ANTIOCH UNIVERSITY

GRADUATE SCHOOL OF LEADERSHIP AND CHANGE

INERSITY PhD in LEADERSHIP and CHANGE

The Antiochian Leader

FALL 2018

GOING, ARRIVING, AND RETURNING

BY LAURIEN ALEXANDRE

We are in the midst of transitions as Margaret departs, Jen joins, and Shana returns!

Let me explain a bit.

The Going



I am heartbroken to share that

Margaret Morgan is leaving us as

Associate Director of Student Services and Program Operations. She will be taking over her family's publishing business as her mother retires. We have all grown to love Margaret, thrive with her care,

and depend on her presence to keep all the wheels turning. Margaret joined us five years ago having a wonderful sense of systems and an incredible service orientation. Over these past years she has brought lots of order to chaos, lots of competence to her tasks, and lots of smiles to our hearts. We will miss her terribly and we wish her well with the family opportunities ahead. Read her interview below!

What are a few things you enjoyed most about working with the GSLC?

Hands down, the best part about working here was getting to know so many incredible people. This is the most fascinating and unique learning community and I have benefited in ways I could never have imagined just by being in your presence. A close second was witnessing the complete arc of human transformation – in just a few years, nervous students we greeted with hugs on Day 1 became proud graduates we showered with applause at Commencement – it was truly a wonder to behold! Also, I was very grateful for the opportunity to travel. Not only had I never been to the West Coast before, I arrived on the scene with a terrible fear of flying which was completely cured by the end of my second full residency tour.

In what ways do you think you grew professionally and personally?

Higher-education was new territory for me so I found

myself growing every day. It was challenging but I was encouraged and supported from every direction and granted the freedom to find my own way so it was also quite rewarding. In this rare environment, masterfully cultivated by Laurien and maintained by our amazing faculty and small-but-mighty team of staff colleagues, I developed strength, confidence, stamina, and many other skills I know will serve me well, both professionally and personally, as I move into this next life chapter and beyond.

So... why are you leaving -- or rather, share a bit about what you are going to do?

I leave to answer the call of my mother who has asked me to help continue the legacy of our family's publishing business that she started 30 years ago. Initially, I'll be helping with new business development while gradually taking on more responsibility in business operations as she transitions into retirement in the coming year.

What will you miss most?

I think what I'll miss most are the relationships built along the way – with students, faculty, staff, university colleagues, alumni, everyone's partners, children, friends – and how I was embraced as a whole person, not just an employee. Whenever anyone expressed care for me or my family by sending a sweet thank you note or showing enthusiasm for my husband's paintings or asking how our daughter was doing in school, I knew it was sincere and that was priceless. It has been an absolute joy and a privilege to work and grow with each and everyone over these last six years and I hope we can continue to stay in touch.

Anything else?

While Laurien's annual charge to graduates to "win some victory for humanity" was not spoken to me directly, I promise to honor it all the same.



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The Arriving



At the same time, we want to welcome with open arms Jen Swartout, as the new Associate Director of Student Services and Program **Operations**. Jen starts officially this fall and many of you will meet her at the November residency. Jen has worked in higher education for over 10

years including time spent at Harvard and most recently Antioch University New England as the Administrative Coordinator for the Education Department. Jen received her Master of Science in Professional Communication from Clark University in 2004.

Jen has known about the PhD in Leadership and Change for well over a decade. Read her interview and find out how!

What draws you to the program?

I have known my mother-in-law (Deb Baldwin, the founding graduate research librarian of the PhD in Leadership and Change!) just a little longer than I've been working in higher education, so over these many years we have talked about the PhDLC program and the Graduate School of Leadership and Change quite a bit! I've been intrigued by the program's design and the students and faculty it draws. The PhDLC seems like a bright spot where Antioch's vision of "transformative education in a global context that fosters innovation and inspires social action" is a reality.

What are you looking most forward to? Anything make you nervous?

I'm looking forward to joining this successful program whose model is on the leading edge of the low-residency

trend, where I can use my skills and interests to support the students and faculty. What I have to offer is a preference towards using technology, and setting up systems and processes to support a program. I am interested in exploring how these things relate to student retention and achievement.

I am really looking forward to new challenges. It's been such a gift to learn from Margaret for the past month or so.

What experiences do you have that are most relevant for this work ahead?

In addition to more than a decade working with graduate students and programs, my experience coordinating residencies and events will be useful! I like systems and processes - and tweaking these when necessary. Knowing some of Antioch's current databases, such as Colleague, and having relationships already with key staff in the University Registrar's Office, for example, will enable me to get up and running quickly.

If we were to do this interview in a year, in what ways do you hope you will have grown, professionally and/or personally?

In truth, the biggest hope I have is that I will find my work fulfilling. I'm looking forward to thinking creatively, learning the ins and outs of the PhDLC, assisting with the development of the new Master's if it comes to fruition, and I hope that a year from now anyone would look back and say I contributed to the continued success of the program.

What is something else about you that you would like the GSLC community to know that we wouldn't see in your CV?

I have two little girls, Evelyn (Evy) is 8 years old and Ionie is 3 years old. My husband Tim and I like to visit microbreweries and brewpubs. I recently took a cake decorating class and love to try my hand at it whenever I get the chance. I love to cook, and read.

LAURIEN ALEXANDRE

The Returning



Dr. Shana Hormann (Cohort 2) has

returned to the GSLC, this time as a senior program developer. Shana has worked at Antioch University Seattle since 1998 in an array of positions, starting as an adjunct faculty member and then a Core Faculty member in the First People's Programs in

Antioch's Center for Creative Change at a Tribal College, to being an Academic Director, a campus Vice President and a Dean of Studentsand more titles too! The point is she has been at Antioch a very long time and when the internal opportunity came up to shift over and join the GSLC for this year and help with the pre-launch work of the pending Master's of Leadership Practice (MLP), we all jumped at the opportunity. In the coming issue we will have much more to say about the MLP, for now, we wanted to introduce Shana.

Shana has taught undergraduate and graduate courses at Antioch University Seattle, the Muckleshoot Tribal College, and the University of Alaska. Shana received a BA in Sociology and Master's in Social Work from the University of Washington, and a PhD in Leadership and Change from Antioch University. Shana earned her PhD in 2007 from the Leadership and Change program with a dissertation entitled, Organizational Trauma: A Phenomenological Study of Leaders in Traumatized Organization.

You can read her full dissertation here, https://aura. antioch.edu/etds/184/

Please reach out to welcome Jen and Shana!

- Jen can be reached at her Antioch email [jswartout@antioch.edu].
- Shana can be reached at her Antioch email [shormann@antioch.edu].

Keep in touch!

Margret will still have her Antioch email, feel free to reach out to her [mmorgan1@antioch.edu].

Provosťs Column

I want to focus this issue's Provost's Column on something that makes me very proud: Antioch's tradition to stand up for democracy and the ways in which our program aspires to embody the critical intersection of institutional mission, democratic values, and engaged scholarship. These thoughts are drawn from my 2018 Commencement Address, which can be seen in full at: [https://



www.antioch.edu/gslc/2018/08/15/provost-commencementaddress-highlights-institutional-mission-democracy-and-freespeech-in-these-trying-times/]

I have often wondered what brought Horace Mann—this abolitionist, politician, Bostonian, and advocate of public education—to a small private struggling college in Yellow Springs, Ohio? Horace Mann believed in the **fundamental role of education for democracy**. While he was driven by a rather rigid moral code that makes me—a child of the 1960s—shudder, his core belief was that **without effective schooling there could be no functioning democratic society**. He came to Antioch to try that out at the college level. He saw higher education's value to provide the analytic skills and moral capacity to cope with **democratic disagreement**.

Mann believed that democracy required not only the development of conventional learning but also the development of a "common spirit" among maturing citizens so that they could engage in **democratic conversation** and for that, he believed you needed to bring black and white, women and men together, to study together, to debate together, to learn from each other.

Horace Mann believed that **every** American needed to have sufficient education to differentiate truth from falsehood and to think critically about what they read and saw. That is why Mann advocated for education not just for an elite, but for all races, classes, genders. It was the best insurance for democracy. He came to Antioch as an experiment in nonsectarian, experiential coeducation. It was about creating citizens who had the skills to engage in divergent thinking in a diverse America.

Those are our institutional roots.

While we always quote Mann's challenge to the 1856 graduating class ("Be ashamed to die until you have won a victory for humanity"), let's take note of his Antioch *inaugural* address in 1853 when he said, "Individuals can debase individuals. But it is governments that brutalize an entire race...NO limits can be affixed to the influences

which the humblest institution or the humblest individual can exert." (Taylor, 2010: 74) In other words, we **all** have a role to play—no matter how small, no matter how humble. For Horace Mann, it wasn't just about what you thought. But what you did. It is well to think well but, he added, "It is divine to **act well**." [https://www.goodreads.com/ quotes/144338-it-is-well-to-think-well-it-is-divine-to]

And so Antioch has. There is abundant evidence of Antioch 'acting well' – at least from my lens.

In his time, Mann was convinced America was in grave danger because its politics were so bitter, so partisan, so divided, and so vicious that he said, "The nation was at risk of splitting apart." Two years after he died, the Civil War turned his fear into a reality. Some 30 years after the College's founding, and well after Mann was gone, on a Commencement Day in 1885, Antioch College dedicated a marble tablet to memorialize its students who had died in the Civil War. There were 31. The speaker on that day noted that those Antioch students were patriots. "From the lips and teachings of Horace Mann," he said, "the lessons of universal brotherhood were learned, and an unalterable hostility to oppression and slavery was deeply instilled." Horace Mann was a hero to the cause of humanity. The speaker continued, "When other national leaders openly excused slavery, Horace Mann went forth, armed with "the trinity of truth, justice and mercy, and successfully threw them upon their chosen ground." Mann's voice was powerfully defiant and unwavering "when good men faltered" he stood up. [https://www.antiochcollege.edu/ antiochiana/songs_from_the_stacks/may-23-2011]

Carry that clarion call forward through the decades.

In the late 1930s, College students raised money and collected donations on behalf of those trying to escape the death camps in Europe and come to America. In the early 1940s, with the help of the Quakers, Antioch College opened its doors and accepted Japanese-American students whose families were imprisoned in internment camps, separated behind bars. [http://www.ysnews.com/old/stories/2003/august/082103_history.html]

These examples speak to Mann's belief that we should not be content to wait and see what will happen, but to have the "determination to make the right things happen." [https://www.goodreads.com/ quotes/54866-let-us-not-be-content-to-wait-and-see-what] And so, again, in the late 1940s, Antioch President Douglas McGregor stood up for freedom of speech when he told the House committee investigating "unAmerican activities" (known as HUAC), that dissent and questioning authority was patriotic and American.

He too defiantly said, "A college should contain people with what we at Antioch call a happy diversity of ideas, and we have them all. A big majority of them are like the people in this room – Republicans, Democrats and Independents. We have some on campus whom some might regard as unduly liberal. I believe the important criterion in this whole area is the person's honesty, integrity and willingness to play within the democratic ground rules. As long as a person will operate on that level, we have nothing to fear." [https://sites.google. com/a/ysschools.org/red-scare-at-antioch-college/mcgregor-sresponse-to-matusow]

Once again, Antioch stood for the value of diverse perspectives and democratic disagreement as a strength of this country, not its weakness. When in September 1954 a renowned Antioch Professor of Art and Aesthetics was asked for (and refused) to name names of College faculty, he too stood up strong and proud as an American and as an Antiochian, with reasoned and principled resistance to the pressures of the Red Scare. He declined to reply on the grounds that answering might cause unnecessary harm to others, or would cause him to lose self-respect. [https://www.antiochcollege.edu/antiochiana/ songs_from_the_stacks/august-11-2011]

Again, Mann's call to **act well** lived on.

In the 1960s, in Yellow Springs, Ohio, Antiochians marched down the main street to protest a local barbershop that refused to cut the hair of Black customers. For months there were pickets and sit-ins. Then on a cold day in March 1964 officers in riot gear used night sticks and fire hoses, arrested villagers, and College faculty and students. The barbershop closed that day, refusing to integrate. It never reopened. [https://ysnews.com/news/2011/12/a-civil-rights-milestone-50-years-on]

As we all know, Antioch College had an important role in the Civil Rights movement with students participating in The Freedom Summer. It was a continuation of Horace Mann's call to stand up against the government's brutalization of a race and the denial of democratic rights. **To act well for the common good.**

The list could go on...but jumping to the present: Antiochians today study hard and continue to act well. Thousands of Antioch alumni are making a difference across the country and world. Antioch University Los Angeles provides its amazing Bridge Program to those living below the poverty line. Antioch University New England has students and faculty engaging in environmental justice projects across the state and world. And Antioch students and alumni march for the rights of all to love who they want, march to end gun violence, march for the rights of women and because Black Lives Matter.

Antioch University Chancellor Bill Groves has taken public stands from his leadership perch to speak out against the Charlottesville demonstration, to oppose the US pulling out of the Paris Climate Accord, to support the rights of Dreamers, and to keep our borders open to those who come to our shores from whatever country and religion.

It is in our roots that Antioch graduates should help reform and heal this nation. That is what Mann meant when he said, an Antioch education is to 'win victories for humanity.' Not for oneself but for humanity. For the values of democratic citizenship. So when you think of this institution, one of the humblest of higher education to be sure, our history is inseparable from this democratic experience.

It is clear what Antioch stands for. I think if Mann looked back on these 166 years of Antioch, I hope he would be proud. I am.

So, just WHAT are those democratic values that so inspired Mann and us? For me, far beyond political party affiliations our common core includes defending our democratic institutions, seeking and spreading truth, embracing differences, aspiring to our highest ideals, our better angels said President Abraham Lincoln, and to participating in civic life **together**. That is the common good,

Given this is a doctoral program, it is appropriate to ask, WHAT do scholars do to understand, analyze, and uphold the common good?

In other words, how do scholars 'act well?'

Political scientists, for example, measure democracy, study voting patterns, assess citizen reactions and so forth. Last year, 20 of our nation's top political scientists concluded American democracy is eroding. We're in trouble. They pointed to a breakdown in our social fabric, the erosion of the commitment to the rule of law and freedom of press, and a loss of faith in the electoral system. Warning signs indeed. They said if "current trends continue for another 20-30 years, democracy will be toast." It is Horace Mann's grave concern once again. [https://www.vox.com/2017/10/13/16431502/america-democracy-decline-liberalism]

And now, like then, Antiochians cannot stand by and watch that happen.

Or take philosophers like Martha Nussbaum who recently shared a roadmap to engage in good citizenship and the practices of hope, one of which is to create a world of listening, critical thinking, mutual respect for reason—not brief social media blurts or the tweets of 140 characters—but the working out and through complex arguments. (Nussbaum, 2018) Uncomfortable civil debate based on reason, and evidence, and a belief in the common good. It all goes back to Horace.

Now, leadership scholars – at least those from OUR program – study moral leadership, ethical action, civility, dignity, positive identity, democratic engagement for the common good through collaborative processes among diverse groups. A recently released book by one of our program's graduates on African-American women of the civil rights movement talks of servant leadership, "These women didn't stand on ceremony. They fought for worlds where others might have freedoms that they themselves would never enjoy. They served to 'win those victories for humanity." (Bell, 2018)

So let me bring this all back home...to you, sitting in this front row.

What do Antiochians do?

Of course, Antiochians remain members of this lifelong learning community as alumni, and have opportunities to work with and support future students in many ways, and to engage with each other as learners and professionals and change agents.

But there is more. **I hope you will act well**, in the spirit of Horace Mann and in the tradition of Antioch.

When tikki torches appear on our streets, When families are torn apart at our borders, When citizens are denied the right to vote, When journalists are attacked as the enemy, and

When a fear-laced fury of emotional partisanship taps into resentment and rage....

Antiochians have seen this before and Antiochians say 'No, Not Here, Not Now, Never Again.' **We stand together.**

At his 1965 commencement speech to the graduates of Antioch College Martin Luther King, Jr. talked about creating a Beloved Community, caring for each other, **not allowing someone to live in need when others have things" and he called on Antioch graduates "to do things to make the dream happen."** [http:// www.wyso.org/post/revisiting-dr-martin-luther-king-jrs-1965commencement-speech-antioch-college]

I feel compelled to say, in our time, **making it happen means standing up**. As we've seen in other Antioch generations, taking a stand meant being a patriot and fighting hate in lands abroad.

In other Antioch generations, taking a stand meant being a patriot and fighting hate in this land, whether barbershops in Yellow Springs or voting rights in Freedom Summer.

In other Antioch generations, being a patriot meant standing up to bullies and those who wanted to silence freedom of speech and press.

While I cannot tell you what to do – that would be unlike me – I will tell you that Antiochians will not be silent...whether through their scholarship, their research, their writing, their loving, their marching, their letter-writing, their voting, their blogging, their posting.

Getting Involved Walking Precincts Welcoming Neighbors Sitting In Speaking Out Rising Up Marching on Taking a Knee Antiochians will take a stand

In his 2018 commencement address to Harvard Law School, then Republican Senator Jeff Flake concluded far more poignantly than I, "Circumstances may call on you to risk standing alone, risk even perhaps your career.....but when circumstances call on one to risk career in favor of principles....you – and this country will be better for it. You can go elsewhere for a job but you cannot go elsewhere for a soul." [https://www.cnn.com/2018/05/23/politics/jeff-flakeharvard-commencement-donald-trump-white-house/index.html]

At Antioch, we stand together to 'act well,' to make the dream of our democracy live on." **THAT is what it is to be a graduate of this institution from this program at this time.**

Laurien Alexandre, Provost, Antioch University Graduate School of Leadership and Change lalexandre@antioch.edu

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PhDLC Travels to South Africa

Converse, make meaning, and create magic. Those are words that Antioch faculty professor **Dr. Lize Booysen** used to express the mission of the International Leadership Association's (ILA) first regional conference in Africa.

BY CAMMI CLARK

Cohort 15, Trip Participant



Dr. Lize Booysen, South African native and co-chair of the International Leadership Association (ILA) conference, along with faculty member Dr. Jon Wergin, 10 Antioch students (six current and four alumni) and three of their family members came from all corners of the world to join hundreds of others at the scholarpractitioner conference on *Next Generation Leadership*, held at the University of Pretoria in late May 2018.

"The ILA conference at the University of Pretoria offered a unique forum for an international group of scholarpractitioners to engage in the topic of developing

leadership capacity," said **Dr. Maria Dezenberg**, (Cohort 13) a conference presenter. "The diverse perspectives engaged in this conference against the backdrop of South Africa's historical and cultural realities made for a rich learning experience."

Maria presented "Higher Education Internationalization: A Vehicle for Advancing Global Leadership Competencies," followed by a roundtable discussion on "Developing Tomorrow's Leaders with Inclusive Leadership in

School Settings," as well as served as a presentation chair on "Leadership Across Generations: Lessons for Next Generation Leadership." The conference also served as the backdrop for a Cohort 11 triple threat, **Drs. Jodi Kortje, Tami France**, and **Patricia Greer**, as they led a presentation and roundtable discussion on "Navigating Moral Distress: A Collaborative Approach for Next Generation Leadership Well-Being."

"The conference was eye opening, with the opportunity to learn about the rich and diverse culture in South Africa," Patricia said. "I am proud to have been part of the first ILA conference in Africa, a place where so much leadership has been practiced. We all have an umbilical cord to Africa, and now I feel the connection."

Current students from Cohorts 15 and 16 also had the opportunity to present. They include, **Cammi Clark** (C15) on "Your Leadership Story: Writing Your Life Story Leads

Engage with the International Leadership Association!

The International Leadership Association creates unique opportunities to come together with leaders from all over, to positively impact the world we live in. For more information, visit www.ILA.org or contact Lize Booysen. to Greater Self-Awareness and Stronger Leadership;" Kelly L. Cerialo and Sara Safari (C16) joining forces to present on "Mentoring the Next Generation of Youth Leaders to Support Sustainable Communities;" and Catherine Chege (C16) talking about "Maternal Influences in Leadership."

In addition, faculty served as presentation chairs, with Jon on "African Artists as Agents of Social Conscience" and "Evaluating and Measuring Leadership Outcome

Effectiveness," and Lize on "Developing Next Generation Female Leaders."





Aside from presenting, Antiochians soaked in the knowledge from others, as well as everything around

them. "When I think of South Africa, and the experience of presenting and attending the ILA Conference, I smile at the memories," Tami said. "The experience challenged my thinking about leadership. The country, the culture, and the questions posed by the audience were new. It was a stretch experience and I would recommend it to others who are interested in expanding their presentation CV and challenging how they think about and speak about leadership."

On the days following the conference, many of the Antiochians and family stepped outside the walls of the university for a optimal excursion organized by South African natives Lize and her partner Karin Hougaard, to soak in the deep history, rich culture, and allure of the magical country christened the "Rainbow Nation," partly because of the varying cultures of people.

For most, the first stop on the journey included time to recharge from the intensity of the conference. The Mangwanani African Spa, "a true African indulgence that blesses the body and soul through ancestral therapies," provided the ideal serene outdoor setting along the river, where local women run the spa and everything in it, including the creation of the authentic handmade products.

With refreshed bodies and minds, the group experienced the Apartheid Museum. The basic principle behind Apartheid was simple – segregate everything. Visitors to the museum get a glimpse into that segregation, starting with their entrance ticket, which is randomly labeled white or non-white. The ticket's label dictates a visitor's allowable path. In real life, liberation from

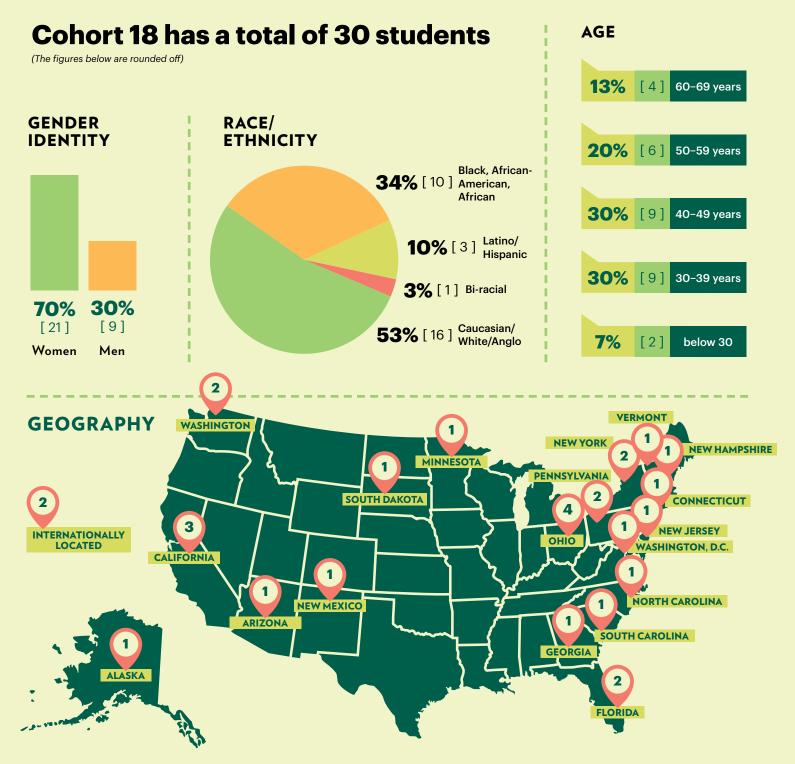
segregation didn't happen until 1994 with the election of Nelson Mandela, the prisoner who became president. Today, segregation is exactly where it belongs – in a museum.

Part of the tour also brought the introduction to the world-famous Cradle of Mankind. It is said that, "Africa is the birthplace of humankind. This is where our collective umbilical cord lies buried." Those words rang loud as the group set off on an underground tour of the Sterkfontein Caves. It's inside these caves that scientists discovered significant fossils dating back more than 4 million years to the birth of humanity, including the famous 2.1-million-yearold skull of Mrs. Ples, and Little Foot, an almost complete skeleton that is more than 3 million years old.

The group also spent time at Lesedi Cultural Village where traditional African culture is kept alive through tribal dancing, singing and food. The experience ended with an overnight in an ethnic homestead of Zulu, Basotho, Ndebele or Xhosa.

The last part of the group's experience took them to the Tshukudu lodge, perched on a mountain top in the Pilanesberg National Park, overlooking the vast bushveld and an active watering hole for animals. The park is home to thousands of native wildlife species, including the "big five," the five most dangerous animals, lions, elephants, rhinoceros, buffalo and leopards. With safari excursions at both dawn and dusk, the group saw all but the buffalo, in their natural habitat, and enjoyed an exquisite starlight open-air campfire-dinner on the bushveld.

Demographic Profile of Cohort 18 | 2018-19 (as of July 4, 2018)



PhDLC Faculty and Graduates Share Time During Reunion Summer 2018

PhD in Leadership and Change alumni members gathered virtually and on-site with GSLC faculty, **Drs. Laurien Alexandre** and **Donna Ladkin** to visit and take part in **Dr. Jon Wergin's** session entitled, "Learning That Matters: The Keys to Deep Learning in People and Organizations". The event culminated with a reception in Yellow Springs! Save-the-date for reunion next year, August 3, 2019.



Drs. Dani Chesson, Maria Dezenberg, Robin

Alumni Stay Connected!

Duncan, and Leatrice Oram (all members of Cohort 13) missed the collegiality of residencies. Starting back in 2016, they instituted monthly video meetings where they could check in and support each other through the dissertation process. As each one defended and graduated, the meetings evolved into informal yet critical chances for connection, seeing every member through big professional changes as well as moves across the country and the globe, and a lot of irreverent laughter. They continue on up to today!





▲ GSLC Learning Community Members Join Healthcare Cohort in Cuba!

A dozen members of the GSLC community including faculty, students, and alumni spent a week in Havana, Cuba in April 2018 studying the healthcare system as part of the required Healthcare international residency. It was an extraordinary trip exploring a system based on an entirely different political, economic, and social foundation.



Professor of Organization Learning and Development faculty **Dr. Mitch Kusy** kicked of the 2018-19 Graduate School of Leadership and Change Book Alumni Club with review of his newest book, *Why I Don't Work Here Anymore: A Leader's Guide to Offset the Financial and Emotional Costs of Toxic Employees* (Productivity Press, 2017). Participants talked through the book's strategies regarding such areas as, calculating the real financial cost of toxic people in organizations, providing direct and respectful feedback to a toxic colleagues, and hiring and engaging talent. Stay tuned for future book club sessions in the coming months!

GSLC Scholarship Funds Make A Difference!

We are committed to raising awareness and support for our GSLC scholarship funds that directly benefit the lives and work of students. As you consider your charitable giving, please a gift that could help win victories for humanity.

www.alumni.antioch.edu/GIVENOW

Alumni and Student Updates

COHORT 1

Dr. Karen Gilliam was selected to serve as the National Aeronautics and Space Administration (NASA) Chief Learning Officer and Organization Development Capability Lead. Additionally, Dr. Gilliam recently obtained the Associate Certified Coaches credential from the International Coach Federation (ICF). The Associate Certified Coach (ICF) is the first level of an ICF Credential.

COHORT 2

Dr. Lisa Kreeger was elected to serve as a Council member in Yellow Springs, Ohio. Her focus is on affordability, anti-racism, and economic sustainability. Lisa was also promoted to the position of Associate Chair of Undergraduate and Doctoral Nursing for the School of Nursing and Health Sciences at Capella University.

COHORT 3

Dr. Steven Austin Stovall assumed a new role at Southeast Missouri State University (SEMO) in Cape Girardeau, Missouri as Assistant Professor of Management with a teaching focus on entrepreneurship and general management. Dr. Stovall joins SEMO from Wilmington College in Ohio after 16 years of service.

COHORT 4

Director at Creative Arts Therapy Certificate Program for Ulster BOCES Adult Career Education Center **Dr. Lucy Barbera** has been invited to present a Master Class at the Expressive Therapies Summit in New York City titled



"Drawing Out the Reluctant and Resistant Clients: Stimulating Strategies for Success." Additionally, this summer, The Creative Art Therapy Studio, which Dr. Barbera founded and direct, offered a week-long training in Sandplay Therapy for a group of international mental health professionals, including ten South Korean psychologists and their translator. **Dr. Lynn Langer** is serving as the Acting Associate Dean of Advanced Academic Programs (AAP) at Johns Hopkins University (JHU) . AAP is the continuing education unit of the JHU Krieger School of Arts and Sciences and has over 3,000 students, 45 full time faculty, and over 400 adjunct faculty.

Senior Vice President and Chief Data Scientist for Dun and Bradstreet, **Dr. Anthony J Scriffignano**, was recently recognized as the US Chief Data Officer of the Year 2018 by the CDO Club during its 6th annual NYC CDO Summit. The CDO Club is the world's largest community of C-suite Chief Digital Officers and Chief Data Officers. Learn more about Dr. Scriffgnano's work here, http://newyork.citybizlist.com/ article/483129/dun-bradstreets-dr-anthony-scriffignanonamed-us-chief-data-officer-of-the-year-2018-by-cdo-club

Dr. Marilyn Shea is the new art teacher for the Tennyson Center for Children in Denver, Colorado. The Center is dedicated to helping children who have experienced severe abuse, neglect and/or trauma so they can bravely, and safely, change their life's story. Dr. Shea has been a part of the Tennyson team for five years working across the Center leading a healing garden project, initiating project based learning, and establishing an environmental team to increase recycling and composting throughout campus.

Learn more about Tennyson at, https://www. tennysoncenter.org/

COHORT 5

Author, Speaker, and Consultant, **Dr. Chip Espinoza** is the new inaugural Dean of Strategy and Innovation at Vanguard University of Southern California. Additionally, Dr. Espinoza's book *Millennials Who Manage* (Pearson FT Press, 2015) was just translated in Indonesian.

Dr. Iva Vurdelja recently concluded a trip to Nepal where she taught a seminar on Corporate Social Responsibility (CSR) to a group of MBA students at Novel Academy. She presented the topic "Contemporary Issues in CSR" to corporate leaders, school principals, and banking executives in the Pokhara region. **Dr. Lynn Olsen** was recently elected to the University of St. Thomas (UST) Adjunct Faculty Council, representing adjunct instructors in the Opus College of Business. The Council consists of representatives from several UST colleges, serving colleagues by providing input to the university administration on matters of interest, and by sharing information regarding the various committee actions that may affect them. Dr. Olsen also continues to serve as the adjunct faculty representative on the University Technology Advisory Committee.

COHORT 6

Director at Evolve Dance Inc. and Editor of *The Dancer Citizen*, **Dr. Jane Alexandre** is a new lecturer in the dance department at the Union Theological Seminary. Learn more about her work here, https://evolvedance.org/.

COHORT 7

Assistant Professor at Towson University and founder of ArtUp **Dr. Tavia LaFollette** has collaborated with The Mattress Factory Museum in Pittsburgh, Pennsylvania on the new exhibition entitled *Civil Rights and Civil Wrongs: South Africa and United States*. The exhibition brings American artists and artists from countries facing human rights crises together in a virtual – and actual – dialogue. Previous projects involved artists from Egypt in 2011, and from Israel and Palestine in 2013. Learn more about the exhibition here, https://www.sitesofpassage.org/news

Senior Strategist for Special Initiatives at Association of College and Research Libraries **Dr. Kara Malenfant** has coedited the book entitled Shaping the Campus Conversation on Student Learning and Experience: Activating the Results of Assessment in Action (ACRL, 2018).

Dr. Chuck Powell has recently transitioned from his previous careers as caregiver, healthcare executive, and Air Force officer, to Chief Executive Officer of the consulting company, Encompassing Leadership Associates. Additionally, Chuck continues to hold faculty appointments and teach leadership, organizational development, and change management at Emory University and Philadelphia College of Osteopathic Medicine. Recently, Chuck has just published a novel centered on leadership themes entitled, *Abby's Quest: A Leader's Journey into Fable, Reflection, Insight, and Adaptation* (CreateSpace Independent Publishing Platform, 2018). Learn more about the book here, https://www.amazon.com/Abbys-Quest-Leaders-Reflection-Adaptation/dp/1986843408/ ref=sr_1_1?s=books&ie=UTF8&qid=1526489045&sr=1-1

COHORT 8

Dr. Alpha Woodward has been named Director of Music Therapy at Wartburg College. Learn more about her work here, http://www.wartburg.edu/people/alpha-woodward/

COHORT9

Dr. Marcia Tate Arunga has launched the 2nd edition of *The Stolen Ones And How They Were Missed* (Arunga, 2010). Marcia teaches at Seattle Central College in Applied Behavioural Sciences Bachelor of Arts program and consults in the field of equity and justice planning with departments in the City of Seattle's Race and Social Justice Initiative and non-profit organizations.

Members of Cohort 9 had their first, of what they hope to be a biennial, reunion in Denver Colorado this May. Members Drs. **Annie Hernandez, Susan Cloninger, Susan Summers, Tera McIntosh, Mark Bloemhard** (and lovely wife, Bethany), **Tom Borrup**, and **Leah Hanes** (who joined virtually) were present along with the family members of the late Cohort member and gentle spirit of Dr. Matt MaGrath. Pictured here is Karla (Matt's wife) Tara and Jordan (two of Matt's Children) and Matt's brother, Larry. During the reunion they were able to visit Red Rocks (pictured below) as well as the Denver Botanical Gardens, and other little creative spots as well as find time to catch up on personal and professional happenings. In addition, the group also set up a memory night in which stories of Matt Magrath were shared, along with prayers, and



other spiritual traditions of the group. Matt's family was presented with a book of photos from his time at Antioch as a way to honor all who loved him there.

COHORT 10

Director of Community Affairs and Strategic Alliances for the State Fair of Texas **Dr. Froswa Booker-Drew** received the Champions Community Award from AdvoCare in recognition of her community work during the AdvoCare Champion Festival. Froswa also has



joined forces with the Mayor of Dallas and a team of local leaders in a film to update the city on the progress of Grow South, a comprehensive strategy to build a foundation for sustainable growth including short-term and long-term infrastructure and capital improvements that will support and enhance growth in Southern Dallas. Learn more about this exciting work here: http://www. dallasgrowsouth.com/2018-growsouth-film/

Chief Community Impact Officer at United Way of Central Indiana, **Dr. Kiko Suarez** selected by the Indianapolis Colts to be recognized and to receive a 2018 Hispanic Heritage Leadership Award.

COHORT 11

Director for Antioch University New England's (AUNE) Environmental Studies Master's programs and Co-Director of Antioch's Center for Climate Preparedness and Community Resilience Dr. Abi Abrash Walton recently published "Positive Deviance and Behavior Change: A Research Methods Approach for Understanding Fossil Fuel Divestment" in the journal Energy Research and Social Science. The article is accessible online here: https://www.sciencedirect.com/science/article/pii/ S221462961830714X. Additionally, Abi launched the fifth year of the webinar series Weathering Change: Local Solutions for Strong Communities in partnership with the National Oceanic and Atmospheric Administration. Details here: http://www.communityresilience-center. org/webinars/working-with-difference-practicesfor-cultivating-change/. Abi also served as invited lead presenter for the American Association for the Advancement of Science, Science and Technology Policy

Fellows session on "Translating Science to Inform Policy," September 11, in Washington, DC.

COHORT 13

Innovation and Change Consultant for Chesson Consulting **Dr. Dani Chesson**, has published "Meeting 21st Century Organizational Challenges with Design Thinking" in the Organization Development Journal. Read the full article here, https://designthinkerprofile.files.wordpress.com/2018/09/ chesson_meeting_21st_century_organizational-challenges. pdf

Antioch University Director for Accreditation and Academic Compliance **Dr. Leatrice Oram** presented "Introversion and Leadership" recently for Antioch University Clinical Psychology Management students. Leatrice touched upon the way in which introverts can and do lead, and how and why the world and organizations can benefit from their leadership. This work is drawn from Leatrice's dissertation which can be accessed here, https://aura.antioch.edu/ etds/301/

COHORT 14

Leadership Coach **Steve Galloway** was recently featured for his work by the Nebo Company, which provides leadership coaching and professional development to leaders who want to make a positive difference in the world. Learn more about Steve here, https://nebocompany.com/about/team/stevegalloway/

COHORT 15

Mayor of the City of Norfolk, Virginia **Kenny Alexander** will present "The Norfolk Seamstress Who Said No: The Political Legacy of Evelyn T. Butts" at The Virginia Wesleyan University. Sponsored by the Center for the Study of Religious Freedom in conjunction with AMERICAN REVOLUTION™ 2019, this talk will share details of the ways in which Evelyn T. Butts' political citizenship inspired her--through grassroots leadership and a concern for social justice--to challenge the poll tax in Virginia in an unusual case that was decided by the Supreme Court and Alexander's research into why she was so effective and how her work should continue to speak to us today.

Now Accepting Applications for 2019/20!

Application review will continue throughout the spring until the cohort is filled. Review of completed applications begins in early February and will continue throughout the Spring until Cohort 19 is filled.

For more information contact admissions.phdlc@antioch.edu

COHORT 16

Assistant Professor at Paul Smith's College, **Kelly Cerialo**, was awarded the "Outstanding Faculty Member of the Year" award. Kelly was also named the Co-Chair of the United Nations Scientific Education Cultural Organization's



Champlain-Adirondack Biosphere Reserve.

Additionally, Cerialo worked this fall in Cape Town, South Africa with the United Nations Scientific Education Cultural Organization's Cape West Coast Biosphere Reserve on a sustainable tourism project called the Berg River Camino.

COHORT 17

Larry "Bing" Bingaman is the new Co-Chair for Social Venture Partners (SVP), Connecticut's New Haven efforts. The nonprofit coalition of business and community leaders, as well as philanthropic groups, named Bing to oversee an initiative designed to expand education and employment opportunities in the region and around the state. Bing and SVP staff work to attract local community, business, academic, and government members to help close the opportunity gap for college graduates in the greater New Haven region. SVP Connecticut strives to improve job training programs, enhance the state's community college system, expand high-quality early childhood programs, and support nonprofits that advance educational and career opportunities for all. It also provides grants to nonprofits and social enterprises, and offers professional guidance so organizations can improve to maximize their impact. Bing's work to position his company, the Regional Water Authority, as an economic driver in the region, his involvement in the New Haven community, as well as his experience as the founder and president of Conscious Capitalism Connecticut, all help guide the work he does as a Co-Chair of SVP Connecticut.

Oversight and Compliance Consultant for ECS technology company, Kader Gumus was a recent recipient of The ECS Engage Grant. Kader was approved to help support her pro bono organizational development consulting and coaching efforts with a local non-profit, Feed a Family (FaF) based in Burke, Virginia. Kader's ECS grant along with her own contribution gave families in need 1100 meals. Additionally, as a grant recipient, Kader engaged as a volunteer for The Breast Cancer Box as a pro bono leadership development coach and organizational development consultant. The Breast Cancer Box is a Burke, Virginia based non-profit dedicated to comforting breast cancer patients during their recover. Learn more about Kader and her impactful work here, https://www. linkedin.com/in/ kadergumus



The Graduate School of Leadership and Change learning community gathered this past August in Yellow Springs, Ohio to celebrate the 2018 graduates with family, friends, and colleagues!







UNIVERSITY MISSION

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. To learn more about our multi-campus system visit: **antioch.edu**

FACULTY AND STAFF UPDATES

Professor of Leadership and Organizational Behavior **Dr. Lize Booysen** was a guest editor of "The Challenges and Outcomes of Critical Diversity Scholarship" in a recent special edition of *Quality Research in Organizations and Management* (Emerald Publishing Limited, 2018). Lize also co-chaired the first regional African International Leadership Association Conference in Pretoria, South Africa. Finally, she recently edited *The Handbook of Research Methods in Diversity Management, Equality and Inclusion at Work* (Edward Elgar Publishing, 2018).

GSLC Core Faculty members **Drs. Carol Baron**, **Elizabeth Holloway** and **Jon Wergin** contributed to Lize's book along with GSLC alumna and Professor of Psychology and Counseling and Chair MA of Student Affairs at Carlow University, **Dr. Harriet Schwartz**.

The GSLC Writing Center Director, **Dr. Elaine Gale**, performed at the famed Theatre Row with her solo show entitled "ONE GOOD EGG: A Brave, Bold and Funny One Woman Show", at the United Solo theater festival in New York City for its off-Broadway debut. "ONE GOOD EGG" was one of 100 shows selected worldwide for United Solo. Learn more about the show here, www. onegoodshow.com



Elaine Gale shares a special moment with several of the many members of the PhDLC learning community including students, alumni, and family that turned out in support of her NYC show!

Professor of Leadership and Ethics, **Dr. Donna Ladkin**, recently coauthored "The

Journey of Individuation: A Jungian Alternative to the Theory and Practice of Leading Authentically" in the journal *Leadership*. Donna was also the keynote speaker at the ILA's 2018 Annual Conference this October.

Professor of Organization Learning and Development **Dr. Mitch Kusy** has been selected as a keynote speaker for the upcoming Creating Healthy Organizations conference in Costa Mesa, California. Based on his latest book, *Why I Don't Work Here Anymore: A Leader's Guide to Offset the Financial and Emotional Costs of Toxic Employees* (Productivity Press, 2017), the keynote title is "Toxic Behaviors Diminish Well-Being and Performance: How to Design Cultures of Civility that Mean Business." In the keynote address, Mitch will engage participants in using his Toxic Cost Worksheet that provides the financial cost of toxic behaviors in one's own workplace, along with several assessment inventories and five top intervention strategies. In addition,



Mitch's latest article appeared in the June issue of the journal *Leader to Leader*, published by renowned CEO, Frances Hesselbein. The title of Mitch's article is "Why I Don't Work Here Anymore: Leader Beware!" Here's the link with free access, https://onlinelibrary.wiley.com/doi/ epdf/10.1002/ltl.20368. Mitch also hosted a 90 minute webinar entitled Top HR Practices Revealed: How to Manage Toxic Personalities, Reduce Workplace Drama, and Improve Your Bottom Line!.

Drs. Elizabeth Holloway and **Mitch Kusy** presented a two-day seminar to the *American College of Healthcare Executives* on May 21-22, 2018 in San Francisco. The title of their seminar was "Toxic Behaviors in Healthcare: How Everyday Civility Increases Patient Safety and Team Performances."

GSLC Graduate Research Librarian **Dr. Steve Shaw** presented "LibGuides and the Embedded Librarian" at the annual Ohio Private and Academic Libraries (OPAL) conference. Learn more here, https://www.antioch.edu/ midwest/2018/09/19/aum-gslc-dr-steve-shaw-gslc-anddana-knott-aum-attend-opal-conference/

Professor of Leadership, Management and Service, **Dr. Aqeel Tirmizi** recently presented his research work at the International Leadership Association's regional conference, which was held in Lima, Peru. The conference was organized in collaboration with Universidad del Pacifico. Aqeel's two sessions focused on research projects based on his collaborative work in the Caribbean region. The first session was titled "Leadership for Inclusive Education in the Caribbean: Implications for Teacher/Principal Preparation Programs" and the second session was called "Leading Responsibly: Relevance of the Major Leadership Theories in the Latin American and Caribbean Context." The gathering attracted an enthusiastic group of academics and practitioners from the Latin American and Caribbean region, USA and a number of other countries.

Around Antioch University

Exciting happenings abound throughout Antioch University! Learn more all about the wonderful news from our campuses and program here,

antioch.edu/au-news/



TO LEARN MORE

about the Graduate School of Leadership and Change, contact Associate Director of Outreach and Engagement, Leslee Creighton at Icreighton@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 of program faculty and staff through **annual donations** that support projects involving **renewable energy**, **energy efficiency**, and **reforestation**.

ANTIOCH UNIVERSITY

GRADUATE SCHOOL OF LEADERSHIP AND CHANGE

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Antioch University has had continuous accreditation by the Higher Learning Commission since 1927. Antioch University is authorized for operation in the state by the Ohio Department of Higher Education. The PhD in Leadership and Change program obtained full and permanent approval from the Ohio Board of Regents in summer 2005.