

The Antiochian Leader



ANTIOCH UNIVERSITY

Graduate School of Leadership and Change

The First-Year Cohort Experience

Our students tell us that one of the qualities of the PhD in Leadership and Change that makes the program so special is the cohort. We decided to probe a bit more deeply into the cohort experience in our geographically dispersed and extraordinarily diverse student body.

A bit of program context is needed. The cohort model has been a core and essential aspect of the design and delivery of PhD in Leadership and Change's (PhDLC) from the outset - it is both a process *of* learning, a venue *for* learning, and it is itself an engagement *in* learning. As a cohort-based doctoral program, students craft their own unique journey in the study, research and practice of leading change in their own fields of practice, but they do so within the context of a peer learning community.

The PhDLC admits 25-30 students a year into the cross-sector cohort and approximately 8-12 into the healthcare cohort. Our cohorts are incredibly diverse on virtually every demographic component from age, geography, race and ethnicity, nationality, sexual orientation/identity, sector and profession (See page 6 – Incoming Class of 2016). Over the course of their three pre-candidacy years, the cohorts meet face-to-face in residencies coupled with weekly and even daily technologically enabled dialogue in their annual proseminars. These proseminars are powerful learning communities within the context of the much larger doctoral program, which currently has 175 active doctoral students.

Cohort programs have become increasingly popular in the United States, England, Canada

APPLICATIONS NOW BEING ACCEPTED FOR 2017-18
Review of complete applications begin in early February and continues through mid-May or until the cohorts are filled.
For more information contact admissions.phdlc@antioch.edu

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and elsewhere. The rationale for the development of this model is associated with higher student retention rates as well as an optimal shared educational experience of the cohort members. In a study of cohort-based doctoral programs over the last 18 years, Bista and Cox, (2014) conclude that “the cohort model provides students with not only support from professors but also from their peers.”

We know the cohort model works! We see it every day, every year, and at every graduation. We know from the retention and graduation rates of

The First-Year Cohort Experience continued on page 5



Members of Cohort 15 celebrate the kick-off of their second year! (Photo credits, Jeff Girton)

Provost's Column



This August we concluded our 11th commencement ceremony. My commencement remarks focused on the role of public intellectuals, scholar-practitioners, in a time of divisiveness. Below is an edited version of my remarks.

“As scholar-practitioners, our graduates are focusing their attentions on research and practice that makes a difference, that fosters innovation and creativity, that builds inclusion and collaboration, that expands opportunity and access....and, bottom line, that makes the world – home, neighborhood, community, organization or workplace – a better place.

I can't understate how important this work that you are doing and will continue to do is – in every way and every day. This is what Horace Mann meant when he talked about an Antioch education “winning victories for humanity.”

You bring hope while so many only talk about division and despair. Your studies explore issues and problems and opportunities and you searched for solutions through evidence and sound judgment and respect for the dignity of all. What a difference within these walls today and the larger world in which we live.

What a difference Antioch has made for over 160 years. You are graduating from an institution that has stood up against bigotry and discrimination since 1852. And, more importantly, an institution **whose graduates** have stood up against bigotry and discrimination since 1852.

That is a proud history.

I am so troubled by our times.

The tragedies seem daily – gun violence takes lives, terror takes communities

The toll is staggering.

Not only in terms of human life but also in terms of the health of our nation and the wellness of our world.

Hate seems to be gaining hold; fear seems to be winning.

I can barely bring myself to watch the news these days.

Part of me just wants to shut my doors and read my books.

I have often wondered, What would I have done in other times of hate? When demagogues preached hate and 6 million Jews burned, and millions more across the globe were hunted down, displaced, on the run, victimized, in hiding. The world was on edge. I wonder what I would have done. Would I have cowered? Would I have run? Or, would I have resisted, and in what way? I hope the latter, but I will never know.

What I do know is that we have seen demagogery rise in many other times and in many other countries. We see it across the world –rooted in narrow nationalism, nativism, fear-mongering, the hate of the other by race or religion. Somehow, at least in my lifetime, we have been comforted to think not here. Not in my country. Not in these United States. Not in my time.

As I thought more deeply about this – sitting with the revulsion I feel witnessing this country's political discourse, I think back to Sinclair Lewis's 1935 novel, *It Can't Happen Here*, which depicts a fictional President who turns the US into a dictatorship, American style, by playing upon citizens' fear of an imaginary threat, at that time, home grown and inspired from abroad Communism.

Through his brilliant novel, Lewis demonstrates how easily a tyrant could grab and hold power in America:

- By condemning liberals who protest for their lack of patriotism (think of current calls to revive the infamous House Un-American Activities Committee)

- By arresting dissenters and placing them in concentration camps (think recent calls for Deportation Centers)
- By outlawing habeas corpus for anyone the government suspects of being an enemy (think profiling Muslims & monitoring Mosques),
- By allowing forms of torture (think waterboarding and worse)
- By crushing civil rights, especially those of minorities (think about the right of life and freedom to feel safe in our streets. Lives that matter.)
- By condemning the public schools, colleges, educators, scientists for their opposition (think climate change deniers)
- By threatening war with Mexico by creating an imagined threat posed by immigrants (think the infamous Wall)

Eighty years ago feels eerily like today. When Lewis described the demagogue as “vulgar, almost illiterate, a public liar easily detected, and in his “ideas” almost idiotic, while his celebrated piety was that of a traveling salesman” – it is not much of a stretch.

So I conclude....it can happen here. We cannot be apathetic to this possibility.

When those with the loudest voices preach intolerance and fear it can. Former GOP Republican Presidential Nominee Mitt Romney called it “Trickle down racism. Trickle down homophobia. Trickle down misogyny.” I couldn't have said it better.

When demagogues try to silence the media by denying press credentials to *The Washington Post* and other media outlets, it can happen here. Thomas Jefferson said he would rather have newspapers without a government than a government without a free press, I couldn't have said it better.

And, when leaders target those who exercise their right of peaceful protest or because of who they pray to or how they pray with threats of violence, it can happen here. We have seen this all before.

We are seeing it now.

And so, I wonder again what I should do.

Certainly I believe deeply that every individual has the right to express him or herself – the cherished right to seek, receive and impart information and ideas

BUT what do we do when that speech is offensive and divisive and hateful – and certainly this is not just in this country alone. We see this happening across the world.

What do we do – as Antiochians, as public intellectuals, as responsible citizens and as caring human beings.

I am moved by the words of the 18th century philosopher Edmund Burke, “The only thing necessary for the triumph of evil is for good men (and women) to do nothing.”

Director's Column continued on page 3



GSLC Faculty inspired by Laurien's commencement remarks

Provost's Column continued from page 2

You now have the knowledge and skills to have an even more powerful voice in the cacophony of public discourse of our times.

And that public sphere of speech and expression and information and ideas is far more complicated than ever before.

We live in an age when anyone, anywhere has the means to express his or her beliefs – yes – but what is acceptable in one place or time may be unacceptable in another and we may find what is merely offensive in one country is illegal in another, or what is repugnant to one listener or reader moves to dangerous in another context and incites hate and imminent action in another.

I struggle with this as I see offensive rants on TV.

And acts of violence and hate speech fill the streets.

So what do we do?

I deeply believe one fights speech with more speech

As Justice Brandeis said in 1927 “If there be time to expose through discussion the falsehood and fallacies, to avert the evil by the processes of education, the remedy to be applied is more speech, not enforced silence.”

BUT I also believe it is not just fighting falsehood with more speech but with BETTER free speech.

More informed.

More truthful.

More full of grace.

We must strive to agree on how we disagree.

Is that not what we have practiced in this doctoral program?

In his brilliant new book, *Free Speech: 10 Principles for a Connected World*, Timothy Garton Ash says the ultimate goal is not to pretend we should all think alike, nor to eliminate conflict between individual aspirations, values and ideologies. He argues we should work towards a framework of civilized and peaceful conflict.

And to do so,

We need to teach the use of free speech as a skill.

It takes practice.

And schools and colleges and universities should be an important place for that practice to occur.

As much as I understand the reasoning, I am deeply worried about the trend on college campuses nationwide – trigger warnings in classrooms, speech codes, micro-aggression warnings. I believe we need to teach free speech not silence it. To confront speech not cower from it.

I am so proud of our Antioch doctoral community – perhaps one of the most diverse peer learning communities I can imagine in terms of race/ethnicity, profession, gender, geography, religion, sexual identity and orientation.



Congratulations to members of this year's graduating class.

With courage our students and faculty engage in conversations infused with and informed by differences in values and experiences and aspirations, like our conversation this past Wednesday, “Reflections on a Divisive Times” in which 100 doctoral students and faculty, Black, White, Latino and mixed race; Muslim, Jewish, Christian and atheist; US-born and international; straight, gay and lesbian; police officers and community activists - engaged in dialogue that was respectful and earnest and kind and compassionate.

We try to learn from each other.

And, perhaps the hardest part, is to learn to listen and to respect each other even when disagreeing.

How do we find the ways to express to the other when someone says something that is offensive?

How can we find the words to share ideas that are difficult to speak?

How do we learn to be bold but not bellicose?

Authentic but not arrogant?

Real but not righteous?

Tolerant but not timid?

How do we develop the skills to use evidence not ego?

To employ common sense not cult idolatry?

To develop reasoned judgments not rage-filled rants?

I don't pretend this is easy.

It is certainly not modeled in our public discourse or political campaigns.

It is not just our children are watching.

The whole world is watching.

Provost's Column continued on page 4



Graduating Class 2016

Provost's Column continued from page 3

Sometimes – even within our safe doctoral community – we hit bumps along the road as we navigate this difficult terrain.

But at least we try.

I want our graduates to be able to stand up and make noise.

To do that I believe instead of silencing speech – unless it meets the test that its purpose of violence is intended and likely and imminent - we must fight that bad and bullying and bellicose speech with more and better speech.

As tough as that is and as hard to swallow as that feels right now.

I don't know any other way.

President Obama said that in a diverse society “the strongest weapon against hateful speech is not repression, it is more speech - the voices of tolerance that rally against bigotry and blasphemy, and lift up the values of understanding and mutual respect.”

So as I proudly look at this front row of graduates and all the students and alumni and friends in the seats above, I once again draw from the words of Justice Brandeis with a bit of updating...

Be courageous men and women with confidence in the power of free and fearless reasoning and the opportunity for full discussion.

Seek out evidence.

Bring grace and humility.

Be bold in support of love and hope.

I look forward to hearing you, seeing and reading your voices weighing in on the struggles of our times in books and articles and blogs, at conferences and professional gathering, in homes and in workplaces.

That is what it means to be an Antiochian.

Thank you for all you do and will do to heal our cities, country and world with your work, your research, and your practice.

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

Access Commencement speech video [here!](#)



Cohort memers reunite at this year's commencement.

Program Dissertations

Find all of our program's
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<http://aura.antioch.edu/mlphdlcuw>

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 www.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 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 the Summer of 2005.

The First-Year Cohort Experience continued from page 1

our students, and from the long-lasting bonds among cohort members while in the program and then as alumni. The reasons why cohort-based programs work are varied but one way to conceptualize the cohort structure is as the venue within which individuals can be themselves, can grow, and can share their growth experiences with others in meaningful relationships.

Eleanor Drago-Stevenson et al. (2001) discuss the cohort as having a common purpose that serves as a “holding environment” for students’ growth. Specifically, and drawing from Bob Kegan’s notion that a good holding environment serves three functions (1982, 1994), the authors identify the ways in which cohorts that “hold well” meet a person’s needs by recognizing and confirming who that learner is as s/he actually is, meaning cohorts support the way the person is without pressuring urgent change. Second, when the person is ready, a good holding environment challenges learners and permits them to grow beyond their existing ways of being and knowing and doing. And then, thirdly, a good holding environment provides continuity and stability during the learner’s growing process. In essence, one is not alone as one takes steps into change and transformation. So, the very best

holding environments offer high support and high challenge. Thus, they are much more than ‘just a class.’ The importance of this “holding environment” cannot be under-estimated at the doctoral level, where we know that students often leave and fail to achieve their doctoral aspirations because of the isolating and competitive culture of doctoral programs (Lovitts, 2001).

The PhDLC’s successful experience with cohorts is not an isolated phenomenon. Research confirms our experience. Typically, findings are that cohort models are student-centered and focus on the needs of graduate students because the environment is a shared learning experience. Students develop friendships and bonds with other members of the group because of the intense and in-depth conversations the cohort has shared with each other. The professional relationships that cohort members build can result in a network, which extends beyond the classroom, and can significantly help students’ career development and professional advancement.

With this context, let’s listen to some reflections from members of Cohort 15, 28 of whom entered the program in July 2015 and 27 have successfully moved into their second year!

Reflections from Cohort 15



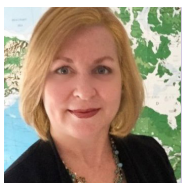
“I am truly grateful for this opportunity and I look forward to growing, to learning together, and getting our PhDs together!”

Cherie Bridges-Patrick, Clinical Supervisor - The Buckeye Ranch, Licensed Clinical Social Worker/Mental Health Therapist and Trainer



“I have challenged myself to step out of my comfort zone. I have met some folks that have begun to change me in ways I have never imagined. I believe that I belong here.”

Dwayne Keeney, Assistant Dean of Academic Affairs Cuyahoga Community College - Eastern Campus



“This has been an incredible transformational process all because of the faculty who have your back at every turn and they are always there to encourage and support you and then we have this incredible community of learners. This is not a group of people I have ever met all at once in one place. I feel that everything has contributed to a belief in myself and I know we will stay connected for life and for that I am grateful.”

Kelly Meehan, Special Assistant to the Vice Chancellor for Student Affairs - University of Massachusetts Boston



“When I think about this year I think about the word connection - how I have increased my connection to myself, to my purpose, to my interests, and particularly to all of my cohort members. It’s so hard in normal life as an adult to find and create really deep meaningful connections and I have found that here.”

Jessica Porter, Leadership Development Consultant



“This year has been a phenomenal experience. I didn’t actually think a program like this existed until I walked into our first residency. I realized that I was in a room with amazing, brilliant, phenomenal people who were also the most supportive and genuine and sincere human beings that I have met in a really long time.”

Kristina Van Winkle, Teacher at North Tahoe High School, Tahoe Truckee Unified School District



“Returning to higher education has been refreshing because of the context of this non-traditional program.”

Kenny Alexander, Mayor, City of Norfolk, Virginia

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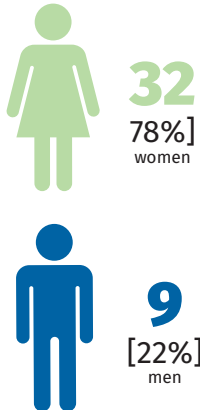
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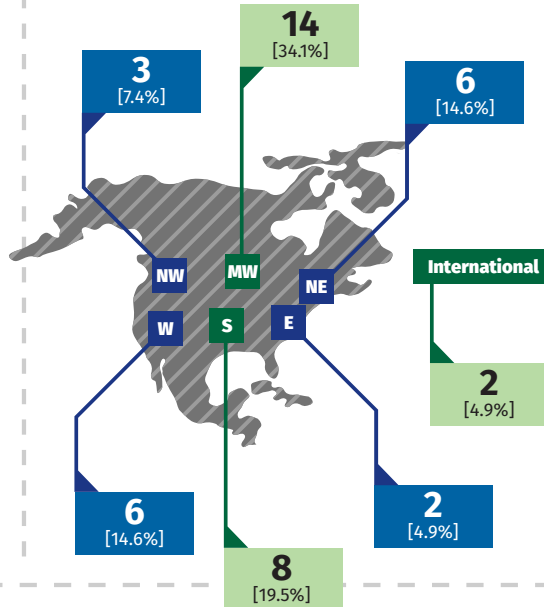
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A Demographic Profile of the Incoming Class 2016-17

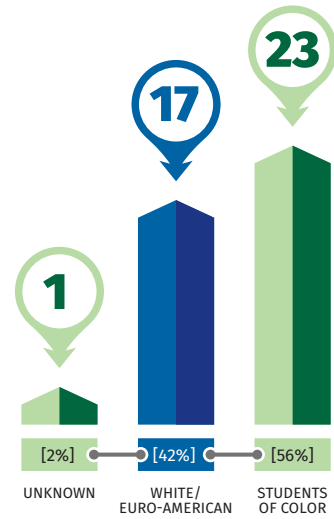
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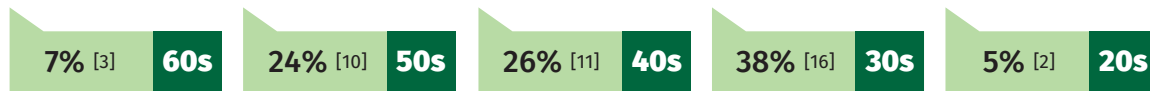
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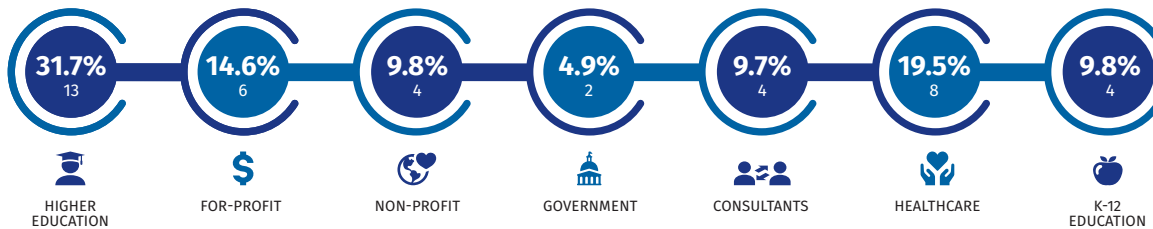
ETHNICITY/RACE



AGE



OCCUPATIONAL SECTOR



Around Antioch University

Antioch University Los Angeles (AULA) recently created a new scholarship fund in honor of retired campus president, Dr. Tex Boggs. Learn more at www.antiochla.edu.

Antioch University Midwest (AUM) has partnered with Clark State Community College to offer a 3 + 1 transfer degree that will reduce college costs. Learn more at www.antiochmidwest.edu.

Antioch University New England (AUNE) and Wolfe Ridge Environmental Learning Center announce new joint certificate program. Learn more at www.antiochne.edu.

Antioch University Santa Barbara (AUSB) has launched a Master of Fine Arts in Writing and Contemporary Media. Learn more at www.antiochsb.edu.

Antioch University Seattle (AUS) is now offering a new PhD program in counselor supervision and education. Learn more at www.antiochseattle.edu.

Winning Victories for Women and Children Worldwide: First Two Recipients of the R. Weisman and M. Wayland Scholarship



Lauren Bullock, Program Director,
Office of Leadership Development
at Temple University

“Receiving the news that I was awarded the Weisman and Wayland scholarship was very exciting. Not only am I appreciative of the financial support in pursuit of my

doctoral degree, but I am encouraged because the funding highlights the need and support for research on leadership development for women and girls. The funding will greatly assist my pursuit in exploring self-efficacy and confidence in college female student leaders.”



Lynn Redenbach,
Regional Coordinator
North Island Regional
Eating Disorder Program
Vancouver Island, British Columbia

“I am so very grateful to be the recipient of the 2016 Weisman and Wayland Scholarship. There are

few scholarship opportunities available to me, given I am a Canadian resident attending university in the United States. Therefore, I am delighted and honored to receive this scholarship especially given its relevance to my work with women and girls, along with my development as an emerging leader in health care.”

Our Scholarships Make a Difference

The PhD Program currently has three program scholarships.

- The **Alan E. Guskin Scholarship** is based on both merit and need. Approximately 10 incoming students and 10 continuing students a year received tuition awards.
- The **R. Weisman and M. Wayland Scholarship** is based on merit solely and supports the study of leadership and change (scholarship and practice) that directly impacts and improves the lives of women and/or girls domestically and/or internationally.
- The **Coverdell Fellowships** support Returned Peace Corps Volunteers with a 25% tuition discount for the first three pre-candidacy years. In return, Fellows commit to conducting their second-year change project in/with an underserved community in the United States.

For more information about any of these scholarships, [click here](#).

Make a gift that makes a difference!

Give to one of the program’s two scholarship funds so that we can continue to support students who focus on socially engaged research and practice that improves the quality of life for individuals, communities and workplaces.

Your gift is tax deductible.

Click here to contribute.

[www.antioch.edu/
university-advancement/make-a-gift](http://www.antioch.edu/university-advancement/make-a-gift)

Our Lifelong Learning Community

Reunion 2016

Over 20 alumni joined this year’s celebration in Yellow Springs. In addition to the commencement, we offered a special alumni workshop with Dr. Tony Lingham, the program’s Professor of Organization Behavior and Leadership. Attendee feedback was super positive. “I was fascinated with Tony’s presentation and I can see why he would be interested in our culture because we’re genuinely collaborative.” Another participant noted, “Dr. Lingham’s workshop was excellent; informative, engaging, and personally meaningful. It helped me immensely to improve the quality of my own teaching and working with teams. Thank you for organizing the workshop, it was well worth the effort.” Finally another participant noted, “I particularly enjoyed Dr. Lingham’s talk. It was very relevant to the work that I do.” Clearly the idea of alumni workshops around topics of professional interest was a great success. We will continue forward with this idea at future reunions.



Marti Goetz (Cohort 5) , Debi Witte (Cohort 3), Andy Zavakos (Cohort 2) , Lillian Drakeford (Cohort 6), and Laurien celebrate at The Winds Cafe.

Leading Change Symposium Heads to Atlanta!

Following on the heels of our amazing PhD in Leadership and Change (PhDLC) alumni adventure in Barcelona last year, we are so excited to offer this upcoming exploration of civil rights history and the leadership that made it happen. Once again we take advantage of the annual International Leadership Association (ILA) Conference, Nov. 2-5, 2016 to create an exciting GSLC alumni (and GSLC student) experience.

Please join us for a full-day trip to Birmingham, Alabama, visiting the sites of the [Freedom Riders](#). The day will be jam-packed visiting key historical sites of the civil rights movement and speaking with movement leaders.

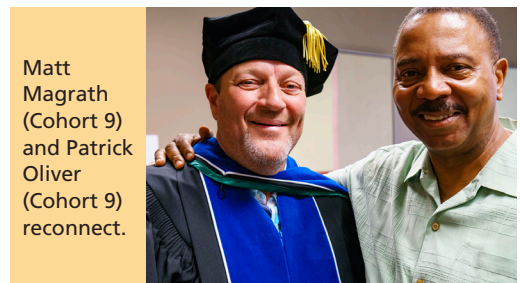
Register today! Click [here](#) to register.

You’re Invited! GSLC Reception at the ILA!

You are invited to join us for a reception during the annual International Leadership Association conference in Atlanta, **Thursday, November 3, 2016.** Contact Leslee Creighton to RSVP and gather details, lcreighton@antioch.edu.



Sean Creighton (Cohort 2) , Howard Kea (Cohort 1), and Nikki Smith-Kea (Cohort 14)



Matt Magrath (Cohort 9) and Patrick Oliver (Cohort 9) reconnect.

ALUMNI AND STUDENT UPDATES

COHORT 2

Dr. Sean Joseph Creighton, President of the Southwestern Ohio Council for Higher Education, is honored to have joined the Board of Trustees for the Springfield Museum of Art, a Smithsonian affiliate in Springfield, Ohio. Learn more about Dr. Creighton [here](#).



Dr. Sean Creighton and Janet Rechtman united in Atlanta in preparation for the planning of the International Leadership Association annual conference!

Dr. Lisa Kreeger recently launched EduNurse Change Advisors, a consulting service that helps nursing programs to navigate curriculum change, address complex challenges, and meet strategic goals. Learn more [here](#).

Dr. Kreeger is now an affiliate faculty in the PhDLc for Healthcare.

COHORT 3

Dr. Charlotte Moats-Gallagher is proud to announce the establishment of BlueStone Collaborative providing consultancy services internationally for initiatives aimed at the empowerment and capacity building of women and girls. Learn more about Dr. Moats-Gallagher [here](#).

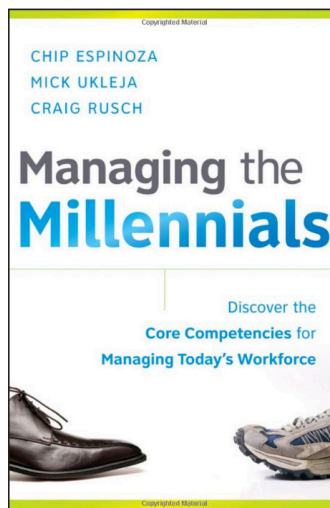
COHORT 4

Dr. Lucy Barbera, Faculty of the Humanistic/Multicultural Education Graduate Program at the State University of New York, at New Paltz, has created an Interdisciplinary Creative Arts Therapy Certificate Program designed for mental health professionals who want to infuse the expressive arts into their clinical practice which was recently hosted by Adelphi University School of Social Work. Learn more about Dr. Barbera [here](#).

Dr. Anthony Scriffignano, Senior Vice President, Chief Data Scientist at Dunn and Bradstreet, recently presented a whitepaper on inclusive development for the Prime Minister of China, Li Keqiang at the China Development Forum in Beijing. Learn more about Dr. Scriffignano [here](#).

COHORT 5

Dr. Chip Espinoza, speaker, author, consultant, and Academic Director of Organizational Psychology and Nonprofit Leadership at Concordia University, recently released the Second Edition of *Managing the Millennials* (Wiley, 2010). In addition, his book *Millennials@Work* (Franklin Covey, 2014) was recently released in Chinese and Polish. Learn more about Dr. Espinoza [here](#).



COHORT 5 continued

Dr. Lynn Olsen, CEO and Principal Consultant at The Innovation Group, Inc. and Managerial Leadership Professor at the University of St. Thomas, was recently appointed as the adjunct faculty representative on the University of St. Thomas All-University Technology Advisory Committee. Learn more about Dr. Olsen [here](#).

Dr. Harriet Schwartz, Lead Scholar of Education as Relational Practice at Jean Baker Miller Training Institute, recently presented *Connection and Mattering: A Relational Approach to Classroom Assessment and Workplace Supervision* at the Transforming Community: The Radical Reality of Relationship conference in Duluth, Minnesota. Learn more about Dr. Schwartz [here](#).

COHORT 6

Dr. Clarence Bunch has been appointed Associate Director of Cooperative Extension - 1890 Land Grant at Central State University. In this new role Dr. Bunch is responsible for the overall statewide leadership, administration, program development, and evaluation of Central State University's Cooperative Education Program providing co-extension services with the Ohio State University to ten Ohio counties working with communities to enhance quality of life through research activities provided by faculty. Learn more about Dr. Bunch [here](#).

Dr. Lillian Drakeford has recently accepted a faculty position at Wright State University teaching Democracy in Education. Learn more about Dr. Drakeford [here](#).

Dr. Wayne Hartz, Associate Professor of Safety and Occupational Health Applied Sciences/Safety and Occupational Health Applied Sciences, has been honored with The Charles V. Culbertson Outstanding Volunteer Service Award from the American Society of Safety Engineers in recognition of his extensive service to the organization. Learn more about Dr. Hartz [here](#).

ALUMNI AND STUDENT UPDATES

COHORT 6 continued

Dr. Martha Miser, President of Aduro Consulting, LLC, has joined the teaching faculty and program design team at George Washington's Executive Leadership Program. Dr. Miser will also be presenting *OD in Action: Consulting for the 21st Century* at the Organization Development Network conference in Atlanta this October. Learn more about Dr. Miser [here](#).

Dr. Naomi Nightingale, owner of Nightingale and Associates, LLC, is now adjunct professor at Evergreen State College teaching the course, *Working through Conflict and Change*. Learn more about Dr. Nightingale [here](#).

COHORT 7

Dr. Kori Diehl, founder of ReTIMEment Coaching, LLC, has been voted to the Board of the International Coach Federation Metro DC Chapter as President-Elect and is now certified in Resilient Leadership, a coaching model based on Bowen's Family Systems focused on working with leaders to better manage the system-wide levels of chronic anxiety with the goal of teams increasing productivity and resiliency. Learn more about Dr. Diehl [here](#).

Dr. Linda Lyshall, Executive Director of San Juan Islands Conservation District, has led an innovative local government effort to reduce carbon pollution and received a national award for climate leadership. The King County-Cities Climate Collaboration (K4C), founded by 2011 graduate Dr. Lyshall, has increased collaboration among government organizations, promoted tangible actions to reduce carbon emissions and contributed to ambitious commitments to reduce countywide greenhouse gas emissions. The organization was recognized by the Environmental Protection Agency at an awards dinner held on March 9 as part of the Climate Leadership Conference in Seattle. Lyshall founded K4C in 2011 with King County and nine other cities, recognizing that neighboring local governments could achieve greater action on climate solutions by working together. The partnership has resulted in municipal policy and code changes, joint grant funding and a heightened awareness about the impacts of climate change. Learn more about Dr. Lyshall [here](#).

COHORT 7 continued

Dr. Kara Malenfant, Senior Strategist for Special Initiatives at Association of College and Research Libraries (ACRL), was co-editor of ACRL's scholarly journal *College and Research Libraries* (ACRL, 2016) dedicated to action research from a 3-year grant funded project she manages. In addition, Dr. Malenfant was co-author of the journal's first essay entitled "Assessment as Action Research: Bridging Academic Scholarship and Everyday Practice". Learn more about the special issue [here](#).

Southern State Community College has appointed **Dr. Nicole Roades** as Vice President of Academic Affairs. Learn more about Dr. Roades [here](#).

COHORT 8

Dr. Brent French has been appointed associate professor of Leadership in the College of Operational and Strategic Leadership at the Naval War College (NWC), Newport, Rhode Island. The Naval War College is a professional graduate-level education and research institution and is the oldest of its kind in the world. Navy and Marine officers from every Allied nation participate in NWC programs prior to assuming senior levels of command and strategic leadership [here](#).

Dr. Angel Martinez, arts-based, poetic educational researcher and specialist in non-traditional adult education, is an instructor for Antioch University Connected and has recently launched a new poetry writing course for students within the Creative Writing program. Learn more about Dr. Martinez [here](#).

Dr. Kate O'Neill has recently accepted the position as Associate Professor of Strategic Leadership and MSL Program Director at Mount Mercy University. Learn more about Dr. O'Neill [here](#).

COHORT 9

Dr. Tom Borrup, Director of Graduate Studies for the Arts and Cultural Leadership Program at the University of Minnesota College of Continuing Education and Principal of Community Builders, was the recent keynote speaker at Creative Ohio, a day-long conference at The Columbus College of Art and Design which brought together Ohio's leading arts, humanities, and historical organizations to explore the art of partnerships and the infrastructure of place-making with stories from across the region. Learn more about Dr. Borrup [here](#).

COHORT 9 continued

Dr. Michael Davis accepted the position of Bureau Chief of in the Office of Reentry and Enterprise Development for the Ohio Department of Rehabilitation and Correction. In this new role, Dr. Davis is responsible for the guidance and monitoring of reentry related programs and initiatives throughout the adult prison system. Learn more about Dr. Davis [here](#).

Dr. Leah Hanes, Executive Director of T4T, is proud to announce that the organization was recently inducted into The International Green Initiatives Hall of Fame. T4T's mission believes that manufacturers throw away tons of useful materials that teachers, students, and artists consider treasures. T4T turns these materials that would go to landfills, into inexpensive tools to support education. Learn more [here](#).

Dr. Elise Lark, Founder/Chair of the non-profit Circle of Friends for the Dying (CFD), recently announced the purchase of a single-family house, in Kingston, New York, with plans to transform it into a *Home for the Dying*. Residents will receive free care, with operating funds raised solely from private donors, local businesses, and grants. "The vision of establishing a 'good place to die' is about our innate capacity to care for one another. It is about changing the ways we think, talk about, relate to, and care for those who are dying. It's about creating a good place to live," says Lark. Learn more [here](#).

COHORT 10

Kirk Adams was named the new President and Chief Executive Officer of The American Foundation for the Blind. Learn more [here](#).

Dr. Froswa' Booker-Drew, Director of Community Affairs/Strategic Alliances for the State Fair of Texas, has recently joined the University of North Texas at Dallas where she is teaching in the Master's of Nonprofit program. Learn more about Dr. Booker-Drew [here](#).

ALUMNI AND STUDENT UPDATES

COHORT 11

Dr. Amy Climer recently presented her dissertation research regarding *The Development of the Creative Synergy Scale* at the Creative Problem Solving Institute in Buffalo, New York. Learn more about Dr. Climer [here](#).



Dr. Tami France, since obtaining her PhD in Leadership and Change, has launched and led a Leadership Development process at the Mayo Clinic to accelerate the readiness of women and minority leaders across the

organization. She was also invited to design, develop, and teach *International Human Resources Management* as an adjunct faculty member at the University of Minnesota's Carlson School of Management. Due to her work and passion for leadership development as it informs diversity and inclusion, Tami was appointed a committee role as the Human Resources Liaison at Mayo Clinic to work with the Office of Diversity and Inclusion and the LGBTI Mayo Clinic Employee Resource Group (MERG) Leaders related to strategic diversity and inclusion priorities and initiatives. In her "spare time" Dr. France is working to publish her dissertation research on Cross-Cultural Professional Success, which can be found [here](#).

COHORT 12

Katie Larson, Founder and Transformative Facilitator of Transform U, dedicated to empowering individuals to recognize the transformative potential within themselves, recently presented, *It's Time to Write Your Own Story* in Hong Kong for TEDx Youth. Watch the presentation [here](#).

COHORT 13

Maria Chavez-Haroldson, Director of the Office of Inclusion and Intercultural Relations at the Oregon Youth Authority, has recently implemented changes having impact on ten youth correctional facility staff and over 1,200 youth in-custody or on parole/probation. Initiatives and changes include development of the first Equity and Inclusion Policy, creation of the first Culturally Responsive Assessment form, establishment of the first committee to address transgender youth support services, establishment of the first Native American sweats ceremony protocols, creation of the first Non-Citizen youth work group to address inequities in services around the state with full participation with the Immigration Customs and Enforcement (ICE) federal department, establishment of a statewide Cross-Cultural Communication training for all new employees. Learn more about Chavez-Haroldson [here](#).

COHORT 14

Atim George, Executive Director of Global Center for Creative Leaders (GCCL), has recently launched the non-profit which seeks high-quality, high-impact leadership training to at-risk youth. Learn more [here](#).

Marion "Missy" McGee is a program specialist in the Office of Community and Constituent Services of the Smithsonian's new National Museum of African American History and Culture (NMAAHC). McGee is responsible for the design, implementation and evaluation of key collaborative initiatives, multi-site programs and institutional partnerships aligned with the goals and mission of the NMAAHC and its constituents. McGee previously served as the Executive Director of the John G. Riley Center/Museum of African American History and Culture in Tallahassee, Florida where she oversaw all phases of organizational operations, administration, fundraising, programming and partnership development. Learn more about the museum [here](#).

COHORT 14 continued

Katie O'Connor, Service Learning Coordinator and Live Learn Community Coordinator at Florida Gulf Coast University (FGCU), recently received the Friends of Housing Award for bridging the gap between Student Affairs and Academic Affairs at FGCU and the Adjunct Teaching Excellence Award for her work as an instructor at FGCU. O'Connor as presented "From Forming to Performing: Service, Teams and Storytelling" at the International Listening Association and both "Inspiring Civic-Minded Leadership: Redesigning Living-Learning Communities" and "Maximizing The First Year: Service-learning As a High Impact Practice" at First Year Experience Conference. Learn more about O'Connor [here](#).

COHORT 15

Kenneth Alexander was recently elected as the mayor of Norfolk, Virginia. He is the first African-American to hold this position. Learn more [here](#).

Sherri De Jesus, Associate Director of Research, Planning, and Development in the Department of Health Disparities Research at The University of Texas MD Anderson Cancer Center, has been awarded a prestigious scholarship from the Healthcare Information and Management Systems Society (HIMSS) in recognition of her work towards educational efforts in healthcare IT, leadership, academics, community service and HIMSS involvement. Learn more about De Jesus [here](#).

Members of Cohort 14 take a break from sessions to share a special moment!



FACULTY UPDATES

Dr. Lize Booyen, Professor in Organizational Behavior and Leadership, recently co-published “Comparative Equality and Diversity: Main Findings and Research Gaps” in the special edition journal *Cross Cultural and Comparative Diversity Management*, Vol. 23, Issue 3 (Emerald Insight, 2016). Learn more [here](#).

Dr. Elizabeth Holloway, Professor of Psychology, has published a new book titled *Supervision Essentials for a Systems Approach to Supervision* (APA, 2016). Holloway’s book examines the in depth and unique importance of supervisory competencies, including counseling skills, case conceptualization, ethical practice, intra- and interpersonal awareness, and self-evaluation. The book is accompanied by a DVD of a supervision session by Holloway. Learn more [here](#).

Dr. Mitch Kusy, Professor of Organization, Learning and Development, will be presenting a 2-day seminar at the semi-annual conference of the American College of Healthcare Executives in Washington, DC on September 19-20. The title of the seminar is “Toxic Behaviors in Healthcare: How Everyday Civility Increases Patient Safety and Team Performance.” The seminar will be attended by healthcare executives including physician and nurse leaders, CEOs, administrators, and other clinical and non-clinical healthcare leaders.

Dr. Kusy will also be presenting a seminar to the Physician Leadership College, University of St. Thomas, Minneapolis on September 8-9. The seminar is based on his work in developing a change lab for leadership. The title of his seminar will be “Physician ChangeLab: Translating Strategy to Everyday Engagement of Others.”

Drs. Elizabeth Holloway and **Mitch Kusy** will be the keynote presenters at the national conference sponsored by the Canadian Association of Environmental Management and the Ontario Hospital Association on September 12, Toronto. The title of their keynote address will be: “Breaking the Change of Toxic Behaviours—Uncivil Behaviours in the Workplace Can Spread Like an Infection.”

Dr. Tony Lingham, Professor of Organization Behavior and Leadership, and collaborators have had two papers accepted at the Tenth International Workshop on Human Resource Management (Cadiz, Spain). These presentations are: Lingham with Richley, B.A., Addison II, D.P will be presenting “The Evolution of Team Development Models: A juxtaposition of scientific theories, team research and practice” and, Richley, B.A., Lingham, T., Madden, J. Evidence-based Team Development: Pre-post Assessment of Team Experiences with Team Coaching Intervention.”

Dr. Elaine Gale, Writing Center Director, debuted her one-woman show which she wrote and performed, called *One Good Egg: A Love Story* in Los Angeles at the Beyond Baroque Literary Arts Center. Learn more [here](#).

Dr. Laura Morgan Roberts, Professor of Psychology, Culture and Organization Studies, was extremely busy at last month’s Academy of Management conference in Anaheim, CA. August 2016, where she was an organizer, presenter, and discussant. In efforts included: “Crafting positive identities within and between workplace organizations.” Organizer. “A New wave of OD innovation? Fertile soil at the nexus of dialogic OD and positive social science.” Facilitator of #BetheOther roundtable discussion; “Authenticity, meaning and organizations: Challenges and channels for advancing authenticity research.” Discussant of All Academy Theme Symposium; “Bridging diversity research and Positive Organizational Scholarship (POS).” Chair and presenter; and, “Resisting and cultivating: How marginalized women construct positive leader identities at work. Discussant of Showcase Symposium.

Drs. Jon Wergin and **Susie Erenrich** (Cohort 5) have completed work on their co-edited book, *Grassroots Leadership and the Arts for Social Change*, to be published in April 2017 as a Yearbook of the International Leadership Association. Some of the chapter titles include: “The Cellist of Sarajevo,” “Vaclav Havel, the Playwright-Dissident,” “Boniface Mwangi: Photo-Journalist/ Social Activist,” “They Were All Leaders: The Singing IWW & Joe Hill,” “Theatre Research Methodology in a Split Society [Ukraine],” and 13 other chapters covering visual, performing, and literary arts.

Leading Social Justice in and through Spirituality, Religion, and Faith-based Institutions

The GSLC would like to send special appreciation to all of the friends, students, and alumni who participated in the series of dialogues convened and moderated by PhDLC Professor of Psychology, Culture, and Organization Studies, Dr. Laura Morgan Roberts.

Leading Social Justice in and through Spirituality, Religion, and Faith-based Institutions offered a four-part virtual series and topics included: Faith-based, cross-sector partnerships for social justice; Leading change in faith-based institutions and communities; Creating sacred moments and healing in secular spaces; Increasing inclusion and justice within faith-based institutions and communities.