

The Antiochian Leader



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Educating Healthcare Leaders about Disruptive Change

Few sectors are facing as much disruptive change as the healthcare field. Industry leaders need to navigate rough and uncharted waters to find their way through ideological attacks, political polarizations, rising medical costs, millions of uninsured, longer lives, and basic human compassion.

The Antioch PhD in Leadership and Change program's commitment is to educate leaders with the knowledge and skills to be principled practitioners and socially conscious scholars. It seems to be a perfect fit for leaders in the healthcare field. Every cohort seems to draw students who work in or consult with healthcare organizations, both in the United States and in Canada.

In this issue, we want to introduce several of our students and graduates who work in this sector. We asked them to reflect on their experiences. Enjoy!

Peggy Mark, Cohort 7
 Leadership and Change Consultant and President of Hospice of Humboldt Board of Directors

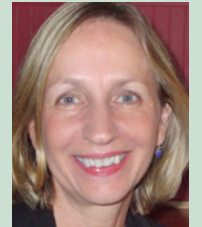
Peggy joined the program in 2007. A seasoned professional in the healthcare field, she notes, "I entered the Antioch program with almost 30 years of work

experience under my belt, most of which had been spent in various leadership roles. I was proud of my successes and was looking forward to having the opportunity to build on my broad range of leadership and organizational change experience. I was confident that I knew how to practice good leadership, after all, I had been 'practicing' for over three decades."

Of her Antioch University experience, Peggy notes, "Because of its focus on the adult learner, its emphasis on community and justice, and its acknowledgement of my years of professional experience, I decided that the Antioch PhD in Leadership and Change Program was the best way to prepare me for the challenge. Through Antioch's rigorous approach to research methodology and scholarly examination, I am learning how to effectively develop my own questions and how to thoroughly explore my personal interests of leadership and change within the healthcare industry."

As Peggy reflects on the nature of leadership in her field, she notes, "Healthcare needs leaders who are not afraid of change but who approach it with knowledge, clarity, insight, hope, and purpose. We need leaders who will find an effective balance between dollars and service; who will listen, learn from the past, value the other, seek out new knowledge, and build partnerships for the future. We need leaders who understand that healthcare is an industry built upon the healing of the individual, the community, and society overall and that it is those very things that will carry us into the future."

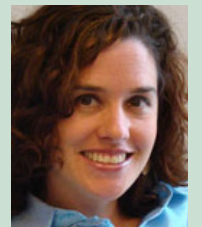
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Peggy Mark, Cohort 7



JR Ransom, Cohort 5



Dr. Cara Meixner, Cohort 4



Elise Lark, Cohort 9

Educating Healthcare Leaders about Disruptive Change

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JR Ransom, Cohort 5

Resident Advisor, Field Epidemiology and Laboratory Training Program, Centers for Disease Control and Prevention

JR joined the program in 2005 and is currently completing his dissertation, *The Role of Agency Organizational Factors in Community Health*. JR hopes to graduate this summer.

As he reflects on how the program helped him in his public health career, JR notes, “My practice and the program’s curriculum have always been interlinked. I’ve used my learning from the program (e.g., grounded theory, action & participatory research methods, mixed-methods research, and notions of organizational cloning) to help me structure the operational research I have conducted within the agencies where I have worked. This has improved the quality of the research that I have done. The knowledge I have gained from the faculty and the lessons they’ve taught me have had a tremendous impact on me.

JR also credits the program’s cohort model with his own growth. “Dialogue and information sharing with fellow students has been the other half of the equation. The program (all aspects) has also made me think about my roles within my

organization (e.g., as a leader and a change agent) and how the individuals within an agency shape the organization’s culture and its practices and its connections with communities.”

Dr. Cara Meixner, Cohort 4

Assistant Director of the Center for Faculty Innovation and Assistant Professor of Psychology, James Madison University

Cara joined the program in 2004 and graduated in 2008. Her current research began in the program and she reflects, “I have been working on a three-year mixed methods action research project funded by the Commonwealth Neurotrauma Initiative. My team and I have tracked many survivors of brain injury who also suffer from a mental illness or substance abuse, yet get lost in the system or fail to persevere when “in crisis”. We wanted to understand what was happening from both individual and systemic perspectives in order to advance a collaborative, inter- and intra-agency model.”

Cara credits the program with being her anchor throughout this research project, providing lessons on advocacy and action research inspired her multiphase research model, which has, at its core, an interest in survivors’ voices. Cara notes, “My studies in the program prompted me to consider

mixed methods evaluation. My work with faculty inspired me with indelible lessons, among them rigor in qualitative methods, situational analysis as emancipatory methodology, and so much more. “The Leadership and Change curriculum has reminded me to be patient, to trust the process, and to persevere even amidst powerful hegemonies and structures of privilege.”

Elise Lark, Cohort 9

Social Worker, Benedictine Hospital’s Oncology Support Program

Elise joined the program in 2009 and is driven by her personal/professional goal to expand the mission of the Oncology Support Program “to patients and families living with cancer, to more consciously include those who are dying.”

In terms of her work in the PhD program, Elise notes, “my academic work has deepened my connection and commitment to my community in new ways. In particular, the second-year change project centered on the vision of creating a community-based end-of-life care home. This has been pivotal to my growth. My PhD project has become my community and life project. It recently led, with others, to the origin of a new organization, Circle of Friends for the Dying (CFD), whose central mission is to create a Home for the Dying. My core Change Project planning committee are now board members, and Antioch faculty, have continuously guided me in practical ways.” ●

“The Leadership and Change curriculum has reminded me to be patient, to trust the process, and to persevere even amidst powerful hegemonies and structures of privilege.” – Dr. Cara Meixner, Graduate

Program Students, Faculty and Alumni Shine at the International Leadership Association Conference

The PhD in Leadership and Change had a notable presence at the 2011 International Leadership Association (ILA) conference this past October held in London. According to reports from conference organizers, over 800 ILA members from 57 countries came together to explore this year’s theme of *One Planet, Many Worlds: Remapping the Purposes of Leadership*.

Four PhD program faculty and 11 students and alumni attended and presented at the ILA. The PhD program hosted a reception for 70 conference delegates. ●



LONDON 2011

WAYNE MORAN, COHORT 8

PhD Student & Alumni Responses to Self-Study Survey



Director's Note

This past fall, Antioch University conducted a series of system-wide surveys as part of the process of preparing for the reaffirmation of accreditation by the Higher Learning Commission of the North Central Association of Schools and College (HLC). These system-wide surveys sought input from staff, faculty, students and alumni of every campus – and the PhD program. I thought it would be interesting to share the results of our PhD program respondents in this newsletter.

There is much more detail provided in the surveys – but it seemed too much to include in the newsletter. And, if you're asking where was all the negative stuff, there really wasn't any!!!!

Thank you for your important participation in these surveys... and thank you for making this an exceptional program – in your eyes and in mine! If you would like more information about self study or accreditation, please visit ncahlc.org, or email reaffirm@antioch.edu.

–Laurien Alexandre
lalexandre@antioch.edu

PhD Students

Sixty-eight PhD students (45% of the total currently enrolled students) responded to the survey. This is a very high number and we are very pleased that so many of our students wanted their voices to be heard. The way this particular survey was constructed, the survey report listed what students identified as important, the degree of their satisfaction with that item, and then a comparison with national peer institutions (if the item was listed in other comparison surveys). I've listed below the top 15 items that our students rated as most important, and how satisfied they were. This was on a scale of 1-7, with 7 being highest. As you will see, of the items ranked most important by our students, they are extremely satisfied and, in comparison, well above the national average on every item.

Top 15 Items by Importance	Import	Satisfaction	Comparison
There is a commitment to academic excellence	6.91	6.66	5.8
Faculty are knowledgeable in their field	6.91	6.74	6.05
Tuition paid is a worthwhile investment	6.88	6.31	5.35
Academic advisor accessible via phone and email	6.85	6.82	5.82
Academic advisor concerned about my success	6.82	6.72	5.48
I can pursue individual learning interests in my program	6.8	6.79	N.A.
Learning experiences in my program challenge me to reach beyond what I know	6.77	6.82	N.A.
Academic advisor knowledgeable about requirements	6.75	6.77	5.77
I experience an inclusive learning environment	6.73	6.64	N.A.
I'm encouraged to apply learning to solve real-world problems	6.72	6.69	N.A.
Faculty care about me as an individual	6.72	6.56	5.71
My learning is transformative	6.71	6.72	N.A.
Adequate financial aid for most students	6.68	5.65	5.29
Library resources & services adequate	6.66	6.68	5.46
I feel welcome at this institution	6.63	6.63	5.96

PhD Alumni

Forty-four alumni (63% of program's total alumni) responded to the survey. This is an extraordinarily high number and we are thrilled with the turnout! I am very proud to say our alumni are very satisfied with our program. And, 95% of respondents have already recommended the program to someone else. THANK YOU! Here are highlights of responses.

One part of this particular survey listed items with a 1-10 scale, with 1 being "very poor," and 10 being "exceptional."

Item	8	9	10
How would you rate teaching effectiveness?	22.7%	29.5%	31.8%
How valuable was the Antioch education to you?	11.4%	13.6%	68.2%

Another part of the survey used a simple "No," Yes, Mostly", and "Yes, Definitely."

Item	Yes, Mostly	Yes, Definitely
Did it prepare you for employment?	20.5%	43.2%
Did it prepare you for current career?	11.4%	56.8%
Did it prepare you for addressing diversity challenges in your field?	20.90%	46.5%
Did it facilitate positive change in your professional life?	18.2%	77.3%
Did it facilitate positive change in your personal life?	15.9%	68.2%
Would you recommend the program to potential students?	6.8%	86.4%
Have you recommended the program?		95.3%

Program Announcements

Visit an Upcoming Residency

Antioch University Midwest
July 30-August 3, 2012

Antioch University New England
October 11-14, 2012

For details email:
admissions.phdlc@antioch.edu

Prospective Students

Priority Application Deadline
2013/14:

February 1, 2013

For details email:
admissions.phdlc@antioch.edu

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

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

Antioch University's Mission

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

Antioch University Welcomes New Chancellor

The PhD in Leadership & Change program welcomes Antioch University's new Chancellor, Felice Nudelman, and we look forward to many opportunities to work together. Chancellor Nudelman officially begins July 2012. Read more [here](#).

We also want to wish Chancellor Toni Murdock a wonderful retirement and we thank her for her many years of support for our program. ●



Around Antioch University

Antioch University Los Angeles (AULA)

Antioch University Los Angeles (AULA) received a substantial donation to support its Bridge Program, which provides a free education in the Humanities for poor and working poor individuals in Los Angeles.

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

Antioch University Midwest (AUM)

Antioch University Midwest (AUM) recently hosted the presentation entitled, *The Courage to Write* by best-selling author Ralph Keyes.

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

Antioch University New England (AUNE)

Antioch University New England (AUNE) professor of clinical psychology and founder and director of the Multicultural Center, Dr. Gargi Roysircar, was recently awarded the Society of Counseling Psychology Best Practice Award.

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

Antioch University Santa Barbara (AUSB)

Antioch University Santa Barbara (AUSB) student, Raymond Prince has received the Student Award presented by the Gay, Lesbian, Bisexual and Transgender Committee of the National Council of Schools and Programs of Professional Psychology.

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

Antioch University Seattle (AUS)

Antioch University Seattle (AUS) has named Brigid Mercer as the new Vice President for Institutional Advancement. Brigid brings a strong fundraising experience with effective communication and a proven track record of team and relationship building.

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

Antioch Education Abroad (AEA)

Antioch Education Abroad (AEA) recently announced a restructured curriculum for its "Europe and Islam: Cultures and Communities" program in response to student interest in recent democratic movements changing the Arab world.

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

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

Student and Alumni Updates

COHORT 1

Dr. Howard Kea recently hosted a presentation featuring core faculty, Drs. Elizabeth Holloway and Mitch Kusy regarding their work with incivility in the workplace for mid-level science and engineering managers at NASA Goddard Space Flight Center.

Learn more about Dr. Kea and his work at NASA [here](#).

COHORT 2

Dr. Scott Allen Assistant Professor of Management at John Carroll University, is currently serving as Treasurer for the Association of Leadership Educators and is on the board development committee for the International Leadership Association. Additionally, Allen recently published “Leadership Learning: Crucial Conversations, Next Steps and Thoughts for Consideration” in the *Journal of Leadership Studies* (Wiley, 2011). Dr. Allen also co-published “Emotionally Intelligent Leadership: An Integrative, Process-Oriented Theory of Student Leadership” and “The Battle of Antietam: A Leadership Case Study” in the *Journal of Leadership Education*. Learn more about Dr. Allen and his work [here](#).

Dr. Gary W. Ballou recently developed an exchange program between Central Washington University and Hou Kong Schools (China) in which University student teachers work in Hou Kong Schools during the academic year, and Hou Kong Schools teachers study English in the summer at Washington University. Dr. Ballou also published, “A Discussion of the Mental Health of Public School Teachers” in the *International Journal of Business, Humanities and Technology*.

Dr. Sean Creighton, Executive Director of the Southwestern Ohio Council for Higher Education, recently partnered with the Kettering Foundation to write a concept paper for a civic initiative serving the critical discussion regarding the overlap between the civic and workforce development missions of regionally based colleges.

Dr. Luane Davis Haggerty, Assistant Professor at Rochester Institute of Technology (RIT) and Senior Lecturer at the National Technical Institute for the Deaf at RIT, recently directed an original production of *The Legend of Sleepy Hollow* at the National Technical Institute for the Deaf in the Panara Theater. The production was performed in American Sign Language and voice and used the deaf performance traditions of storytelling and shadowgraphy – the art of performing a story using images made by hand.

Dr. Shana Hormann, Associate Academic Dean and Dean of Students at Antioch University Seattle, has recently co-authored “Education for Social Engagement: Learning in the Service of Self and Society in a Global Environment” in the online journal, *Russian-American Education Forum*. Learn more [here](#).

COHORT 3

Dr. Kathryn Gaines published the article, “A Fresh Look at Leadership Development” in the January 2012 issue of *Leadership Excellence*. Dr. Gaines also began a 3-year term in January with the Board of Directors of the International Leadership Association and continues to provide leadership development coaching, consulting, and training with her U.S. government clients, most recently with Food & Drug Administration, National Institutes for Health, Centers for Medicare & Medicaid, Pension Benefits Guaranty Corporation, and the intelligence community. Learn more about Dr. Gaines [here](#).

Dr. Steven Stovall, Associate Professor of Management at Wilmington College, recently published, “Recreating the Arsenal of Venice: Using Experiential Activities to Teach the History of Management” in the *Journal of Management Education*, “A Look Into the Convenience Store Crystal Ball: The Future of Retailing” in *Convenience Store News*, “Make an Entrance: Understanding the Customer Perception Value of the First Five Feet of Your Establishment” in *Nightclub & Bar*, “Simeon North: A Portrait of an Early 19th Century Entrepreneur with 21st Century HRM Challenges” in the *Journal of Applied Management & Entrepreneurship* and “The Triangle Shirtwaist Factory Fire: 100 Years

Later” in *Ambassador Magazine*. Learn more about Dr. Stovall and his work [here](#).

COHORT 4

Dr. Jill Jacoby recently contributed to the chapter entitled, “Artists, Action and Circles of Change: Raising Awareness About Community Water Issues” in *Creative Arts in Research for Community and Cultural Change* (Detselig Enterprises, 2011). Learn more about the book [here](#).

Dr. Cara Meixner recently presented *Response, Resistance and Technology: Why Active Learning Works (and Where it Also Fails)* to the faculty of Keene State College. Learn more about the presentation [here](#).

COHORT 5

Dr. Lynn Olsen, CEO and Principal Consultant at The Innovation Group, Inc., recently published “The C-Suite Imperative: Change Leadership vs. Change Management” in *Retail Info Systems News Magazine*. Dr. Olsen also presented, *Edge Leadership: What Leaders Need to Know About Taking Hold, Turning Around, and Sustaining Their Organizations* at The Prouty Project, a highly successful Minneapolis management consulting firm.

Dr. Laura Santana, Senior Faculty at the Center for Creative Leadership, designed, delivered, and implemented a leadership development and team building initiative with the President of the MicroFinance Bank in Bogota and his top 12 leaders within a micro financier in Bogota Colombia. They serve the underserved populations of Colombia and seek to democratize lending practices in this Latin American region. Additionally, Dr. Santana continued to execute the Leadership Development Architecture for over 400 leaders from the Banco de Credito del Peru in Lima, Peru.

Drs. Harriet Schwartz, program alumna, and **Elizabeth Holloway**, program Core Faculty, recently published “Partners in Learning: A Grounded Theory Study of Relational Practice Between Master’s Students and Professors” in the international journal, *Mentoring & Tutoring: Partnership in Learning*. Access the article [here](#).

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Student and Alumni Updates

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COHORT 6

Norman Dale is currently working with Lheildi Tenneh, a native First Nation in central British Columbia, to help the community resume dialogue about a proposed treaty with the federal and provincial governments. Dale will play a leading role in working with community members to design and carry out a community engagement process.

Peter Dickens was appointed Executive Director of the Open Learning Centre at Tyndale University College and Seminary in Toronto, as well as the Director of the Centre for Leadership at Tyndale. In these new roles, Dickens will develop and market a host of executive development programs and consulting services, and will lead continuing education strategies for the University.

COHORT 7

Dr. Kori Diehl is currently working at Booz Allen Hamilton, a strategy and technology consulting firm. Diehl recently managed a conference for 35 senior executives of the Veterans Hospital Administration, leaders who manage the largest healthcare system in the world, providing services to millions of our nation's military veterans dealing with issues that include veteran homelessness, traumatic brain injury, health care, and the challenges of changing demographics in our military forces.

Dr. Kara J. Malenfant was recently promoted to Senior Strategist for Special Initiatives at the Association of College and Research Libraries. Learn more about Dr. Malenfant and her work [here](#).

Jacquelyn McCray worked with the State of Ohio Wellness Management and Recovery Coordinating Center of Excellence (CCOE) to sponsor a series of dialogues on the topic of race in Columbus, Ohio. The participants of the series engaged in deliberative dialogue and structured discourse focused on cultivating greater knowledge and awareness of race and institutional racism.

COHORT 8

Dr. Kate O'Neill has been awarded a research fellowship sponsored by the government of United Arab Emirates. The topic of the project, *Khaleeji Perspectives on Leader Effectiveness*, will focus on the distinct, culturally-implicit leadership theory of the Arabian Gulf.

COHORT 9

Tom Borrup recently presented *Arteconomy Creates and Cultivates an Innovative Spirit that Generates Process – Product Innovation and Artworks* at the Artist, Enterprise, and Industrial Complex symposium in Seoul, South Korea. Read Borrup's blog about the experience [here](#).

Michael Davis and fellow program student, **Roxanne Swogger** (Cohort 11) have contributed to a recent report issued by the Ohio Office of Criminal Justice Services in regards to the ways in which crime negatively affects victims and the community. View the report [here](#).

Tom Ellison was recently elected Chair of the Board of Trustees of Westminster College in Salt Lake City. Additionally, Ellison led participants at the annual conference of the American College of Real Estate Lawyers in regards to transforming real estate practices concerning how to start constructively addressing the dislocating changes that have impacted financial and real estate markets.



Michael Davis and Roxanne Swogger

Dr. Funso Oluyitan led 28 members of Nigerian Youth Service Corps serving at Efon Alaaye in Ekiti State of Nigeria in taking a public oath against corruption during a seminar he recently conducted as Founder and Executive Director of the Association of Nigerians Against Corruption (ANAC). Founded in 1984, ANAC teaches Nigerian youths in colleges, polytechnics, universities and other tertiary institutions the virtues of corrupt-free society.

COHORT 10

Kirk Adams, President and CEO of Lighthouse for the Blind, Inc., will present *Learning From Where You Are* at the upcoming American Foundation for the Blind Leadership conference. The presentation will focus the development of effective, shared vision leadership strategies and practices based in theory and grounded in reality. Learn more about the conference [here](#).



Picture shows the new members of ANAC displaying their membership cards with **Dr. Oluyitan** standing at the back row.

Amy Lethbridge, Deputy Executive Officer at Mountains Recreation and Conservation Authority, was recently elected President of the National Association for Interpretation (NAI). NAI is the largest professional interpretive association in the world, having almost 6,000 members who are park rangers, tour guides, docents, naturalists and other professional communicators.

Nancy Reisig was named International Human Resources (HR) Director for Raytheon Corporation. In this role Reisig is responsible for Raytheon International Employee Services organization, a newly consolidated entity to service the company's 1500 expatriates and provide international HR services to Raytheon businesses bidding international projects.

Graylyn Swilley-Woods, Executive Director of the Black Hospitality Initiative of Greater MIAMI (BHI), has been recognized as an Outstanding Community Leader at the South Florida Hispanic Chamber of Commerce's Black History Month Celebration. The BHI is an organization established by the Greater Miami Convention & Visitors Bureau (GMCVB) to advance economic participation and open doors of opportunity for African Americans and Blacks of African descent in the Greater Miami Visitor Industry.

COHORT 11

Abigail Abrash Walton recently collaborated with faculty of Antioch University New England to present *Translating Research into Policy: How to Participate Effectively in the Policy Process*, prior to the National Conference on Science, Policy and the Environment in Washington, D.C. Learn more about the workshop [here](#).

Debbie Bartoo, Senior Vice President of Product Strategy and Business Performance at Bank of America, has been elected to the Smart Card Alliance Executive Board, a non-profit association that works to stimulate the understanding, adoption, and widespread application of smart card technology. She also participated with industry colleagues in writing a white paper for the Smart Card Alliance organization titled, *The Mobile Payments and NFC Landscape: A U.S. Perspective*. Learn more about the Smart Card Alliance [here](#).

Tom Crawford has been accepted as faculty by the American Urologic Association and recently received an Excellence in Teaching Award from the University of Florida Society for Teaching Scholars for his contributions to resident physician education in the University of Florida College of Medicine.

Tami France has accepted the position of Human Resource Partner with the Mayo Clinic Human Resources team supporting innovative research and care through the organization worldwide. ●

Antioch University Leading Change Institute Update

We are moving into a bit of a reflection phase to consider the implications and opportunities related to the arrival of Chancellor-elect Nudelman to Antioch University. Nudelman is known for her significant experience in national and international initiatives and excellent relationship-building skills, so we want to be able to engage with her as we develop our concepts and conduct a market scan. We believe that the Institute will benefit by this reflection period in order to explore and take into consideration the opportunities that might be presented with this new leadership appointment. Of course, we will continue to engage our students, graduates, and faculty about their vision of the Institute in strengthening their work and in influencing the professions.

For those of you who have already expressed interest in serving on a work group to develop the Institute, we are deeply appreciative and will call on you soon. Raquel will be contacting you regarding some questions about the Institute in your area of practice or the field in which you work.

It is our hope and intention that, given our past work on the Institute, and the new opportunities that will emerge, the Leading Change Institute will become a major contributor to putting Antioch University on the map as national force in non-degree efforts to educate present and future leaders and professionals committed to creating a socially just 21st century society.

If you have any questions or comments, please email at RGutierrez@antioch.edu. ●

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

Learn more at Higher Learning Commission (HLC) www.ncahlc.org or email questions to Reaffirm@antioch.edu

Reaffirmation of
Antioch University's
Reaccreditation!

2013

Mission Alignment

Ethical Conduct

Quality Teaching and Learning

Assessment of Learning

Resource Sufficiency

Faculty Updates



Dr. Lize Booysen

Dr. Lize Booysen co-presented three sessions at the International Leadership Association annual conference, *Leadership in a Global Community: Inclusion of Multiple Viewpoints and Voices, Leadership for Prosperity: Wisdom*

Beyond the Bottom Line, Exploring Alternative Methodologies for Studying Leadership. Additionally, Dr. Booysen was invited to present *Lessons from the GLOBE 62-nation Study for Our Own Leadership Practice* for the President's Leadership fellows at the University of Tampa and "African" *Leadership Principles and Practices* for the MBA Lecture Series at the University of Witwatersrand, South Africa. Dr. Booysen also was interviewed by the South African newspaper, *Die Beeld*, for an article which focused on the value of women's leadership, and emphasized the importance of relational practice, inclusion, collaboration, power sharing and empowerment in transformational leadership.

Drs. Elizabeth Holloway and Mitch Kusy have been selected as keynote speakers for the International Society for Performance Improvement conference. Access details regarding their keynote entitled, *Toxic Workplace!: Managing Toxic Personalities and Their Systems of Power* [here](#).

Additionally, Holloway and Kusy presented *Toxic Personalities in the Workplace* the Southwestern Ohio Council for Higher Education's SOCHE Talks. Their book *Toxic Workplace! Managing Toxic Personalities and Their Systems of Power* has been translated into Korean and has become a best-seller.



Holloway and Kusy talk to *HR Edge Magazine* about their work [here](#).

Dr. Laura Morgan Roberts presented *Becoming Your Best Self* for the Southwestern Ohio Council for Higher Education's SOCHE Talks series. View the entire presentation [here](#). Additionally, Dr. Morgan Roberts published "Marginal Memberships Psychological Effects of Identity Ambiguity on Professionals Who are Demographically Different from the Majority" in the *Organizational Psychology Review*. Access additional details regarding the article [here](#).

Dr. Jon Wergin recently contributed the chapter entitled, "Five Essential Tensions in Accreditation," for the festschrift (which means a book honoring a respected person) commissioned in honor of the notable founder and former president of the Teacher Education Accreditation Council, Frank Murray. ●

Recent Dissertations

August 2011-January 2012 (listed in order of defense)

Mark Allen

The Nature of Relationship Construction and Maintenance for New College Presidents: An Exploratory Study

Leslie Etienne

A Historical Narrative of the Student Nonviolent Coordinating Committee's Freedom Schools and Their Legacy for Contemporary Youth Leadership Development Programming

Charles Foster

Getting Back to My Life: Exploring Adaptation to Change Through the Experiences of Breast Cancer Survivors

Ronnie Hagerty

The Role of Foundations in the Changing World of Philanthropy: A Houston Perspective

Dorothy Milligan

Homeless Mothers as Parent Leaders

Kate O'Neill

Communication Channels Utilized by Emirati Females to Enact Leadership

Cyndi Schaeffer

Downsized Survivors: Areas of Loss and Work Behaviors ●



To view these and additional alumni dissertations in full text, click [here](#).