

The Antiochian Leader

ANTIOCH UNIVERSITY

GRADUATE SCHOOL OF
LEADERSHIP AND CHANGE



SUMMER 2019

ACT BOLDLY, DISRUPT BUILD RESPONSIBLY, THRIVING ORGANIZATIONS AND COMMUNITIES

The GSLC Announces Our New Master in Leadership Practice

It's official. It is with tremendous excitement that the Graduate School of Leadership and Change (GSLC)

launches its second degree, the Master in Leadership Practice (MLP). As GSLC Provost Dr. Laurien Alexandre notes, "For years we've been thinking about creating a master's level program that could build on a number of the innovative elements of the PhD in Leadership and Change – a distinctive cohort-based, low-residency, geographically dispersed model with an outcomes-focused, mission-driven, and learner-centered curriculum designed for practitioners seeking to make a difference in the world."

That dream has now become a reality. The pioneering first MLP cohort of 15-20 students will enter this coming Spring 2020. The GSLC can now be proud of its two degrees of purpose and passion!

Who is the target MLP student?

The MLP is intended to address the learning needs of cross-sector practitioners across the country and world who are engaged in studying change as they lead the

Find Out More!

Join us for an Information Webinar. We welcome you to tell a friend or colleague about the new MLP and have them RSVP for a webinar.

antioch.edu/gslc

change. University Vice Chancellor of Academic Affairs, Dr. Chet Haskell notes, "The MLP's structure combines the best of distance learning modalities with the power of periodic face-to-face residencies. This is not just about taking a set of vibrant courses. It engages students who are seasoned professionals with each other, creating a network of peers, not just for the time of the program, but for the rest of their professional lives." This is the expansion of our powerful learning community of ethical leaders and bold change agents.

MLP students can live anywhere, work anywhere, coming together for only face-to-face residencies during their time in the program. MLP students must have a BA from an accredited college or university; many might even have master's degrees in the field of their profession. What they need now is the coaching and evidence-based practice to lead change in their workplaces and organizations.

Dr. Aqeel Tirmizi, GSLC Professor of Leadership, Management and Service, and member of the MLP Launch Team adds, "The MLP is anchored in strong values that have distinguished Antioch education over the decades. Its innovative design invites emerging leaders and managers to meaningfully explore their leadership challenges and aspirations. Its overall goal is to enable participants to embrace their leadership and change work in creative, bold, and responsible ways."

How is the MLP structured?

The MLP's 16-month (four trimester) program is entirely designed around a student-designed and student-led real-world action project/venture. Each trimester addresses the scholarship, skills development and coaching needs most aligned with the four phases of an initiative, from articulating the need to designing the actual effort, from implementing the project to reflecting on the outcomes. In essence, students will learn by doing.

The four-sequence scholarship course will emphasize responsible and authentic leadership, ethical practice, inclusive change and serving the common good. Coursework will focus on progressive and nontraditional leadership perspectives rooted in ethical awareness,



Now Accepting Applications!

For more information visit
www.antioch.edu/gslc

global understanding, and social responsibility. The four-trimester capabilities development studio will help students strengthen their skills in needs assessment, systems thinking, project design, conflict management, multicultural team development and much more. And, finally, the professional and personalized coaching will accompany students through the entire project-based sequence of their learning. Dr. Lize Booyesen, GSLC Professor of Leadership and Organizational Behavior added, "The skills studio and real-time coaching coupled with and focused on real-world organization change in the context of continuous reflective practice and cutting-edge leadership theory catapults the MLP as a boundary-spanning degree that bridges scholarship and practice in intentional and elegant ways."

Students will attend two residencies over their time in the program – the Orientation residency during their first trimester and the Capstone residency during the last. Between residencies they will participate in virtual courses and skills development with their cohort and have one-on-one coaching with a 'practice coach' and their faculty advisor. This powerful set of inter-related learning activities are designed to guide students through their journey of action, reflection and change.

What makes the MLP so unique?

A GSLC Launch Team of faculty and staff has been meeting regularly to build the developmentally sequenced 4-trimester curriculum of academic courses, skill development studios and coaching labs in a uniquely integrated fashion so that the course, capabilities and coaching interact across weeks and trimesters to embolden the students' learning. We have a lot of work ahead but the basic curriculum design is in place, enriched by strong academic and student services, an original virtual platform, and a committed community of progressive learners.

The MLP is not just about taking a set of vibrant courses although that certainly is one important aspect of the curriculum. More than that, notes VCAA Haskell, "This is an exciting, high quality opportunity that is much more than simply earning an academic credential. It is a chance for people who want to have an impact, leveraging education for the achievement of their highest goals in service to society. We at Antioch are proud to add it to our portfolio of

THE THREE Cs

COURSES | CAPABILITIES | COACHING

Trimester/Phase I:

Identifying Responsible Disruption

Trimester/Phase:

Designing Inclusive Change

Trimester/Phase:

Piloting Bold Innovations

Trimester/Phase:

Reframing for Thriving and Just Futures



University 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

professional education programs.”

A significant element of the MLP, beyond courses and studios, is the involvement of real-world coaching. Dr. Shana Hormann (PhDLC Alumna and former Antioch University Seattle core faculty and Dean of Students) is leading the MLP launch effort and notes “I am truly excited for our students who will have the opportunity to work with a practice coach in their field on a real-world action project, as they challenge approaches to leadership in their coursework with a team of engaged, interdisciplinary, senior faculty. One-on-one coaching will be an amazing benefit for students.”

We are also building off the powerful tools we put together in the PhD Program in order to design an extraordinarily visionary and unique virtual platform for our geographically dispersed students that itself is premised on notions of active engagement within and across cohorts, as well as networked with students and alumni of the full Graduate School.

Relatedly, since one of our goals is to strengthen the confidence and capabilities of life-long change agents skilled in leading efforts that further the common good, MLP graduates will leave the program with a an online portfolio of their leadership role(s) and action project, which they can show to prospective employers or organizations with whom they work.

Perhaps coming back to our core, one of the things that makes this integrated learning model combining academic rigor, reflection on experiential learning, and social responsibility so unique, is that it is SO Antiochian.

The GSLC continues to be inspired by Antioch’s founding president, Horace Mann, who called on the college’s first graduating class in 1856 to “win victories for humanity.” The Graduate School’s students and alumni engage with individuals, organizations and communities worldwide as socially conscious professionals and responsible scholar-practitioners to live Antioch University’s mission to “further social, economic, and environmental justice.” In an era when we need to speak about bringing down walls and building bridges across difference, Antioch University’s Chancellor Bill Groves wrote of the MLP, “Antioch has always seen its mission as going beyond the proverbial

typical ivory tower walls of higher education. We are excited to further expand the university with yet another low-residency program that will reach students nationally and globally to create a diverse and innovative learning environment.”

What are the next steps?

If you are interested in knowing more about the program or registering for an information webinar, please visit our website, www.antioch.edu/gslc. If you have a friend or know a colleague who might be interested in the MLP, have them contact Shana Hormann at shormann@antioch.edu or (425) 577-1121.

If you are an alum of the PhDLC program and are interested in possibilities of serving as a practice coach for a MLP student leading a real-world change effort in your sector or profession, please contact Shana. We are still working out details on the ways in which our GSLC alumni can be involved so knowing expressions of interest is important!

The MLP is designed to help students develop the Contextual Knowledge, Relational Capabilities, and Habits of Mind to be life-long change agents.

Graduates will have demonstrated their skills in:

Conducting analyses of organization’s capabilities and assessments of a community’s needs;

Developing well-designed, evidence-based bold strategies to disrupt responsibly;

Creating, nurturing and sustaining robust cross-sector and multicultural teams;

Engaging with and successfully shifting dynamics that are resistant to change;

Strengthening communication and conflict resolution skills;

Increasing personal, organizational and community resilience

LAURIEN ALEXANDRE

Provost's Column

Writing the Provost's Column is always a forced pause point for me. It makes me stop and reflect on the memorable moments and significant announcements since our last newsletter. Whew, like always, so much is going on.



I write this column the day before departing on the GSLC's education trip to Havana to study leadership in change in five key sectors of Cuban life (economy, politics, healthcare, education, and culture). We have 18 Antiochians participating on the week-long trip including current students, alumni, partners and friends. I'm looking forward to the learning and the adventure, the unexpected that comes from visiting other countries and cultures. I'm reminded of the powerful words of the Spanish educator, poet and philosopher, Miguel de Unamuno (1864-1936), who so brilliantly noted, "Fascism is cured by reading and racism is cured by travel." The power of getting to know 'the other.' It is so very important that the GSLC has continued to offer international (and national) experiences over the years as a way to meet others, expand our thinking, and learn about the differences and similarities of the human condition. There is no question that our country and world need healing....and I believe taking one step into the city of another or the country of stranger is one step closer to the possibility of building bridges and tearing down walls.

So, before I start packing and pacing (yes, airplanes are not my favorite thing), let me share some significant GSLC happenings that have occurred since last I wrote or that will be taking place soon.

First, for years we've imagined expanding the Graduate School with additional degrees or non-degree programming. I suspect you've all heard recent rumors...and I can now confirm: The GSLC's Master in Leadership Practice launches this coming year, with the first cohort of students projected to enter March 2020. This is an exciting

moment of growth, a bit overwhelming as we create a one-of-a-kind master's program for change agents. Please read the included article and let us know what you think. There will be many ways for alumni to be involved from the expanded network of all GSLC students, graduates and faculty to opportunities for mentoring if skills and expertise match. I'm taking a big gulp as we venture into this new venture and all that it will bring.

News of beginnings often seems to share space with news of departures in this column. It is Jon Wergin's decision to slow down a bit and this academic year, 2019-20, will be his last year as fulltime professor. Yes, you've read correctly. I know that it is way too hard to imagine the program without Jon. Fortunately we won't have to! Our goal is that Jon will then continue on with the program in a more limited capacity, attending some residencies, chairing fewer dissertations, and still engaging virtually around learning, leading and inquiring for years to come. Watch over the coming months for announcements about how you can be involved in sharing your appreciation of Jon's contributions to your doctoral experience!

In addition to Jon's retirement and the MLP launch, the GSLC will be embarking on the search for three new fulltime, senior-level core faculty, two whose primary designation will be working with the PhDLC students and the other whose primary designation will be building the MLP! We'll be sharing the position announcements (as soon as I write it up!) in Summer as these national searches get underway. As always, our students, alumni, mentors and external dissertation committee members are some of our best networks to promote awareness about the searches. We'll be asking for you help to get the word out so we can find our next extraordinary faculty.

I'm pleased to announce we have just completed successfully admitting Cohort 19. Yes, you've read that correctly – NINETEEN. Cohort 1 entered January 2002 and Cohort 2 entered that summer, July 2002...and then every year henceforth. As you all know, I'm a planner. so watch for news about 20th anniversary of the PhDLC and the Graduate School. Expect to hear about lots of celebrations, and expanded alumni opportunities, and many ways to to recognize the fulfillment of two decades of a dream and the beginning of the third decade of bold experimentation ahead.

I look forward to seeing this with all of you!

For now, I wish you all peace, and hope, and justice...

Laurien Alexandre,
Provost, Antioch University Graduate School of
Leadership and Change
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Around Antioch University

Exciting happenings abound throughout Antioch University!

Learn more all about the wonderful news from our campuses and program here,

<https://www.antioch.edu/au-news/>



ProCan Rocks:

From Pilot to Permanent Feature

For years we've pondered how to support PhDLC students in Year 4 and beyond who were not yet in candidacy. After the highs (and occasional lows) of cohort bonding and after the abundance of residency moments of inspiration, these pre-candidacy students were now on their own to work with their advisor, make progress alone, and complete their final learning achievements. Doctoral study is lonely enough (Lovitts, B. *Leaving the Ivory Tower*, 2001) but we wanted to do something about it.....

Lightening struck last year and we piloted ProCan, which stands for Pro-Candidacy... ahh, the powerful forward momentum to achieve candidacy, or ProCan stands for Pro-Can-Do, a supportive space where each individual student can make progress. It is a bit like the familiar Years 1 through 3 construct of Prosem, but not like it at all. Appreciation goes to Cohort 15 members for coming up with the name, ProCan, when Laurien shared the idea at that cohort's final Santa Barbara residency.

So, this past year we piloted ProCan. While elective and non-credit-bearing, participation in at least one monthly session were expected unless the student's advisor counsels otherwise. ProCan was a requirement, however, for all students on SAP Learning Plans. ProCan meetings were faculty-hosted several times a month for group sharing and accountability; there are also self-organized peer gatherings spaces; and, finally, there was a robust monthly schedule of program-wide virtual workshops on library, writing, methods, and Learning Achievements that are available.

This year's pilot was co-facilitated by GSLC Research Librarian Steve Shaw and Shana Hormann, who is working with us on the launch of the MLP and has a teaching faculty role in the GSLC. Shana is a graduate of the PhDLC (Cohort 2) and served as Dean of Students and Core Faculty at our Antioch Seattle campus for years. The

co-facilitators both shared positive observations about this year's process. Steve noted, "My perception was that students appreciated being part of some intentional community, and took advantage of the support as they needed it. I know that when ProCan students showed up for the library sessions they often scheduled follow-up 1-1 appointments, and it seemed as if there was an intangible level of accountability." Shana observed the ways in which ProCan gave students real-time conversations with one another and with her. "They were excited to see each other and often spent some time checking in at the beginning of the session in ways that were reminiscent of their Prosem Dialogue groups, the human connection of: "How are you?" "How's the job?" "How's the baby?" "How's your health?" "How can we help?"

Shana notes that the students served as inspiration and coaches to one another, sharing what they knew about Learning Achievements, offering ideas for progress or valuable resources. In this supportive environment, it was clear that students experienced ProCan as a safe place to say, "I'm not as far along on this Learning Achievement as I wanted to be," "I still have imposter syndrome," "I'm overwhelmed."

This supportive approach was affirmed by several ProCan participants. One student noted, "ProCan saved my PhD QUEST!!!! Yes, there were those in our cohort on the three-year plan to candidacy, but many of us were not. And after Santa Barbara....we wondered, what now? Enter the step-up by Antioch to provide online sessions open to all (yes, you can take Steve's research skills sessions as many times as you want) and ProCan! I thank guidance and support from my terrific advisor, ProCan colleagues, online workshops, and weekly study buddy check-ins. I am now on the road to candidacy!"

Another ProCan student who had just returned from a full-year leave shared, "Taking a leave was a little scary for me because I

ProCan Schedule

July – October 2019
subsequent trimester dates
will be posted

**1st & 3rd Wednesdays,
4th Sunday of the month
(4-5 pm PT/ 7-9 pm ET)**

**First trimester dates:
August 7, 21, 25
September 4, 18, 22
October 2, 16, 27**

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



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.

knew that people who take time off frequently never come back and complete. I was feeling isolated and unsure of my ability to get back on track. Learning of 'ProCan' comforted me. It really helped me to get back on track and connect on a regular basis with others. It kept me engaged, accountable, and most importantly, ProCan helped to motivate me. This past year without residencies ended up being my most productive year in the program thus far in terms of learning achievements. ProCan in and of itself is valuable, but for me, I made a commitment to it early on, and told myself that I would make the most out of it. This paid off!"

In addition to the virtual workshops, ProCan dialogue groups, and accountability partners, another hit was the one-on-one coaching. It seems to have done the trick. One ProCan participant noted, "I took advantage of the coaching and was able to connect with Shana several times to bounce ideas off and gain fresh perspective and insights on my learning achievements as I worked toward my dissertation phase." Another noted, "Of all of the marvelous listening and guidance skills Dr. Shana Hormann has, one thing is also true. She finished her own PHDLC! She knows you can do this!"

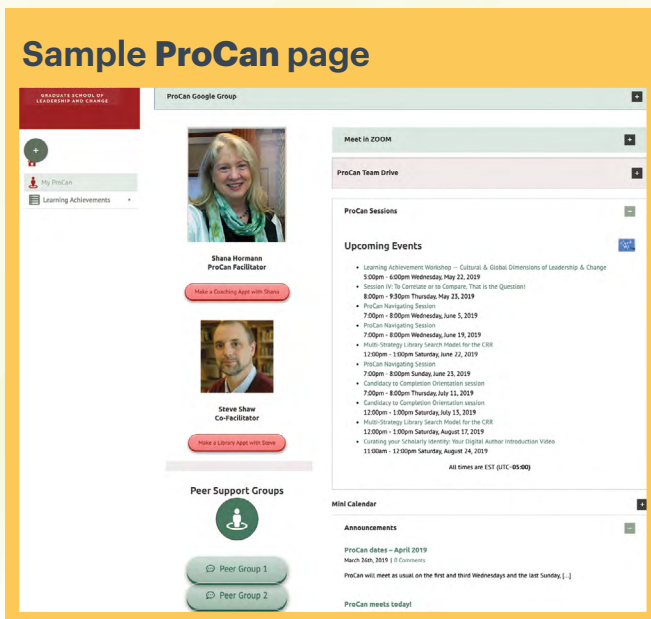
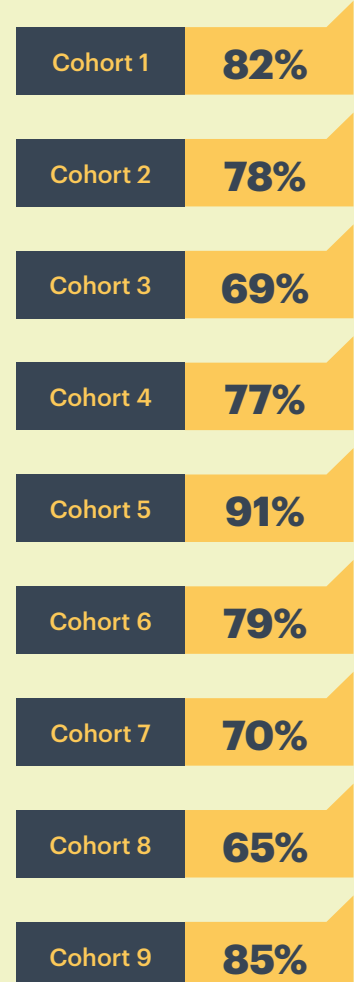
For Shana, both as an alumnus and as a skilled educator and coach, the ProCan facilitation experience was rewarding. "The PhDL&C Program was re-affirmed for me," she reflected. "The students are smart, passionate, care about how they show up in the world, and want to work on behalf of the Common Good. They praised each of the faculty – every single one – and were happy that they are L&C students."

So...for those pre-Candidacy students entering 4th year or beyond, don't be scared, don't feel isolated. Join ProCan! The Program Office will be in touch with you as we start the new academic year – all eligible students will be pre-populated into ProCan, and it will appear on your desktop in the same way that your designated Proseminar appeared on your menu. So watch for that.

THE PhD IN LEADERSHIP AND CHANGE PROGRAM

We couldn't be more proud. The PhD in Leadership & Change graduation rates far exceed the national average for doctoral programs.

GRADUATION RATE



Alumni Reflect

We asked alumni to tell us stories about what they have done with their PhD since graduating. Here are a few snapshots!

"I am still teaching fulltime at Great Bay Community College, but in addition to this, I have taken advantage of other opportunities. Here is an interesting tidbit I learned recently, Great Bay Community College experienced rounds of faculty layoffs and I still had a job. I was left wondering how I was so lucky, as it is usually the arts that are cut first. It turns out that it is due to my PhD. Apparently maintaining a high percentage of faculty with terminal degrees helps with articulation and accreditation!"

DR. ANNETTE COHEN
[COHORT 8]

"I am a much much better researcher and evaluator.....many thanks to Drs. Carol Baron, Philomena Essed, and Jon Wergin. They taught me a lot and I have been using those lessons a lot."

DR. JR RANSOM
[COHORT 5]

"I have now published four books (*Managing the Millennials: Discover the Core Competencies for Managing Today's Workforce*, *Discover the Core Competencies for Managing Today's Workforce 2e*, *Millennials@Work: The 7 Skills Every Twenty-Something Needs To Overcome Roadblocks and Achieve Greatness at Work*, and *Millennials Who Manage: How To Overcome Workplace Perceptions And Become A Great Leader*). *Millennials@Work* has now been published in five languages.

I've also started a consulting practice based on my research and Concordia University in Irvine, California recruited me to be the Academic Director of their Organizational Psychology program. I have now been promoted to Full Professor. Needless to say, my financial investment in the Antioch PhD program was the best investment I have ever made—personally and financially."

DR. CHIP ESPINOZA
[COHORT 5]

"The program changed my life. I am a better person because of it. Professionally, it's has opened doors I can't imagine...job opportunities, consulting gigs, quotes in major publications and interviews in the US, Australia and New Zealand, published articles and speaking engagements in addition to publishing my second book."

DR. FROSWA BOOKER-DREW
[COHORT 10]

"My Antioch PhD experience has changed my life in immeasurable transformative ways...I've been on a few panels at conferences, Laurien assisted me in connecting for some adjunct work, and I published a mini-case study on our work at Safer Foundation. I guess the biggest impact is slowly shifting the direction of my agency and winning some big grants to assist the growth of the agency."

DR. HARRY ALSTON
[COHORT 2]

"I have published several articles and a book since getting my PhD. I have also presented many times over these past years including at the International Leadership Association Conferences in Prague, San Diego and Barcelona as well as workshops in India and at several schools of social work here in the United States."

DR. SHANA HORMANN
[COHORT 2]

Reflections on Alumni Wisdom

By Jon Wergin

The GSLC is drawing upon the talents of our alumni in a growing number of ways, one of which is serving as "critical friends," reviewing and commenting on faculty members' draft manuscripts. I recently completed a book to be published later this year by Cambridge University Press, titled *The Learning We Need: Deep Learning in a Disoriented World*. Following my presentation to the annual alumni seminar in Yellow Springs last year, I invited those in attendance and online to give me critical – but friendly! – feedback on early drafts of the book. Several alumni responded, including Jane Alexandre, Shelley Chapman, Norman Dale, Karen Geiger, Lisa Graham, Pat Greer, Sue McKeivitt, John Porter, and Tayo Switzer. I sent this group of critical friends draft chapters of the book as

I wrote them, and asked them to comment on such things as its potential appeal to more than just an academic audience, its timeliness and relevance, and omissions of other important work that should be included. The group responded with enthusiasm, and gave me invaluable advice, without which the book would have had a significantly different content and tone. For example, several alumni suggested that the mostly conceptual focus of the book might not appeal to practitioners, and so I changed the emphasis of the last chapter from an integration of the previous ones to something more pragmatic, namely, "how might I go about instilling a deep learning mindset in myself and others?" My experience with this group of critical friends was yet another reminder of just how smart and generous our alumni are. I'm grateful for their wisdom.

International Leadership Association Conference

Recap!

The 2018 ILA in West Palm Beach (October 23-27) was a highlight for the Antioch PhD in Leadership and Change (PhDLC) program. Not only did we have our usual big footprint based on our student and alumni attendance and presentations, but as well, Dr. Audi Johnston (Cohort 12) was the Conference Program Co-Chair, and Dr Donna Ladkin delivered one of the keynote addresses. The mention of both Audi's and Donna's Antioch PhDLC affiliation in their introductions drew rowdy rounds of applause from the audience!!

On the Tuesday evening prior to the pre-conferences we had our PhDLC symposium welcome dinner, we had our usual Antioch reception on the Thursday and approximately 70 people attended, and we concluded our symposium with a successful cocktail hour or two, after Donna's workshop

on *Rethinking Leadership: New Developments Around the Leadership Moment*, led by Donna with eight participants in attendance.

Vital Statistics:

- ▶ **3** Faculty members,
- ▶ **17** Alumni
- ▶ **11** Student

a total **31** Attended the 2018 ILA Conference

The total output of the Antioch PhDLC program

- 1** Keynote address
- 1** interview with Lifetime Award winner
- 6** Session Chairs
- 13** Session presentations
- 1** Interactive roundtable
- 5** Exhibits at Meet the Author Book Reception
- 2** Pre-Conference workshops



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.**



International Leadership Association

An Alum's Reflection!

Shelley Chapman, PhD (Cohort 3)

I confess! After my graduation in 2007, I got busy and never attended one ILA Global conference! However, after spending five years working in sub-Saharan Africa, I reached out to Lize Booysen to explore the possibility of presenting at the ILA Global Conference. Lize provided significant advice that my African colleague (Patricia Ali) and I needed to submit proposals not only to the Global Conference, but also for the Africa Regional Conference. My interactions with Lize leading up to the conferences pointed me to authors, articles, and books that I did not know about since graduating more than a decade earlier. It was not only intellectually stimulating, but it gave us new ways of talking about what we were experiencing in our efforts to co-construct leadership development for African women, namely, using a mainly constructionist approach to relational leadership through dialogue, mutuality, and positive regard. We felt affirmed and inspired as we prepared for and presented at these conferences. One cannot overstate the importance of being connected with this network of collaborative and creative international scholars and practitioners. We were particularly uplifted by the fact that the Global Conference held a session on *Leadership Development for Africa* where we presented. Additionally, Pat was recognized as an "Emerging Scholar" for her study, and she was able to get feedback from renowned leadership scholars. It was exciting. Working cross-culturally in complex and resource challenged contexts, over the long haul, can be daunting, but the support and camaraderie I sensed at all the Antioch gatherings throughout the conference buoyed my spirit. I am very glad I attended the conference and all the Antioch activities associated with it. I highly recommend it for all my fellow alumni!

Join us for reunion! this summer!

Here is a full schedule for the day!!

Saturday, August 3, 2019

9:00am Commencement

11:00am Light Reception

1-1:30pm Program Updates with
GSLC Provost Dr. Laurien Alexandre

1:30-4pm Afternoon Session with Dr. Donna Ladkin

Exploding the 'Powerful Leader' Myth: Why Even the Most Senior Person in the Room Can't Always Make Change Happen

Session Description:

So – you've finally landed 'the job' – the senior one, the one that means that you can determine the strategy, make change happen, finally get things RIGHT. You even do your homework: you build alliances, you walk the talk, you listen and reflect. But when you get down to 'making it happen', it just doesn't work the way you thought it would. The power you thought this role would give you – it turns out to be slippery. Even worse, because you're 'the boss' people blame you when things don't go to plan. They, like you, thought you could do it. What went amiss?

Enter the French post-structuralist Michel Foucault. Foucault revolutionized previous assumptions about power and how it works. Firstly, he recognized the relational nature of power – rather than being a possession he saw it as a dynamic that only appears when people are engaged with one another. Secondly, he saw that people always have a choice as to whether or not they will be affected by power. This accounts for the indeterminacy which so-called powerful people can experience when they attempt to assert their wills. Finally, he alerted us to how even those assumed to be powerful are subject to the history, culture and structural dynamics of their contexts. In this way, no-one is really as powerful as they might think.

This workshop will unpack some of the unhelpful assumptions we have about power and reconsider it through the lens of Foucault's thinking. As well as offering theoretical content, we'll experiment with new ways of working with power and how insights drawn can be applied in your own organizational or work settings.

The workshop will be led by Dr. Donna Ladkin, the Graduate School's newest core faculty member, who is Professor of Leadership and Ethics. A philosopher and musician by background, Donna is known for her ability to make complex philosophical ideas relevant and applicable to the every-day contexts of practicing managers and leaders. Her exploration of leading as an embodied and aesthetic practice informs all of the work that she does, making sessions with her highly interactive and fun, as well as informative.

5:30-7pm Celebratory Reception

**Be in touch with Leslee Creighton to
RSVP and gather further details!**

lcreighton@antioch.edu

GSLC East Coast Gatherings!



The Graduate School of Leadership and Change held two East Coast alumni and student gatherings this June! Learning community members enjoyed a private historic tour of Grand Central Terminal thanks to our own Maxinne Leighton (Cohort 11). In addition to a private tour guide, she joined the group bringing her deep knowledge from her co-authored book, *Grand Central: Gateway to a Million Lives* (W. W. Norton & Company, 2012). Additionally, GSLC welcomed Dr. Donna Ladkin in facilitating her session, *Continuing the Scholar/Practitioner Journey: A Workshop to Leverage Your PhD in Leadership and Change*, for students, alumni, and friends in Washington, DC! Stay tuned for more engagement happenings around the country in the future!

Faculty Updates

Professor of Leadership and Organizational Behavior Dr. Lize Booyen delivered the keynote address entitled, "Responsible Leadership and Courageous Followership: Questions to Ask" at the 8th International Conference on Sustainability and Responsibility at the Cologne Business School in Germany and presented "Workplace Identity Construction" at the 19th International Diversity in Organizations, Communities and Nations Conference in Greece. She was also appointed Professor Extraordinaire for a three-year term at the University of Stellenbosch Business School, South Africa and re-appointed as Senior Research Associate for the University of Johannesburg, in an advising capacity on faculty and student research for a three-year term.



GSLC FACULTY AND STAFF SHARE A CELEBRATORY DINNER

Professor of Critical Race, Gender and Leadership Studies Dr. Philomena Essed has been featured on the cover of *The Green Amsterdammer*, a progressive weekly newspaper in Amsterdam. The article entitled "Philomena Essed: How After 30 years Her Book *Everyday Racism* Inspires a New Generation" details her groundbreaking work on everyday racism.

Professor of Organization Learning and Development, Dr. Mitch Kusy was the keynote speaker at two healthcare conferences recently. These keynote addresses were 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* (Routledge, 2017).

On February 20th he presented to the Wisconsin Directors of Nursing Council in Lake Geneva, Wisconsin. After his presentation, entitled "Toxic Behaviors in Healthcare: Strategies to Improve the Patient Experience", he held a book-signing event. On March 9th, he presented to Reading Hospital, just outside Philadelphia. The title of his presentation was "Building a Culture of Patient Safety". Additionally, Dr. Kusy's book, *Why I Don't Work Here Anymore* has now been made into an audiobook to accommodate to the different learning needs of its audience. With close to 60 reviews on amazon.

com, Mitch's book has become popular among leaders who wish to engage in civil discourse, improve respectful engagement, and erode toxic work behaviors—with demonstrated gains in individual, team, and organizational performance.

Professor Emeritus and PhD in Leadership and Change program Co-Founder, Dr. Al Guskin has been recognized for his pioneering work on community engagement with the special naming of, the Alan E. Guskin Center for Community and Business Engagement at the University of Wisconsin Parkside. Learn more about the dedication [here](#).

**GSLC
Alumni
Book Club
Notes!**



This year's Alumni Book Club recently wrapped with rave reviews. Close to two dozen alumni of the PhD in Leadership and Change program alumni members registered for this year's series which was lead by Core Faculty members Drs. Lize Booyen, Mitch Kusy, and Donna Ladkin. The series covered topics from capitalism, to climate, from the costs of toxic employees, to the ways in which leaders build trust. Stay tuned for the upcoming annual 2019-20 series sessions in the coming months!

Alumni and Student Updates

COHORT 2

Vice President of Strategic Planning and Development at The Safer Foundation Dr. Harry Alston will facilitate the workshop entitled, “Entrenched Systems - Doubling Down on Inequity Reversing The Tide: How Inclusive Voices Can Build Equitable Employment Strategies” at the 2019 Equality, Diversity, and Inclusion Conference in Rotterdam. Additionally, Harry has worked with the Safer Foundation and [The National Restaurant Association Educational Foundation \(NRAEF\)](#) to forge a collaboration between restaurants, nonprofits and [Restaurant Ready](#) a program to train young people disconnected from the workforce and formerly incarcerated populations in work-readiness skills to prepare them for careers in restaurants and food service. Learn more about Dr. Alston’s extensive civic and community work [here](#).

Associate Professor of Management for John Carroll University Dr. Scott Allen has co-authored *Discovering Leadership: Designing Your Success* (SAGE Publications, 2019). The publication provides a practical, engaging foundation and an easy-to-understand framework for individuals to purposefully design and apply leadership. Learn more about Dr. Allen and his work [here](#).

Dr. Sean Creighton has been named the next president of The New American Colleges and Universities (NAC&U). NAC&U is a national consortium of selective independent higher education institutions dedicated to the integration of liberal education, professional studies, and civic engagement. Learn more about Dr. Creighton and his work [here!](#)

Founder and President of First Light Group, Mark Light has written, “You First: Leadership for a New World, Carpe Fortuna; Reddere in Ante” in *The Non-Profit Quarterly*. Read the full article [here](#).

Organization development consultant and Graduate School of Leadership and Change teaching faculty Dr. Shana Hormann presented at the Washington State Community Action Partnership annual conference on addressing organizational trauma and building organizational resilience. Additionally, her work has been featured on a new website initiated by the Initiative for Safety and Justice. Learn more [here](#).

Dr. Charis Sharp has been named Executive Director of the Latin American Montessori Bilingual (LAMB) Public Charter School. LAMB’s mission is to create a self-directed learning environment in which children build a foundation of knowledge essential for a lifetime of learning while developing bi-literacy in English and Spanish. Dr. Sharp embodies over 25 years of experience in education,

with extensive training and expertise in organizational development, leadership and Montessori administration, and public policy. She is a Senior Consultant for Metro Consulting and serves as Board Chair for the Montessori Public Policy Initiative, in Washington, D.C.

COHORT 3

Dr. Raquel Gutierrez has accepted a position as the Director Leadership and Learning with Hispanics in Philanthropy, a trans-national philanthropic serving organization on a mission to strengthen Latinx leadership, influence, and equity by leveraging philanthropic resources.

COHORT 4

Antioch University PhD in Leadership and Change alumna Dr. Lynn Johnson Langer is the new Executive Dean of Academic Programs at the Foundation for Advanced Education in the Sciences (FAES) at the National Institutes of Health (NIH) in Bethesda, Maryland. FAES is a non-profit foundation formed 60 years ago to provide educational support to the researchers at the NIH. The organization offers graduate education and training to almost 3,000 students annually. Learn more at [here!](#)

Senior Vice President and Chief Data Scientist at Dun & Bradstreet Dr. Anthony Scriffignano was recently interviewed at AI World on a number of topical issues including [artificial intelligence](#).

Anthony was also interviewed regarding cyber security issues on *Government Matters*. Watch the full segment [here](#).

COHORT 5

Professor of Psychology and Counseling at Carlow University Dr. Harriet Schwartz recently published “[When I Said ‘White,’ I Meant ‘White: Why White Pittsburghers Should Care About Racism and What to Do About It](#)” in *PublicSource* the nonprofit digital news outlet that delivers public-service reporting and analysis in the Pittsburgh region. Dr. Schwartz is also Lead Scholar for Education as Relational Practice, for the Jean Baker Miller Training Institute and is author of the recently-released book [Connected Teaching: Relationship, Power, and Mattering in Higher Education](#) (Stylus Publishing, 2019). Learn more about her work [here](#).

COHORT 6

Communications strategist and management consultant Dr. Janet Bell's book, *Lighting the Fires of Freedom: African American Women in the Civil Rights Movement* (The New Press, 2018) was nominated for the 50th NAACP IMAGE Award for Outstanding Literary Work by a Debut Author. Learn more about the book [here](#). Janet was also a featured, notable guest at the forum entitled, *Unsung Champions of Civil Rights from MLK to Today*, held at the historic Apollo Theatre in New York City, January 20, 2019. The Apollo Theatre and WNYC public radio are partnering for the sixth year to present this forum to facilitate meaningful conversations examining Dr. King's legacy and its impact on modern social-justice movements. Learn more about Dr. Dewart Bell and this special event [here!](#)

COHORT 10

Dr. Randy Bartlett will open City of Bridges High School in Pittsburgh, Pennsylvania. City of Bridges High School is a independent, progressive, holistic, 9th -12th grade high school that believes that school should be transformational for the students and which graduates young adults who are prepared to assert their agency in the world, who have the lived-experience, knowledge and skills to follow their passions, and who are dedicated to living with empathy, justice, peace, compassion, and joy in order to transform the world into a measurably more positive place. Learn more about the school, its curriculum, learning community members, and stay up-to-date with news [here!](#)

Director of Community Affairs for the State Fair of Texas, Dr. Froswa' Booker-Drew has joined *Business Women Media* as a contributing columnist addressing reader questions and sharing her years of experience and practice into the goal of helping readers solve thorny issues. *Business Women Media* is a comprehensive website and social media outlet for women worldwide. Read Dr. Booker-Drew's first installment [here!](#) Additionally, Dr. Booker-Drew was recently a featured guest in Thrive Global's series "Learning to Finally Love Yourself". In the interview she touches upon her extensive background in leadership, nonprofit management, partnership development, training, and education along with her expertise in social capital building, diversity, and relational leadership. Reach the full article and learn more about her work [here!](#) She was also recently featured in the article, "How Women Supporting Each Other Benefits Everyone In The Workplace" in *Forbes* online. Read the full piece [here](#).

Director of Diversity, Inclusion and Title IX at Elizabethtown College, Dr. Armenta Early Hinton has received the 2019 Torch of Global Enlightenment Awards. Each year, the World Affairs Council of Harrisburg honors organizations and individuals that have contributed to global understanding and appreciation of different cultures,

languages and lands. Learn more about the award [here](#).

The American College of Education (ACE) has announced that Dr. Juan "Kiko" Suarez has joined the college as its first chief strategy and innovation officer. Read about his new position [here!](#)

COHORT 11

Teaching Faculty and Director of the Advocacy for Social Justice and Sustainability Master's Concentration for Antioch University New England's Environmental Studies Department and Co-director of the Center for Climate Preparedness and Community Resilience Dr. Abigail Abrash Walton recently published "Fossil Fuel Divestment: The Power of Positively Deviant Leadership for Catalyzing Climate Action and Financing Clean Energy" in *Evolving Leadership for Collective Wellbeing - Lessons for Implementing the United Nations Sustainable Development Goals* (Emerald Publishing Ltd, 2018). She also presented "Positively Deviant Leadership and Sustainable Consumption: The Phenomenon of Institutional Fossil Fuel Divestment" at the Psychology of Sustainable Consumption Meeting at the University of Pennsylvania, Philadelphia this past May. Learn more about her work [here](#).

Dr. Amy Climer recently shared insight based on her dissertation research at TEDxAsheville. Dr. Climer's presentation entitled, "The Power of Deliberative Creative Teams" highlights the ways in which tapping into collective team creativity leads to innovation. Owner of Climer Consulting, Dr. Climer delivers engaging, experiential training programs that teach people to leverage creativity. Watch the TEDx presentation [here](#).

Dr. Tami France serves the Mayo Clinic as a leader inside Workforce Learning and also holds an academic role as Assistant Professor of Medical Education in the Mayo Clinic College of Medicine. She focuses her time on executive leadership development initiatives through curriculum design, facilitation, program management, and executive coaching. She recently published "The Importance of a Radiologist-Administrator Partnership to Future Healthcare" in the *Journal of the American College of Radiology* (2018) and "Accelerating Diverse Leader Readiness through Foresight and Futures Thinking" in *Futures Thinking and Organizational Policy: Case Studies for Managing Rapid Change in Technology, Globalization, and Workforce Diversity* (Palgrave Macmillan Publishing, 2019).

COHORT 12

Founder and Artistic Director of H.E.A.T Collective, Dr. Jessica Litwak recently published the essay entitled, "From Gaza City to the Golden Gate, A Call to the International Theatre Community to Join the Struggle for Cultural Justice" in *HowIRound*, which is a free and open platform

for theatre makers worldwide that amplifies progressive, disruptive ideas about the art form and facilitates connection between diverse practitioners. Read the full essay [here](#).

Graduate School of Leadership and Change alumni Drs. Shana Hormann (Cohort 2) and Mohammed Raei (Cohort 12) were featured speakers at the Ethics and Ethos Conference this past June. Dr. Raei specializes in adaptive leadership and Dr. Hormann's focus involves organizational trauma and healing. Learn more about their extensive work and the conference [here!](#)

COHORT 13

Dr. Maria Dezenberg has been named the new provost of The College of William & Mary. Passionate about progressive change and collaborative work cultures in the education sector, Dr. Dezenberg has a history of engaging school organizations through change-oriented leadership that promotes empowered, people-centric workplaces. Founder of Inclusive Leadership Solutions (ILS), she specializes in team and organizational change with an emphasis on employee engagement and growth initiatives, transformation and talent development to advance leadership and social processes for growing organizational strengths against the backdrop of increasingly dynamic work world. Learn more about Dr. Dezenberg and read her dissertation [here!](#)

Nate Woods has accepted the role of Senior Customer Support Manager for Ethiopian Airlines, Royal Air Maroc, Egypt Air and Air Algeria. Nate will continue to be based in Ethiopia and his primary focus will be leading the support activities. Nate began his career with GE in 2008 as a CF6 Diagnostics Fleet Manager. In 2014 he moved to the field service organization where he served as the Field Service Engineer supporting Ethiopian Airlines and many smaller airlines in the Sub-Sahara Africa region. Before coming to GE, Nate worked at Rolls Royce as an HPT design engineer. Prior to this, Nate worked for the U.S. Air Force Research Laboratory at Wright-Patterson Air Force Base.

COHORT 14

Body Liberation, Self Care Coach, and the Founder of Holistic Alchemy and Sister Circle Yolandé “Falami” Devoe was recently featured by *The Body Positive* for her work in “These Black Be Body Positive Leaders are Changing the Game”. *The Body Positive* is an organization teaching people how to reconnect to “their innate body wisdom so they can have more balanced, joyful self-care, and a relationship with their whole selves that is guided by love, forgiveness, and humor”. Learn more [here](#).

Criminal Justice Manager at Arnold Ventures Nicola Smith-

Kea has published a recent op-ed in *The Sacramento Bee* entitled, “California Arrest Rates Highlight a Disturbing Trend for Women”. In the piece Smith-Kea touches upon the increased criminalization of women in the state and throughout the country citing the need for law enforcement reform and gender-based abuse and discrimination. Read the full article [here](#). As a scholar and practitioner, Nicola Smith-Kea’s focus centers within law enforcement agencies around the United States with particular interest in women in law enforcement leadership. She has expertise in creating police-behavioral health collaborations that focus on diverting persons experiencing a mental health crisis away from the criminal justice system and into appropriate services. Learn more about her special [here!](#)

COHORT 15

Coach, trainer, and consultant Cherie Patrick Bridges co-convoked “Finding Comfort in Discomfort: A Cross-Racial Dialogue on Race and Racism”. The session engaged participants in a frank discussion regarding the challenges to racial healing. Learn more [here](#).

Cami Clark is the new Division Director of Research Communications at Florida Atlantic University.

PhD in Leadership and Change student and Associate Director of Research Planning and Development for The University of Texas MD Anderson Cancer Center, Sherri De Jesus is a featured photographer in the Grand Opening of Halo House. Halo House is a 501 (c3) public charity founded in 2009 by MD Anderson Cancer Center oncologist Dr. Nathan Fowler and his mother, retired business owner Kathleen Fowler. Learn more [here!](#)

COHORT 16

Amna (Mooni) Osman is the new Chief Executive Officer of Nashville CARES. Learn more about the organization and her work [here](#).



MEMBERS OF COHORT 16 SHARE TIME TOGETHER AT THEIR FINAL RESIDENCY IN SANTA BARBARA

COHORT 17

Kathy Hoffman’s presentation entitled “Substantially Similar:

Exploring the Effect of Opioid Prescribing Legislation in Washington State through a Complexity Lens” was accepted for presentation at the American Society for Public Administration’s 80th Annual Conference this coming spring. Kathy recently accepted an executive position with the Washington State Liquor and Cannabis Board as their policy, rules, and legislative coordinator for cannabis. In this new role she is responsible for developing cannabis policy and rules that are consistent with, enhance, and clarify current law. Additionally, Kathy serves as the agency’s expert on cannabis laws, policies, and rules providing policy analysis to the Director and Deputy Director. Learn more about her work via this article entitled, “Washington Regulators Seek Cannabis Industry’s Input on Testing Regulations” in *Cannabis Business Times* (April 2018) [here](#).



COHORT 18

Senior Executive Director for the Office of Teacher Development at New York City Department of Education Rod Bowen has been awarded the organization’s 2019 Equity in Leadership Award in recognition of his commitment implementing positive changes in school communities.

Filmmaker, producer, and writer Arturo Sande was recently featured in the piece entitled “Anything Is Possible For Miami Editor With Help From His Mentor” on Miami’s CBS affiliate to highlight his mentorship with south Florida

youth. Arturo has worked with industry networks such as Lifetime Television, PBS, Univision, and VH-1. Watch the feature and learn more about his work [here](#).

Executive Vice President and COO of Allina Health Lisa Shannon explains her proudest moments in healthcare leadership and discusses the biggest issues the industry is facing in the recent article entitled "The Ambitious Agenda of Allina Health COO Lisa Shannon", in *Becker’s Hospital Review* (March 2019). Read the full article [here](#).

COHORT 1 - HEALTHCARE

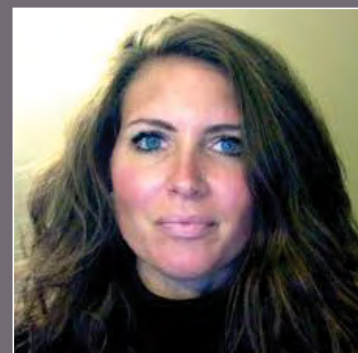
Antioch University’s PhD in Leadership and Change for Healthcare student Jody Levison-Johnson is the new President and Chief Executive Officer (CEO) of The Council on Accreditation. The Council on Accreditation (COA) was founded in 1977 by the Child Welfare League of America and Family Service America (now the Alliance for Strong Families and Communities) to ensure a set of standards are met by human services agencies. Levison-Johnson is an experienced leader in health and human service public and private sectors with expertise in leadership of broad-scale behavioral health/human service reform within government and non-profit environments. Learn more about her work and plans for COA in this recent interview with The Chronicle of Social Change [here](#)!

Clinical Manager and Psychotherapist Lynn Redenbach as been honored for her work with the Excellence in Collaborative Care Award from Island Health (IH) the health authority for Canada’s Vancouver Island. Employing over 19,000 individuals, IH is the public body that oversees all levels of healthcare on Vancouver Island. Housed within IH is the Celebration of Excellence program which is a formal organizational recognition program where Island Health staff, leaders and managers, physicians, volunteers, and auxiliary members nominate individuals and teams who excel. For more information regarding Lynn’s work visit [here](#).



TO LEARN MORE

about the Graduate School of Leadership and Change, contact Associate Director of Engagement and Special Assistant to the Provost Leslee Creighton at lcreighton@antioch.edu





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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.