

## Last Chance to Become a Member of Cohort 20

The application and interview process for our 20<sup>th</sup> cohort which begins classes June, 2008, is nearly complete. Start the process now with your application form, the \$60 fee, and your resume. Contact our Recruitment Coordinator, Zeynep Ekmekci, at 703-726-3769 or [elpnow@gwu.edu](mailto:elpnow@gwu.edu) to learn about the Executive Leadership Doctoral Program, arrange to sit in on a class, or learn details about the admissions process.

If you are interested in learning more about the program and/or applying, we strongly encourage you to visit during one of our class weekends. Upcoming class dates are:

- February 8 – 9 and 15 – 16
- March 7 – 8 and 14 – 15
- April 4 – 5 and 11 – 12
- May 2 – 3 and 9 – 10

Call Zeynep at 703-726-3769 to arrange a time to visit.

## Welcome to our Newest Addition!

Congratulations to Dr. Shaista Khilji and her husband, Rasheed, on the birth of their son Weiz Kahn. He was born December 19, and weighed 7 lbs. We're very happy for you!

## High Honors for Cohort 15's Dr. Al-Emadi in Qatar

Dr. Mohammed Al-Emadi's doctoral dissertation was selected as the 2007 Platinum award and \$20,000 first place cash prize winner during the State of Qatar Educational Excellence Day. This is the highest academic award in that country. Dr. Al-Emadi extends thanks to Dr. Mike Marquardt, saying, "This is a direct result of your leadership as the Chair of my dissertation committee. Thanks for all."

## Graduate Certificate in Leadership Development

The Executive Leadership Program is offering a six-course graduate certificate in leadership development that is designed to increase the learning, leadership and change capacity of individuals and organizations with global emphasis in Human Resource Development.

The program is focused on developing global competencies and assisting individuals and organizations to expand awareness of their societies, cultures and environments that impact the workplace. Theory, research and practice are balanced throughout the program in order to enable students to develop and implement strategies that increase organizational development and learning.

The proposed certificate distinguishes itself by offering a global and international perspective throughout every course. The program allows you either to pursue a certificate or to take courses as electives. The program begins and ends at the Virginia Campus with classes alternating at affiliate sites in Asia, Europe and South America. Contact [Katie Rosenbusch](mailto:Katie.Rosenbusch@gwu.edu) or call 703-726-8396 for more information on this program.

## ELP Website Revamped

Thanks to the efforts of Marge Niedzwicz, ELP's Knowledge Management Coordinator, the ELP website has a new look and a new website address. The former website name, <http://chaos.va.gwu.edu> is now <http://www.gwu.edu/elp>. The ELP website features:

- Announcements on the home page
- Admissions information for interested candidates
- Faculty biographies and publications
- Doctoral dissertations per year

Take a moment to look at the web site at <http://www.gwu.edu/elp>. We are always interested in hearing your feedback. Please send any comments to Marge at [mniedzwicz@va.gwu.edu](mailto:mniedzwicz@va.gwu.edu).

## Completed Dissertations and Oral Examinations

Congratulations to the following student who recently defended his dissertation.

- Dr. Al McCready, Cohort 14 – “The Organizational Dynamics of Corporate Governance Structures: An Investigation of Heterogeneity in Board’s Participation in Corporate Governance”

The Examining Committee determined that Dr. McCready’s dissertation be recognized "with distinction". This is quite an honor as one of the committee members, Professor Albert Cannella of Tulane University, is considered *the* world's top researcher/author in the area of Corporate Governance and served as editor of the Special AOM issue on that topic. Congratulations!

## Michele Scott Presents at SEWSA

Michele Scott, Cohort 16, has been chosen to present a paper at the Southeastern Women's Study Association (SEWSA) at the University of North Carolina - Charlotte in April, 2008. Please see more information about the Frontiers of Feminism at Home and Abroad conference at <http://womensstudies.uncc.edu/SEWSA/>.

## Singapore Doctoral Graduate, Dr. Linda Fang, Publishes and Presents

Dr. Linda Fang, Asia 2 Cohort, published “Perceiving the Useful, Enjoyable and Effective: A Case Study of the E-learning Experience of Tertiary Students in Singapore” in *Educational Media International*.



Dr. Fang also presented her third paper at the ICEM in Cyprus and will be presenting another paper at the AECT conference in Anaheim in October.

## Successful Proposal Defenses

Congratulations to the following ABD students who successfully defended their proposal:

Elke Ender – Cohort 8  
Fritz Krauss – Cohort 16  
Tracy Phillips – Cohort 15

## ELP Makes its Mark at AoM in Philadelphia

Dr. Linda Byington, DC Campus, presented her dissertation findings at AoM in Philadelphia in August in an article entitled, “A Case Study of Hershey's: The Relationship between How an Organization Expresses Its Identity and How Visitors Make Sense of It in Its Corporate Visitor Center.”

She was joined by approximately 20 other ELP students, faculty, and alumni who presented, with nearly 50 from the ELP family in attendance. The planning committee consisted of Dr. Andrea Hornett, Cohort 5, and Glenn Forte, Cohort 15, while Anthony Buffone, Cohort 18, organized the ELP social.

## Dr. Merle Schwartz, Cohort 14, Publishes

The *Journal of Research in Character Education* is publishing Dr. Merle Schwartz’s dissertation research, “The Modeling of Moral Character for Teachers: Behaviors, Characteristics, and Dispositions That May be Taught.”

## Dr. Ellen Goldman, Cohort 14, on Audio CD Business Briefings

Business Briefings, an audio CD of summarized articles appearing in top business journals, magazines and newsletters, featured Dr. Ellen Goldman’s research on strategic thinking among healthcare executives as their lead story for October 2007. The content was summarized from an article in *The MIT Sloan Management Review*.

## Job Success for Darnell Lee

Darnell Lee, Cohort 15, received a promotion at the Office of Human Resources for the U.S. House of Representatives. He has taken on new responsibilities in the role of Assistant, Chief Administrative Officer.

## Dr. Michael Marquardt's Travels to Asia

Dr. Michael Marquardt, Professor of Human & Organizational Learning, Director, Overseas Human Resource Development Programs, Singapore and Hong Kong, recently traveled to locations in Asia, where he was keynote speaker at several events.

Dr. Marquardt delivered the keynote address at the Thai Association of HRD on October 8 in Bangkok on the topic "Action Learning for Building 21st Century Leaders." He also served as keynote speaker at the Asia Action Learning Forum in Osaka, Japan, on November 2 on the topic "Leading with Questions."

His book, *Building the Learning Organization* has recently been published in Thai and Farsi; *Leading with Questions* has been published in Russian, and *Optimizing the Power of Action Learning* in Portuguese. Congratulations to Dr. Marquardt for his amazing accomplishments!

Please click on the press release link below to learn more about the Human Resource Development master degree partnership between Singapore Institute of Management (SIM GE) Global Education and GWU's GSEHD.  
[http://www.sim.edu.sg/sim/pub/gen/sim\\_pub\\_gen\\_content.cfm?mnuid=155&id=3242](http://www.sim.edu.sg/sim/pub/gen/sim_pub_gen_content.cfm?mnuid=155&id=3242)

## Electronic Dissertations

GW is moving towards having all dissertations being submitted electronically. This method is voluntary for students defending their dissertation in the fall 2007 term. It will be mandatory for all GW students starting in the spring 2008 term and moving forward. Contact Nancy McGuire at [nmcguire@va.gwu.edu](mailto:nmcguire@va.gwu.edu) for more information.

## Updates and Info

For your reference, this newsletter is also posted on our website at <http://www.gwu.edu/elp/news>. If you have any contributions, address changes or feedback, contact Marge Niedzwicz at [mniedzwicz@va.gwu.edu](mailto:mniedzwicz@va.gwu.edu), or contact the ELP office at 703-726-8396.

## Dr. Maria Cseh Presents in China, and Publishes

Dr. Maria Cseh participated in the Sixth Asian Conference of the Academy of Human Resource Development: Developing Talents for Organizations and Nations that was held in Beijing, China. There, she presented a paper co-authored with doctoral student Beatriz Coningham titled "Learning Experiences of Organization Development and Change Consultants Working Across Cultures."

Also, Dr. Cseh's article "Contextual Factors Influencing the Facilitation of Other's Learning Through Everyday Work Experiences," co-authored with Dr. Ellinger from the University of Illinois at Urbana-Champaign, was published in the *Journal of Workplace Learning*.

## Proposal Writing Workshop

Our on-going proposal writing workshop is a monthly gathering for those who have not yet defended their dissertation.

Spring ABD workshops are:

- February 16
- March 15
- April 12

If you're planning to attend, please contact Dr. Doug Orton at [dorton@gwu.edu](mailto:dorton@gwu.edu).

## Summer Elective - Human Resources and HRD Issues and Practices in The Czech Republic and Hungary

This annual course will be of interest to those students who expect to work for multinationals, and/or anticipate international assignments. It will also be valuable to those students who are interested in the process of preparing expatriates for international assignments. The program begins in Prague on May 15, and ends in Budapest on Saturday, May 24 (Memorial Day Weekend).

For more information about the course, and for periodic updates, please contact Dr. Ron Morgan at [rbmorgan@patriot.net](mailto:rbmorgan@patriot.net) and ask to be placed on the course mailing list.

## ESRI Preconference Workshops

The ESRI Student Planning Committee is pleased to announce the addition of a series of preconference workshops to be offered as part of ESRI 2008. These workshops will take place on Friday, February 29, in the Marvin Center on The George Washington University's main campus. Specific workshop lengths and times will vary, but the majority of the sessions will be held between the hours of 1 p.m. and 4:30 p.m. A complete draft of the ESRI program will be available in early February.

Among topics slated to be covered in the workshops:

- Concepts and Development of Appropriate Research Design
- Causal Inference
- Taking it to the Next Level: Overview of Level 'B' Research Methods Courses
- Survey Techniques and Analytic Approaches
- Research Question Roundtable: Sharing Student Research Questions
- Conducting Effective Library Research
- Publishing Student Research - Student Perspectives

These preconference workshops are being offered to all GSEHD students and require registration for ESRI. Due to the continued supports of the Department of Educational Leadership, the GSEHD Student Association, the Center for Educational Leadership and Transformation, and the Office of GSEHD Dean of Research these workshops are being offered at no additional cost to students beyond the ESRI registration fee. Individuals may register for ESRI by completing a registration brochure available on the ESRI website at [www.gwu.edu/~esri](http://www.gwu.edu/~esri).

Please consider taking advantage of this opportunity to spend quality, face-to-face, small group time with members of the research methods faculty and others supporting student scholarship. If you have any comments, suggestions, or questions please contact Brian Sponsler, ESRI Student Chair, at [esri2008@gmail.com](mailto:esri2008@gmail.com). As always, information on ESRI is available on our website at [www.gwu.edu/~esri](http://www.gwu.edu/~esri).

## Wednesday Brunch with Research Methodologist

**Location & Time:** GSEHD ISC Lab (room 101), 11:00 to 12:30 pm every other Wednesday starting January 30, 2008.

**Purpose:** To provide GSEHD students with 1) the opportunity to attend lectures on various topics in research methods that either may not be taught or expanded upon in the regularly offered research methods coursework, 2) the opportunity to discuss their own dissertation and research issues with research method faculty and other students.

**Format:** The first hour (11:00 - 12:00 pm) will be a lecture presentation on a selected research topic. The remainder of the session (12:00-12:30 pm) will be opened up for either discussion on the presented topic or on individual student dissertation research questions.

**Contact Info:** If interested in participating and/or have specific research topics you would like to know more about, please e-mail Dr. Choi ([jaechoi@gwu.edu](mailto:jaechoi@gwu.edu)) with name, program, email address information.

### Scheduled Presentations:

- January 30  
Topic: Myths in Randomized Experimental Research Design: How and When It Works?  
Presenter: Jaehwa Choi
- February 13  
Topic: ANOVA or Regression? For Your Research Hypothesis  
Presenter: Jaehwa Choi
- February 27  
Topic: Correlational Analysis from Pearson to Canonical - 1  
Presenter: Jaehwa Choi
- March 12  
Topic: Correlational Analysis from Pearson to Canonical - 2  
Presenter: Jaehwa Choi

## **GSEHD Research Methods Workshops – Spring 2008**

For more information these workshops, go to <http://gsehd.gwu.edu/Research+Lab>.

- **Preparing for the Oral Defense: Transitioning from Student to Scholar**  
This session will provide insights and strategies for success at the oral exam through demonstrations, role playing, and discussion.  
Facilitator: Dr. Esther Merves, Research Scientist, GWU, Program for Teaching Children with Emotional and Behavioral Disorders.  
When: Wednesday, January 30, 2008, 6 to 8 p.m.  
Location: Marvin Center 308
- **The Dissertation Chapter 3: What Difference Does Design?**  
Presenter: Dr. Susan Swayze (swayze@gwu.edu)  
When: Wednesday, February 6, 2008, 7:15 pm - 8:30 pm  
Location: TBA  
Contact: Michelle Peters 202-994-3174 / edreslab@gwu.edu
- **Thinking Qualitatively: A Conversation for All of Your Qualitative Questions**  
Presenter: Dr. Travis Wright (tswright@gwu.edu)  
When: Wednesday, February 20, 2008, 6 pm – 8:00 pm  
Location: Marvin Center, Room 308  
Contact: Dr. Travis Wright 202-994-1980 / tswright@gwu.edu
- **The Cutting Edge: Learning to Use Atlas.Ti Software**  
Presenter: Ray Maietta from Research Talk  
Host: Dr. Travis Wright  
When: Friday, February 29, 2008, 10:30 pm - 4:30 pm  
Location: Marvin Center, Room 308  
Contact: Brian Sponsler / sponsler@gwu.edu  
In conjunction with ESRI / Registration Required
- **How is Research and Theory Connected?**  
Presenter: Dr. Carolyn Graham (carolynwg@yahoo.com)  
When: Wednesday, April 16, 2008, 6 – 8:00 pm  
Location: TBA  
Contact: Michelle Peters 202-994-3174 / edreslab@gwu.edu
- **The Ins and Outs of SPSS**  
Presenter: Dr. Susan Swayze (swayze@gwu.edu)  
When: TBA  
Location: GWU Alexandria Graduate Center, Computer Lab  
Contact: Michelle Peters 202-994-3174 / edreslab@gwu.edu
- **What is Effect Size?**  
Presenter: Dr. Carolyn Graham (carolynwg@yahoo.com)  
When: Wednesday, April 23, 2008, 6 – 8:00 pm  
Location: TBA  
Contact: Michelle Peters 202-994-3174 / edreslab@gwu.edu
- **Where I Am Versus Where I Want to Be: Developing a Summer Plan for Dissertation Success**  
Presenter: Dr. Travis Wright (tswright@gwu.edu)  
When: Wednesday, May 14, 2008, 6 pm – 8:00 pm  
Location: Marvin Center, Room - TBA  
Contact: Dr. Travis Wright 202-994-1980 / tswright@gwu.edu