Program News

Welcome, ELP Ashburn Cohort 21!

Welcome to the beginning of our third decade of educating scholar practitioners. In June 2009 we welcome Cohort 21 to our Ashburn, VA-based Executive Leadership Doctoral Program in Human and Organizational Learning (ELP AVA). Would you or someone you know like to join us?

Interested candidates are strongly encouraged to visit ELP AVA during one of our cohort weekends. Upcoming dates:

- May 1 – 2 and 8 – 9
- July 24 – 25
- August 14 – 15 and 21 – 22

Contact our Recruitment Coordinator, Zeynep Ekmekci, at 703-726-3769 or elpnow@gwu.edu to learn more about the Executive Leadership Doctoral Program, arrange a visit, or get details about the admissions process. Applications for ELP AVA Cohort 22 are being accepted now!

Register Now for Classes in the Graduate Certificate in Leadership Development with a Global Perspective

The next sessions of the Global Leadership Development Certificate will be held in Ashburn, Virginia. Classes taught July 13 to 20 will include Foundations in Human Resource Development and Leadership in Organizations. The class taught July 19 to 22 will encompass Issues in Human Resource Development.

Certificate participants move beyond their current knowledge level and develop their own global competence through action learning in various locations around the world.

Students may take the full certificate program or individual course electives as non-degree options. The six individual courses within the certificate program are open to anyone. Enrollment in a degree program is not required. Master’s and Doctoral degree candidates – consider a global elective!

Next Sessions:

- Ashburn, VA
  - July 13 – 20 and 19 – 22
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- Rio de Janeiro, Brazil
  - October 18 – 22, 2009

Applications are accepted year round. See www.gwu.edu/elp/certificate.html for more information. Contact Zeynep Ekmekci at 703-726-8396 or send an email to elpnow@gwu.edu.

ELP Southern Maryland – Cohort 1 Forming Now!

We are continuing to accept applications for Cohort 1 of ELP Southern Maryland (ELP SMD). Offered through the Southern Maryland Higher Education Center in St. Mary's County, Maryland, ELP SMD will offer the same executive-style doctoral program, but with new features. These will include the use of Web 2.0 tools to support the classroom learning environment (e.g. guest speaker podcasts) and enhanced focus on regional industries and the regional economic community. Details may be found on http://www.gwu.edu/elp/smd.html.

The Director of the program is Dr. Jim Leslie, who can be reached at 301-737-2500 x250, or james.leslie@starpower.net. Contact our Recruitment Coordinator, Zeynep Ekmekci, at 703-726-3769 or elpnow@gwu.edu for specific information. Details about the Southern Maryland Higher Education Center are available at: http://www.smhec.org/Pages/Default.aspx.

Join ELP SMD Cohort 1 or ELP AVA Cohort 22 and BRING US YOUR AMBITION!
Successful Dissertation Defenses

Congratulations to the following students who recently defended their dissertations:

- Dr. Bob Brescia, Cohort 16 – “The Effect of Power on American Social Discourse in 1968” With Distinction
- Dr. Anna Cenatiempo, DC Student – “The Role of Front-line Employees in Knowledge Creation: A Case Study of a Federal Government Agency”
- Dr. Glenn Geelhoed, Cohort 16 – “Transformational Learning in Health Care Students Through International Service in Developing World Environments”
- Dr. Leslie Keelty, Cohort 16 – “The Evolution of Organizational Identity Claims and the Role of Commemoration and History in a Family-owned Business”
- Dr. Kathleen Kueht, Cohort 12 – “The Impact of Action Learning on the Lives and Learning of Baby Boomers”
- Dr. Armando Luna, Cohort 16 – “Generating Cooperative Advantage: A Phenomenological Exploration of Structural Coupling as Value Coherence of Organizational Values and Consumer Values”
- Dr. Sydney Savion, Cohort 18 – “How Do Retired Military Officers Start Anew in Civilian Society? A Phenomenological Study of Life Transition”
- Dr. LaTonya Small, DC Student – “Exploratory Case Study of How Workplace Community is Manifest in the Federal Government”
- Dr. Milynn Swofford, Cohort 11 – “Impact of a Pharmaceutical Company’s Leadership Development Program on Participant Leadership Behavior”

Successful Proposal Defenses

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

- Melissa Alexander – DC Student
- Anthony Buffone – Cohort 18
- Andrew Fenniman – Cohort 11
- Michele Mauchet – Cohort 9
- Alida Moose – Cohort 18
- Gayatri Pandit – DC Student
- Chuck Watson – Cohort 17

HOL Doctoral Student Bill Porter Receives Media Attention for Published Book

Bill Porter, Cohort 17, has published his book, Follow the Leader: Presidential Lessons Learned. The book was very well received and Porter has been interviewed by more than 20 radio stations in the U.S. and Canada. In the book, Porter compares four presidents and four legislative initiatives to illustrate ten major rules that a president must follow to successfully enact legislation.

ELP Doctoral Candidate to Present at Conference in Amsterdam

A paper by Cohort 19’s Sherry Kennedy-Reid and Dr. Diana Burley, Associate Professor of Human and Organizational Learning, will be presented at the 2009 International Conference on Organizational Learning, Knowledge and Capabilities (OLKC) in Amsterdam in April. The paper is titled: "A Tri-Partite View of Tacit Knowledge Sharing Behavior."

Dr. Bob Brescia Defends With Distinction

Congratulations to Dr. Bob Brescia, Cohort 16, for the successful defense of his dissertation on January 12. Dr. Brescia was honored with the cherished designation “With Distinction” to signify his extraordinary work in the development, scholarly writing, and final oral defense of his unique contribution.
Guy Lotrecchiano Receives First Place Faculty Award

Gaetano Lotrecchiano, Cohort 20, received a first place faculty award for his poster entitled Mechanisms of Transdisciplinary (TD) Learning: Characteristics of Crossing Boundaries at the 9th Annual Children’s National Medical Center Research Day. This research day highlights over 200 projects in the areas of basic, clinical, community, and education research. Guy received his award from Mendel Tuchman, MD, Chief Research Officer. Guy’s project was mentored by David Schwandt, PhD.

GSEHD Graduate Elected to AHRD Board

Dr. Martin Kormanik, Cohort 8 ELP graduate and adjunct professor for HOL, was elected to the board of the Academy of Human Resource Development (AHRD), appointed as commissioner of the Alexandria Commission on Employment, and appointed to the Arlington/Alexandria Workforce Investment Board. Dr. Kormanik was also co-editor of a special issue of the Journal of Advances in Developing Human Resources on Sexual Minority Issues in HRD and was a contributing author on the article “Sexuality as a Diversity Factor.”

Alumni News

Dr. Sydney Savion Poster Presentation

Cohort 18’s Dr. Sydney Savion conducted a poster presentation on “How Do Retired Military Officers Start Anew In Civilian Society? A Phenomenological Study of Life Transition: The Theme Of Identity” at the Society for Research on Identity Formation (SRIF) Sixteenth Annual Conference in February in Asilomar, Pacific Grove, CA.

Dr. Andrea Hornett, Cohort 5, and Senior Lecturer at Penn State Awarded Most Innovative Research Contribution of 2007

The Excellence in Information Technology Research Award from the Selection Committee of IGI Publishing Global Awards was received by Dr. Andrea Hornett for (1) Outstanding discussion of breakthrough subject; (2) High impact on research literature; (3) Offering outstanding future implications; (4) Uncovering breaking areas. This was based on Hornett, A. & Stein, E. (2007), “Building a Map of the Knowledge Management Domain Based on the Sensemaking Activities of a Practice Group” in The International Journal of Knowledge Management, Volume 3, Issue 3, July. (Note: this publisher has nearly 100 journals from which to select articles.)

Dr. Thomas Chapman Noted in USA Today

See the following link to read where Dr. Chapman, Cohort 8, appeared in the Executive Suite part of USA Today’s Money Section. http://www.usatoday.com/money/companies/management/monday/2009-02-01-february-books-tv-movies-magazines_N.htm

Mama Moon: A Testament to the Human Spirit, Written by Dr. Susan Gayle, Cohort 4

This story recollects the life of the author’s mother, a strong and courageous Korean immigrant who suffered through a lack of education, illiteracy, no family in the U.S., little money, and no close friends to overcome tragedy and become a self-made millionaire.

Dr. Gayle holds the position of Chief Administrative Officer for a financial services company. She earned both her Masters and Doctoral degrees from George Washington University in the areas of human resources, leadership development, and organizational studies.

Dr. Al McCready, Cohort 14, Publishes

New Appointment for Dr. Jack Gilbert

Cohort 3 alumnus, Dr. Jack Gilbert, was appointed Director of the Master of Healthcare Innovation program at the College of Nursing and Healthcare innovation at Arizona State. He will continue as faculty associate in the short-term, but will be appointed to the clinical professor track pending some administrative changes later this year.

Cohort 5’s Dr. Stan Rifkin Honored

Dr. Stan Rifkin was awarded the 2008 Adjunct Faculty Outstanding Teacher Award from the National University Graduate School of Engineering and Technology.

Dr. Goldman Participates in GW Medical Center Annual Research Day

Dr. Ellen F. Goldman, Assistant Professor of Human and Organizational Learning and Director of the Master Teacher Leadership Development Program, presented the poster "Resident Learning in the Emergency Room: Four Types of Episodes" at the GW University Medical Center 14th Annual Research Day on April 1, 2009. The poster depicts what resident learning looks like and how it occurs, and provides recommendations for residents and implications for faculty to maximize resident learning.

Dr. Goldman Honored with Richard A. Swanson Research Excellence Award at AHRD Conference

Several faculty members and students attended the Academy of Human Resource Development (AHRD) International Research Conference in February in Virginia. During the conference, Dr. Ellen Goldman, Cohort 14, and Assistant Professor of Human and Organizational Learning, was awarded the Richard A. Swanson Research Excellence Award for 2008 for her article, "The Power of Work Experiences: Critical Consequences to Developing Expertise in Strategic Thinking." This award is given to the author of the outstanding Human Resource Development Quarterly refereed article in each annual volume. It is named after a past-president of AHRD, an internationally recognized authority on organizational performance and change, the strategic roles of human resource development, adult learning and the development of human expertise.

Faculty News

Dr. Marquardt Receives Honorary Degree in Thailand, Conducts Workshop in Amsterdam, and is Keynote Speaker in Malaysia

In early February, the Princess of Thailand awarded Dr. Mike Marquardt, Professor of Human and Organizational Learning, with an honorary degree from Ramhamkaeng University. The degree recognizes his work and research in international affairs and action learning.

Beginning March 2, Dr. Marquardt conducted a three-day action learning workshop in Amsterdam for the Business School of the Netherlands.

In addition, Dr. Marquardt was a keynote speaker and conducted 4 days of workshops in late March on action learning and leadership for 80 deans of Higher Education Institutions of Malaysia.

Dr. Khilji Presents on Research for Policy Decision-Making, Diversity

Dr. Shaista E. Khilji, Associate Professor of Human and Organizational Learning, delivered the keynote address at the Second Annual Canadian Health Services Research Foundation (CHSRF) Health Services Chair Workshop at the University of Toronto, Canada. The CHSRF is a strategic research and training initiative funded by the Canadian Institute of Health Research (CIHR), which is equivalent of NIH in the USA. The topic of the workshop was "Research for Policy Decision-Making: Fostering Linkage and Exchange Activities with Policy Decision Makers." Dr. Khilji presented her views on national development and firm level strategies that foster innovation and competitive advantage, using her research of biotech firms as a baseline. Dr. Khilji also facilitated a session on Technology and Commercialization.
Dr. Khilji also recently spoke at St John Fisher College, Rochester, New York. College students, HR practitioners, Society for Human Resource Management members, and other local community members attended her presentation, titled "Cultural and Generational Diversity."

Additional AHRD Successes

At AHRD, Dr. Mike Marquardt facilitated a pre-conference professional development workshop on action learning for more than 50 participants. In the session, Dr. Marquardt discussed the six essential elements for successful action learning programs and explored the steps and processes of action learning.

A research paper by Dr. Andrea Casey, Associate Professor and Human & Organizational Learning, and Dr. Vijay Krishna, graduate of the HOL doctoral program and an Adjunct Professor, was recognized by the Academy of Human Resource Development Cutting Edge Award Committee as one of the ten best papers at the 2008 Conference.

In addition, numerous HOL doctoral students and faculty presented research during the conference, including students Roci Hertig, Rubens Pessanha Filho, Fanny Rivera, Mayri Sagady Leslie, Christina Cataldo, Sharon Ford and Irina Popova-Nowak; and faculty members Dr. Neal Chalofsky, Dr. Maria Cseh, Dr. Shaista Khilji and Dr. Vijay Krishna.

Dr. Khilji Receives AoM Award

Dr. Khilji was the recipient of the Service Achievement Award from International Management Division at the Academy of Management.

Dr. Khilji Completes Fellowship in Pakistan, Elected as Editor-in-Chief of South Asian Business Journal

Dr. Shaista E. Khilji successfully completed a short-term visiting fellowship at COMSATS Institute of Information Technology in Islamabad, Pakistan. During her stay there, she conducted several "Research Methods" and "Journal Paper Writing" workshops for doctoral students and junior faculty members at a number of universities throughout Pakistan.

Dr. Khilji was also elected the Editor-in-Chief of the Journal of Global Business Advancement in South Asia, a newly launched journal dedicated to advancing theoretical and empirical knowledge of business issues facing multinational and local organizations within South Asia.

In addition, Dr. Khilji organized and attended the First South Asian Conference (SAICON) held in Bhuban, Pakistan in this fall. This conference was a huge success, with participation from more than 20 countries across five continents. Major highlights of the conference was the presentation of hundreds of regionally-initiated research studies, as well as the involvement of doctoral students, faculty members and industry professionals in academic activities. Dr. Khilji chaired several sessions, presented papers, and participated in a panel discussion of Globalization & Change: Issues, Impact and Concerns. Also from Pakistan, Dr. Khilji delivered a high impact workshop on Corporate Leadership, which was attended by a large number of top executives from government, non-profit and private sector.

ELP’s Newest Arrival

Dr. Margaret Gorman is pleased to announce the arrival of her newest family member, Oliver Sebastian Gorman Kirchoff. He was born May 1, 2009, weighing 7 lbs 6 ozs and 20-1/4 inches long. Dr. Gorman will be on maternity leave this summer but will return in the fall. Well wishes to Margaret and her family!
CSL News

CSL Brown Bag Research Seminar Series

CSL seminars are a forum to discuss new and emerging research in human and organizational learning being conducted by ELP faculty, students and alumni, and other national scholars. Seminars provide an opportunity for all members of the ELP community to engage in scholarly discourse, and are free and open to the public.

Spring Seminar Recap:

February – Dr. Diana Burley. Topic: Knowledge Networks.
March – Dr. Rhonda Jones, Cohort 12. Topic: When Will I Ever Use This In My Career? Determining The "Value" of a Research Methods Course in a Nontraditional, Graduate Management Degree Program.
March – Dr. Ellen Goldman, Cohort 14. Topic: Strategic Thinking and Beyond

Join us in Ashburn on the 1st and 2nd Friday of every month during your lunch hour (1-2 pm). If you would like to present at a CSL seminar, contact Krisha Gajjar at krishna@gwmail.gwu.edu or call 703-726-8396.

Next Seminar:


Location: 44983 Knoll Square (Building 2-VA Campus) 1st floor – room will be posted.

Thank you for participating in the on-going CSL Research Seminar Series.

CSL Welcomes Requests for Research

The Center for the Study of Learning (CSL) is an international research and development organization devoted to issues of learning in the field of Human and Organizational Studies. CSL provides high quality services to all types of organizations through customized projects in Organizational Strategy, Organizational Learning, Cultural Assessment, Human Resource Systems, Re-Organizing and Transformational Leadership.

To learn more about CSL and how we might form a research partnership, please contact Dr. Andrea Casey, CSL Director, at 703-726-8396, or visit our website at www.gwu.edu/csl.

Information and Resources

New Library Website

The Gelman Library System, of which the Virginia Campus Library is a part, has launched their redesigned website. The Virginia Campus Library webpage is now subsumed under the GLS website, and so the URLs have changed -- please update your browser bookmarks/favorites! (*Please be aware that those of you who use Comcast may experience difficulty accessing the new sites, due to Comcast server issues -- please contact virginia@gwu.edu if that happens to you so it can be reported, and information can be provided to you.)

The main library page is: http://www.gelman.gwu.edu/

The VCL page is at: http://www.gelman.gwu.edu/virginia-campus

Also, the URL for the HOL research guide is: http://libguides.gwu.edu/HOL

As always, please feel free to contact Lisa Allen at 703-726-3778 or lallen@gwu.edu if you need any assistance finding materials on a topic or searching any of the library databases. To request materials that are not available online, our main e-mail address remains the same: virginia@gwu.edu

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Conference on Accelerating Social Entrepreneurship - How Technology is Knocking Down Doors and Fueling Social Innovation

GW (GSEHD/ELP) is a co-convener for the upcoming conference: Accelerating Social Entrepreneurship: How technology is knocking down doors and fueling social innovation. Conference highlights will include panel discussions from leading social entrepreneurship thinkers, and keynote remarks from David Gergen, “commentator, editor, teacher, public servant, best-selling author and adviser to presidents for 30 years.” The conference will be held on Monday, May 4th 8:30 AM – 6:00 PM at the Marvin Center on GW’s Foggy Bottom Campus.

For more information, see the conference website: http://aseconference.org/

This is a great opportunity to hear the latest thinking on social entrepreneurship, expand your network, and join the conversation on one of the most important movements of our time.

Certification of Research Exclusion

As a reminder to doctoral students, even if your dissertation proposal does not need to be submitted to OHR because it is excluded research and does not involve human subjects, you still need to submit a copy of your proposal and the enclosed Certification of Exclusion to the Office of Doctoral Student Services. The Associate Dean for Academic Affairs will review your research and give you final written approval to move forward on your dissertation. Contact 202-994-2715 or ohrirb@gwumc.edu with any questions.

Pay-to-Print Policy

As some of you may be aware, the University is transitioning to a "Pay-to-Print" model for all computer labs and libraries at every campus of GW. This is a University decision and not a Library decision. This means students will no longer be able to print "for free". Students must pay for printing with either money on their GWorld card or purchase a "Pay-to-Print" card from the library for this type of service.

Dr. Wendy Atwell-Vassey, Author of Nourishing Words: Bridging Private Reading and Public Teaching, Invited to Speak

Distinguished author, Dr. Wendy Atwell-Vassey of the University of Mary Washington, is being sponsored by the Students Engaged in Qualitative and Narrative Discourse organization. Dr. Atwell-Vassey will speak on May 13, 2:30 p.m. in Media and Public Affairs Room 309. Contact Jim Burns at 202-994-3174 or jburns13@gwmail.gwu.edu for more information.

ELP and CSL on LinkedIn and Twitter

Everyone is invited to join the ELP and CSL accounts for LinkedIn, a professional networking group, and for Twitter, a status notice messaging utility. ELP and CSL will use these messaging devices to keep you informed about new events that are being scheduled and any updates that might occur.

For LinkedIn, go to www.linkedin.com, sign in or join, then Search Groups for ELP GWU or CSL GWU. Click on Join This Group. Whenever you want to post, click on the group icon, then click on Start a Discussion, or continue a discussion by clicking Add Comment. Your headline (Topic or Question) can be about 200 characters, but you can add more info in Additional Details.

For Twitter, go to www.twitter.com, sign in or join, then click on Find People. Enter elpgwu (one word) or cslgwu, then click on the icon or the name. Under Actions on the right side, click Message. Then you can send your note which will appear on the ELP or CSL Twitter home page. Twitter accepts messages of only 140 characters, but you can include a website name or other links that would provide more detail. To manage your account, Twitter messages can be sent to your phone or IM (or just logon from the internet). You can schedule when you want to receive updates, and decide who you want to receive updates from. You choose as much or as little communication as you want.

If you have any questions, you can contact Marge Niedzwicz at mniedzwicz@va.gwu.edu or 703-726-3784.
Attend the PDW at AoM on "The Executive Doctorate: Building a Stronger International Community of Practitioner-Scholars"

Dr. Diana Burley, Director ELP, George Washington University and Dr. Mark Jenkins, Director of Research, Cranfield School of Management are organizers of the Professional Development Workshop (PDW) at the Academy of Management this August.

Please plan to attend Friday, August 7, 2009 from 12:10 p.m - 2:10 p.m. Pre-registration is not required. Contact Dr. Burley at dburley@gwu.edu for more information.

The purpose of this PDW is to provide a forum for faculty involved in Executive Doctorates and Executive Doctorate students themselves to share ideas and experiences and to contribute to building a stronger international community of this important aspect of our work.

As we enter the third decade of executive style of doctoral education, we must engage in a conversation about the structure and role of these programs in educating practitioner-scholars. As evidenced by the rising prevalence of contract and “Professor of Practice” faculty members, academic institutions are increasingly recognizing the importance of adding faculty members who have both a research orientation and a strong practical base. In this PDW we will explore the unique ability of the Executive Doctorate to train future members of the academy and practitioner-scholars working outside of academic institutions. We also will explore future opportunities and potential challenges to this style of program.

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, or contact the ELP office at 703-726-8396.

Academy of Management Pre-Dissertation Workshop session in August

The PDW is entitled, “Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students,” and is aimed for doctoral students who are about to start their third or fourth in their doctoral program. The PDW will take place on Saturday, Aug 8 from 11:10a.m. - 3:10p.m.

To read more about the PDW and to formally sign up, go to the following web page: http://program.aomonline.org/2009/Session_Details.asp?print=true&SubmissionID=11715

Once you are on this web page, if you would like to sign up for the PDW simply click on the link https://secure.aomonline.org/PDWReg at the bottom of the page. If you have not registered yet for the conference you will be directed to register for the conference before signing up for the PDW.

Space is limited so if you are interested, sign up soon. The deadline for registration is July 10. Feel free to contact David Mayer (dmayer@bus.ucf.edu) if you have any questions.

HRD/HOL Student Association Event May 6th: Get Published

The HRD/HOL Student Association invites you to attend the last event of the Spring 2009 semester:

What: Get Published! Insight from the HRD/HOL Scholarly Panel
When: Wednesday, May 6th from 6:00 – 8:00pm
Where: Marvin Center Suite 309 (Foggy Bottom campus)

The panel will discuss practical tips and strategies for publishing, the value of professional publications, how publications are weighed in the hiring process at colleges and universities, and other topics of your interest. An end-of-year reception/celebration will conclude the evening. The event will be moderated by Chris Cowan, doctoral student and Vice President of the Student Association. Please RSVP by May 1st to: hollhrd@gwu.edu.
Summer Graduate Course in Universal Design for Learning

*June 22-26*
Graduate Education Center
3601 Wilson Boulevard, Suite 400
Arlington, VA 22201

Dr. Fran Smith and Dr. Susanne Croisdaile, visiting from Virginia Commonwealth University, will again be teaching Universal Design for Learning course, a one-week, face-to-face class on UDL with continued online course discussion and information sharing with national experts and practitioners familiar with the practice and research. The course, held June 22-26, is open to all graduate students throughout the university and to educators from school systems, other universities, community colleges, and community agencies.

Please view the [course flyer](#). For more information contact Dr. Pam Leconte at 202-994-1534 or via e-mail at pleconte@gwu.edu.