Greater Dayton Region’s natural resources, including the Great Miami River and Little Miami River Watersheds. Dr. Hall helped lead the creation of the nation’s first successful water quality credit trading program. The internationally-recognized Great Miami River Watershed Water Quality Credit Trading Program is reducing thousands of pounds tons of agricultural runoff into streams and rivers each year while saving local communities as much as \$300 million dollars over the next twenty years. Additionally, Dr. Hall co-authored “Community Change Context”, in *Leading Change in Multiple Contexts* and forthcoming “Citizen Professionals: The Effective Practices of Experts Helping Community Organizations” and “Moving Upstream: Collaborative Leadership in Water Quality Improvement” chapters for *The Environmental Leadership Reference Handbook* (Sage Publications).



Dr. Sarah Hippensteel Hall

Dr. Mark Moir was recently promoted to Vice President of Sanford Health. Sanford is the largest rural healthcare provider in the United States with 18,000 employees covering five states. As Vice President, Moir will oversee all organizational development activities.



Dr. Mark Moir

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Student and Alumni Updates

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Dr. Rhoda Weiss was interviewed for a number of media stories, including a front page article in the *Detroit News*, “Obama Name a Mixed Blessing in Business” for the article, “You Can’t Be Serious? 6 Ways to Get Taken Seriously at Work,” appearing in *The Glass Hammer*; and for the story, “Can Celebrity Board Members Really Wow Investors?” in *CFOZone*. She authored the columns, “The Forecast for Health Care” and “What is Your Greatest Marketing Challenge?” for the summer issue and “Change is the Only Constant”



Dr. Rhoda Weiss

for the spring issue of *Marketing Health Services*, for which she serves as the magazine's editor. In her second year as one of 25 national leaders selected for the U.S. Air Force Civic Leaders group, she was one of four civilian executives participating in the Washington, DC *Caring for our People* forum and attended Civic Leaders' briefings, visits to bases and installations in and around Washington, DC, Florida and Alaska. She is shown in the image pictured above in the Vice President's and Secretary of State's seat on Air Force Two.

COHORT 4

Dr. Diana Cooley, Professor of Speech Communication, mentored and accompanied a delegation of students from the Lone Star College – North Harris to New York to debate at the annual Model United Nations Conference in March.



Dr. Diana Cooley

This conference attracts over 4,000 college and university students from around the world. The delegation from LSC-North Harris in Houston, Texas addressed the global issues facing the country of Turkmenistan.

Dr. Jill Jacoby recently co-authored the chapter entitled, “Artists as Transformative Leaders for Sustainability” in Ben Redekop's edited volume *Leadership for Environmental*

Sustainability (Routledge Press). To learn more visit: <http://www.routledge.com/books/details/9780415806503/>

COHORT 5

Dr. Guylaine Vaillancourt presented *Mentoring Apprentice Music Therapists for Peace and Social Justice through Community Music Therapy: An Arts-Based Research* last June at the Canadian Peace Research Association for the Congress 2010 of the Canadian Federation for the Humanities and Social Sciences at Concordia University in Montreal.

COHORT 6

Jane Alexandre recently presented *Dance Leadership: Creating Theory Across Disciplines* at the University of Otago in Dunedin, New Zealand. Alexandre presented as part of the symposium, *Dancing Across the Disciplines: Cross-Currents of Dance Research and Performance Throughout the Global Compass*.



Jane Alexandre

Claire Menck was recently accepted as a Visiting Scholar in Duke University's Humanities, Arts, Sciences, and Technology Advanced Collaboratory (HASTAC) for the 2010-11 academic year. Menck will also be speaking at the International Leadership Association Conference in Boston this October and is contributing two chapters to the *Encyclopedia of Environmental Leadership*, (Sage Publications) one focusing on the urban agriculture movement and another on the use of social media as a tool for building community and harnessing action in the face of crisis. To learn more visit: www.gourmetgypsy.com

Cami Vignoe recently presented *Re-imagining Re-Entry*, a workshop that showcased innovative programs for adults returning to college at the Westmont Career Convergence for counseling professionals. Following the conference, Cami was featured on *Infocus*, a weekly television news program, offering advice to the viewers on finding work in tough economic times. You can view the interview here: http://www.youtube.com/results?search_query=cam+vignoe&aq=f



Cami Vignoe

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Student and Alumni Updates

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COHORT 7

Dr. Kori Diehl has received a grant from the Institute of Coaching at Harvard Medical School's McLean Hospital. The Institute of Coaching was recently founded to encourage, sponsor, and promote research in the field of coaching. Additionally, Drs. Diehl and Kathryn Gaines (Cohort 3) co-facilitated a well-received session on the challenges of organizational coaching with attendees at the International Coach Federation DC Metro Annual Conference this past June. Through a highly interactive session with the participants, Diehl and Gaines have plans to co-author an article based on the very rich discussion that occurred.

Michael Guillot has signed to write two books about executive and board leadership in the nonprofit sector. Guillot used much of his work at Antioch University as the core of his successful proposal. The working title is *The Ten Building Blocks of Leadership: Plain Talk for Nonprofit Executives and Board Members* (Charity Channel Press). In addition



Michael Guillot

to the book, directed to executives and board chairs, Guillot will produce a companion guide for use in board member orientation and development.

Tavia La Follette has been working with Saturated Souls, a celebration of the first part of the Firefly Tunnel Project, a joint venture between ArtUp and ARE (Artist Residency Egypt). The project is an artist exchange between the U.S. and Egypt conceived by the U.S. based artist La Follette, the project began through her acceptance as an Artist-in-Residence at ARE. La Follette is working with a group of core artists who come from all over Egypt, varying in age, experience and mediums



Cohort 8 Members Jean Watley, Janice Ferguson and Annette Cohen

in which they work. To learn more visit: <http://www.artup.org/>

Kara Malenfant recently co-authored the whitepaper, *Futures Thinking for Academic Librarians: Higher Education in 2025*, for the Association of College and Research Libraries. This document presents 26



Kara Malenfant

possible scenarios based on an implications assessment of current trends, which may have an impact on all types of academic and research libraries over the next 15 years. Malenfant was also selected to co-present *The Academic Library in 2025* at EDUCAUSE 2010 annual conference. For further information visit: <http://www.educause.edu/E2010>

COHORT 8

Kate O'Neill recently published "Teaching Across the Great Divide" in the June 2010 edition of *Business Communication Quarterly*. O'Neill also presented *Zayed University: College of Business Sciences' Arabic and English Business Communication Program*

at the Joint 10th Association for Business Communication Europe convention and the 2nd GABC conference in Antwerp, Belgium this past May.

Angel Martinez recently performed at the annual Black History Month celebration in New Brunswick, New Jersey where he had the honor of being co-presenter of the Living History Award to Carlos Raul Dufflar.



Angel Martinez

Tony Van Der Meer was recently a crew-member on the Amistad Schooner during its March 17th – 26th historic friendship journey to Havana, Cuba. The trip was sanctioned by the Cuban government, the United States Treasury Department and the United Nations, and coincided with the annual International Day of Remembrance of the Victims of the Transatlantic Slave Trade sponsored by the United Nations.



Tony Van Der Meer

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Student and Alumni Updates

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Alpha Woodward has joined the faculty of Concordia University's Music Therapy Program. To learn more visit: <http://creativeartstherapies.concordia.ca>

COHORT 9

Annie Hernandez was recognized as one of the 2010 20 People Under 40 Years of Age for her area of Central Illinois. She was profiled in the local paper (jg-tc.com) for this honor. Annie was also recognized as the 2010 Rookie of the Year by the Mattoon Rotary for a record-breaking fundraising year for the International Rotary Foundation.

Tera McIntosh recently led efforts to ensure funding and provide primary service provider activities for the Pittsburgh Initiative to Reduce Crime Program. The Program identifies key members of the



Tera McIntosh pictured with fellow Cohort 9 members Michael Davis and Patrick Oliver

city's most violent gangs, brings them together with community leaders, law enforcement, and even victims and families of homicide crimes and asks them to surrender arms or face serious and sweeping legal action. The gang members are then offered community support and services to make positive changes.

For more information about the Pittsburgh Initiative to Reduce Crime (PIRC) visit: <http://www.post-gazette.com/pg/10200/1073678-192.stm>

COHORT 10

Froswa' Booker-Drew has been serving as a consultant with the Children and Family



Froswa' Booker-Drew

Institute, the Dallas Women's Foundation, Texas Association of Nonprofit Organizations, Mother's and More, and the Texas Council on Family Violence providing training and coaching in the areas of strategic visioning, board governance and fundraising. In addition, Booker-Drew is working with Shine On Purpose, Inc. to provide a girls'

American community. To learn more visit: <http://www.blackgivesback.com/>

Pam Ferris-Olson has been busy with the promotion of her book, *Living in the Heartland: Three Extraordinary Women's Stories* (Out of the Box Publishing), a chronicle of the lives of three contemporary minority women. The book focuses on the women's search for identity, self-worth, and happiness. Pam continues to promote women's empowerment and acceptance of diversity on her website (<http://www.livingintheheartland.com>), and through a variety of other social media platforms. She is a regular member of the *Minority Women in Leadership* show (www.blogtalkradio.com), been a featured guest on www.lifeunstuck.com, and was invited to participate in the Mutual of Omaha's *Life's Aha Moments Campaign*. This fall Pam will be a guest speaker at the University of Dayton, Wright State University, and Bowling Green State University in Ohio.

Armenta Hinton has co-edited, *Persistence and Memory* (Susquehanna University) a collection of essays on diversity from members of Susquehanna University alumni, students, staff and faculty. Notably, the book includes a contribution from the University's first African American woman student who graduated in 1973. This is the first publication of this sort that Susquehanna University has done for its university community.

Kim Nolan was ordained as a Buddhist Chaplain in March 2010 and recently became Director of Psychology at Burlington College, a small, progressive school in Vermont. Nolan offers community based restorative and mindfulness retreats, workshops to promote care of the care provider, and serves as a mentor through her organization the Dignity Foundation, www.thedignityfoundation.com. ●



Kim Nolan

conference to be held in Atlanta, Chicago, Baltimore, Fort Worth, and Pine Bluff to build self-esteem and empowerment in girls in grades 7th-12th. She has served as a federal reviewer this summer for the Department of Education and began writing for the blog Blackgivesback, that focuses on philanthropy in the African

Faculty and Senior Scholar Updates

Dr. Lize Booyen co-authored *Understanding and Leading Across Differences: Cases and Perspectives* (Wiley), as well as, *Facilitator's Guide to Using, Understanding and Leading Across Differences: Cases and Perspectives* (Wiley) and *Instructor's Guide to Using, Understanding and Leading Across Differences: Cases and Perspectives* (Wiley). Additionally Booyen co-authored "Employment Equity and Diversity Management in South Africa", included in the *International Handbook on Diversity Management at Work: Country Perspectives on Diversity and Equal Treatment* (Edward Elgar Publications) and "Gender Role Stereotypes and Requisite Management Characteristics: The Case of South Africa" in *Gender in Management: an International Journal*. Booyen presented the keynote address, *A Framework for Leading Across Difference: Strategies and Perspectives*, at the Equality, Diversity and Inclusion (EDI) Conference in Vienna, Austria. She also co-presented a webinar, *Leading Across Differences: Cases and Perspectives*, as part of the Center for Creative Leadership Training Series for Human Resources Managers.



Dr. Alan Guskin, Distinguished Professor of Higher Education and Cohort 8 member Jennifer Carlo



Drs. Elizabeth Holloway and Mitch Kusy

Drs. Elizabeth Holloway and Mitch Kusy have continued their efforts to help organizations deal with toxic behaviors and build communities of respectful engagement. They have been bringing this message to healthcare groups in the US and the energy industry in Australia. In the healthcare arena, both physician and non-physician executives have been struggling with developing programs to increase patient safety through the mitigation of disruptive and toxic behaviors among staff. Their latest executive development work has been with Chevron Australia on the human and bottom line costs of toxic personalities and the safety benefits of building a workplace of respectful engagement. They have published the specific applications of their research, first reported in their book *Toxic Workplace! Managing Toxic Personalities and Their Systems of Power* (Jossey-Bass), in such journals as *Leader to Leader*, *Marketing Health Services*, and the *Journal of Medical Practice Management*. In their efforts to impact physician and non-physician leaders, they have been invited to present their work to such venues as the University of Minnesota Medical School, Johns Hopkins Medical School, the American College of Radiology, the American College of Healthcare Executives, and the Minnesota Academy of Family Physicians.

Examples of their latest publications include: "Disruptive and Toxic Behaviors

in Healthcare: Zero Tolerance, the Bottom Line, and What To Do About It" in the *Journal of Medical Practice Management* and "Respect, Civility, and the Double Bottom-line" in *Leader to Leader*.

Dr. Peter Vaill, Senior Scholar of the PhD in Leadership and Change Program, recently had the privilege of giving the closing plenary talk to the Organizational Behavior Teaching Society annual conference in Albuquerque. To learn more visit: <https://obtc.org/>

Drs. Jon Wergin and Laurien Alexandre will be presenting at the International Conference of Education, Research and Innovation (ICERI) this November 15-17 in Madrid, Spain. Their presentation entitled, *An Interdisciplinary Doctorate for 21st Century Professionals*, will focus on the paradigm-shifting aspects of the PhD in Leadership and Change Program's design and delivery, including its courseless multiyear learning paths, the blended hybrid model, the culture of assessment, and the nature of faculty roles. Motivation for presenting comes from the PhD Program's external reviewers' conclusions that "The Program is ground-breaking" and "a model for other universities in the United States and abroad." ICERI attendance is expected to be more than 600 delegates from 65 countries. ●



GRADUATING CLASS OF 2010 pictured from left to right: Drs. Lisa Goldstein Graham, Sarah Hippensteel Hall, Marilyn Shea, Charlotte Moats-Gallagher, Susie Erenrich, Greg Paulmann, Laura Santana, Lillian Drakeford, Simon Rakoff, Wendy Stack, Joye Jepson, Lynn Olsen, Anthony Scriffignano, Kori Diehl and Sue McKeVitt.

Recent Dissertations

January-July 2010 (in order of defense)

Dr. Joye Jepson (Cohort 3)

An Analysis of Factors that Influence the Success of Women Engineering Leaders in Corporate America.

This dissertation analyzes the factors supporting women engineers' leadership development and success. Particular focus of the work is on women engineers in corporate environments, the personal characteristics needed for a successful career and the impacts of social support, career development, and the corporate culture on their career progression.

Dr. Simon Rakoff (Cohort 5)

Expanding Leader Capability: An Exploratory Study of the Effect of Daily Practices for Leader Development.

Through a multiple single-subject design, this research examines the individual-level effect of a set of somatic daily practices for leader development, techniques integrated into everyday activities such as walking, sitting, and driving a car, based on the underlying principles of the Japanese art of aikido.

Dr. Sarah Hippensteel Hall (Cohort 3)

Citizen Professionals: The Effective Practices of Experts Helping Community Organizations.

This study examines the role of the citizen professional as a combination of the

principles of effective participatory action research and a helping relationship. The purpose of this study is to discover whether those characteristics, when utilized by someone who is helping a citizens group, such as a watershed organization, can continue or increase citizen participation and empowerment in community organizations as well as the successful pursuit of organizational goals.

Dr. Kori Diehl (Cohort 7)

Eutopiographies: Narratives of Preferred Future Selves with Implications for Developmental Coaching.

Eutopiography is a narrative of a preferred future self that extends the research tradition of biography and autobiography. Taking place at the intersection of adult development, futures studies, and the practice of developmental coaching, this research asked the question, "what can eutopiography reveal about a client's meaning-making that may inform a coaching relationship, goals, and outcomes?"

Dr. Peggy Lobb (Cohort 5)

The Art of Caring: Woman and Restorative Justice.

This theoretical dissertation, presents documentation to support the thesis that adopting the tenets of care ethics and restorative justice and recognizing the value of women's voices (specifically in matters of social and global justice) will provide a holistic and reconciliatory process for justice, a recognition for the need to be concerned for all of humanity, and a renewed commitment to establishing a sustainable world.

Dr. Lisa Graham (Cohort 5)

What is it Like to be Funny? The Spontaneous Humor Producer's Subjective Experience.

The purpose of this study is to explore the experience of the individual who spontaneously produces humor during conversation. Although a broad humor literature exists, very little research addresses the experience of the spontaneous humor producer. This study represents an early step toward filling this gap in the literature.

Dr. Anthony Scriffignano (Cohort 4)

Strategic Asymmetric Multicultural Alliances in Business.

Global economics and other factors make it increasingly difficult for organizations to operate within the boundaries of one country in a rational way (e.g., leveraging best practices, profitable, achieving goals). This study examines strategic business alliances, transcending simple quid pro quo relationships to deliver ongoing partner value.

Dr. Charlotte Moats-Gallagher (Cohort 3)

Arab/American Relations and Human Security, Post-9/11: A Political Narrative Inquiry.

This study explores eighteen women's views and experiences in the arena of Arab/American relations, post-9/11. The research adds to the knowledge on East/West understanding and the literature concerning the role of political narratives in meaning-making during times of turmoil. ●

To view these and additional alumni dissertations in full text visit:

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