Become a Member of Cohort 21

The fall semester of our 20th cohort is underway. Would you like to be a member of our next cohort? We are accepting applications for Cohort 21 which will start classes in June, 2009. If you are interested in becoming a member of ELP, you can start the process with your application form, statement of purpose, the $60 fee, and your resume. Contact our Recruitment Coordinator, Zeynep Ekmekci, at 703-726-3769 or 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:

- November 7 – 8 and 14 – 15
- December 5 – 6 and 12 – 13
- January 16 – 17

Completed Dissertations and Oral Examinations

Congratulations to the following students who recently defended their dissertations:

- Dr. Joan Butler, Cohort 10 – “Exploring the Relationship Between New Employees’ Identifying Experience with the Organization and Their Fairness Perceptions of the Personnel Selection Process: A Phenomenological Study”
- Dr. Sue O’Rourke, Cohort 16 – “Understanding Embodied Awareness: A Heuristic/Phenomenological Study of the Relationship with Self and Other”

Graduate Certificate in Leadership Development with a Global Perspective Takes Course to Prague

The next session of the new Leadership Development Certificate will be held in Prague, Czech Republic, from October 19 to 23, and consists of a class in Organizational Learning, taught by Dr. Bill Neal.

The learning design of the program moves participants beyond their current knowledge level towards developing their own global competence through action learning in various locations around the world.

The six individual courses within the certificate program are open to anyone whether or not they are enrolled in a degree program, as well as those looking for electives for their Masters or Doctoral degrees. Apply anytime throughout the year. See www.gwu.edu/elp/certificate for more information.

Contact Katie Rosenbusch at 703-726-8396 or send an email to elpnow@gwu.edu.

Cohort 16’s Dr. Edmina Bradshaw Nominated for Outstanding Paper and Outstanding Review at EAOM

Dr. Edmina Bradshaw’s paper, "The Role of Perspective Transformation in Sustaining a Planned Change in Behavior: A Conceptual Model," was nominated at the 2008 Eastern Academy of Management conference for 'Outstanding Conceptual Paper' Award. The paper outlined a model for understanding how behavior change in organizations could be sustained long term.

In addition, based on her review of several papers on organization change for the same conference, Dr. Bradshaw was given an 'Outstanding Reviewer' award.
Successful Proposal Defenses

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

- Ann Marie Gagnon – Cohort 10
- Meg Gottemoeller – Cohort 16
- Robin Hurst – Cohort 18
- Jeanne Lian – Asia 2 Cohort
- Sydney Savion – Cohort 18
- Philip Schaper – Cohort 15
- Mike Stice – Cohort 18
- Milynn Swofford – Cohort 11

Cohort 16’s Glenn Geelhoed on CURE Mission in Kabul, Afghanistan and Carries Out Missions in Africa

Glenn Geelhoed participated in a CURE mission in Kabul, Afghanistan, to set up a surgical training program for family medicine practitioners. CURE International operates a hospital in Kabul. Its primary source of revenue is Smile Train, which covers the costs of cleft palate surgeries, and enables the hospital to stay open and perform other surgeries to meet acute medical needs. Dr. Geelhoed then traveled to Lal to support some of the training program's graduates by performing complicated surgeries they can't manage. On a lighter but personally challenging side, Dr. Geelhoed climbed high altitude Paghman mountain in the Hindu Kush during a break in his medical practice.

He has also continued work at several sites in Africa, including Chad and Ethiopia. Next, he will be going back to Sudan for the third time this year.

Dr. Wangemann, Cohort 16, Publishes

Dr. Mary Ann Wangemann has just published her 15th book. It is titled Decision Making in an Organizational Learning Context: A Case Study.

Dr. Diana Burley Publishing with Gayatri Pandit

Dr. Burley has a publication forthcoming in *VINE: The Journal of Knowledge Management* with HOL doctoral student Gayatri Pandit, entitled "Lesson Learned: Organizational Realities Influence KMS Implementation."

Cohort 16’s Glenn Geelhoed on CURE Mission in Kabul, Afghanistan and Carries Out Missions in Africa

Cohort 16’s Glenn Geelhoed

Dr. Dave Ozag Publishes Dissertation

Cohort 6’s alumnus, Dr. Dave Ozag, recently started a new full-time position as Professor in the department of management at Bucknell University. In addition, his dissertation is being published and should be available in about six weeks. The title is *Winning Mergers! Using Trust and Hope to Develop Organizational Commitment in Merger Survivors*.

Ann Marie Gagnon Introduces Study at EAOM

Cohort 10’s Ann Marie Gagnon introduced her proposal, “Resilient Career Narratives: An Analysis of Mid-Career Managers’ Long-Term Unemployment Narratives,” at EAOM in May.

ELP Strongly Represented at AoM

A number of ELP students, alumni and faculty presented at the Academy of Management held August 8-13 in Anaheim, California. Among them, Chris Wasden, Cohort 18, presented “Addressing Social Needs by Creating Social Markets: A Case Study of Social Entrepreneurial Emergence,” which was co-written with Dr. Dave Schwandt.

Along with HOL doctoral student Beatriz Coningham, Dr. Cseh presented a paper, “Learning to Consult Across Cultures: Trails in Organization Development and Change,” and conducted a Professional Development Workshop (PDW) as part of the Organizational Development and Change Division of the Academy of Management Conference.

In the Managerial and Organizational Cognition (MOC) Division, Drs. Janie Valdes, Cohort 12, Andrea Casey and David Whetten presented a paper on organizational identity in a public university. Also, Drs. Ozgur Ekmekci and Andrea Casey presented a paper on organizational identification and memory.
Cohort 14’s Dr. Ellen Goldman Published in Three Journals

Dr. Ellen Goldman published "Integrating Work Experiences into Teaching" in the premier edition of the Journal of Strategy and Management, a new European-based strategy publication. The article presents a teaching taxonomy for using manager's work experiences in classroom teaching.

Also, “The Power of Work Experiences: Characteristics Critical to Developing Expertise in Strategic Thinking” was published by Dr. Goldman in the fall issue of Human Resource Development Quarterly.

The Journal of General Internal Medicine published “The Reflective Writing Class Blog: Using Technology to Promote Reflection and Professional Development” by Dr. Katherine Chretien and Dr. Ellen Goldman. The article presents one years’ worth of findings of reflections of students completing their 4-week basic medicine clerkship rotation at an academic medical center.

Dr. Marquardt Serves on Panel and Hosts Leadership Program

HOL faculty member, Dr. Mike Marquardt, served as a panel member for the US Government Symposium on "Action Learning in the Federal Government" on September 22, and will be the keynote speaker at the October meeting of the Metro DC chapter of the American Society for Training and Development.

Also, he will be hosting a leadership program for a group of six HRD Professors and 52 Ph.D. students from Ramkhamhaeng University, Thailand from October 13-16.

GW Library’s Research Guide for ABD Students

Lisa Allen, Education Librarian, has created a new research guide specifically for education students in ABD status. It is available at http://libguides.gwu.edu/ABD. Contact Lisa Allen at 703-726-8230 or lallen@gwu.edu for more information.

Dr. Orton, Doctoral Students Participate in Management Events at AoM

Dr. Doug Orton coordinated the participation of five GW ELP doctoral students in three Professional Development Workshops at the international meetings of the Academy of Management in Anaheim, California, in August. The three events were part of a new field of research and practice called High Reliability Organizations (HRO).

The Executive Leadership Doctoral Program is one of the top four doctoral programs in the country with a sustained focus on HRO research. GW doctoral students participating in the Academy of Management HRO workshops included Mary Sally Matiella, Cohort 18, (wildland firefighting), Chuck Watson, Cohort 17, (trust and mistrust in law enforcement tactical teams), Anne Washington (sensemaking and information searches on Capitol Hill), Johanna Bishop, Cohort 16, (nuclear power), and Edgar Castro, Cohort 15, (Challenger and Columbia).

Kip Rollins, Cohort 18, (medical errors) and Estella Gillette, Cohort 14, (socialization of spacewalkers) helped organize the workshops and appeared in the Academy of Management program. New participants in ELP's doctoral seminar in High Reliability Leadership, Organizations, and Strategies are already working on papers for next year's Academy of Management meetings in Chicago.

Grant Writing

Grant writers in Loudoun County, VA, seeking additional resources and assistance now have access to the most comprehensive, searchable grant database on the Web, as well as many publications focused on grant proposals. The George Washington University Virginia Campus Library is housing one of the Foundation Center's Cooperating Collections, a funding information center that offers a variety of materials and services to grantseekers. Get more information at http://www.gwu.edu/~newsctr/pressrelease.cfm?ann_id=28846

ERSI Call for Papers

Please read the attachments to find out more information about ESRI 2009. If you have any questions, please contact Brittany Maschal at bmaschal@gmail.com
Dr. Cseh Presents Research Around the World

Dr. Maria Cseh, Human and Organizational Learning (HOL) faculty, coordinator of the HOL doctoral program, and interim chair of the HOL program, presented the paper “Learning From Lifelong Learning: A Historical Perspective in the USA” at the 15th Annual Conference of the European Consortium for the Learning Organization (E.C.L.O.) held on May 15-16 in Budapest, Hungary. The paper was written in collaboration with HOL doctoral students Christina Cataldo and Ramien Pierre. Ramien traveled to Budapest with Dr. Cseh to participate in the conference.

Dr. Cseh also presented the paper “Evaluating AHRD Research Using a Feminist Research Framework: A Longitudinal Study” at the ninth International Conference on Human Resource Development across Europe held in May in Lille, France. This paper was co-authored with Dr. Laura Bierema from the University of Georgia and published in the conference’s peer-reviewed proceedings.

Academic Success & Professional Development Series

Attached is a flyer announcing the lineup of this semester’s Academic Success and Professional Development Series. Contact Kristin Williams at ksw@gwu.edu for more information.

Dr. Burley Develops CSL Research Seminar Series and Invites Speakers

Thanks to all for making our first CSL Seminar a success. A special thank you to Dr. Mike Marquardt for sharing some of his research on action learning, and to Dr. Maria Cseh and the DC students for attending.

The purpose of the seminar series is to be a forum to discuss HOL faculty research, to give ABD students an opportunity to present their research and/or practice job talks, and to hear from outside scholars. Unlike class sessions where we have a specific agenda, the research seminar topics will be driven by the researchers.

To that end, we would like to invite a mixture of HOL faculty, non-HOL faculty, and doctoral students to speak at each seminar. Our next speaker will be Dr. Ozgur Ekmekci on Friday, October 10.

CSL seminars are free and open to the public. For more information about CSL, see www.gwu.edu/csl. Contact nmguire@va.gwu.edu or call 703-726-8396 to make plans to attend or present at a seminar.

All Students Must Change Their @gwu.edu Email Account to @gwmail.gwu.edu

GW students must activate a new GWMail email account. As a result of the university-wide new email system change, email addresses will be changing from the NetID@gwu.edu address to a new NetID@gwmail.gwu.edu address. After activation, GW students will need to update their email address for every list that they are subscribed to in the Listserv system. If the email address is not updated, the subscriber will continue to receive messages but will not be able to send email to the list as of March 1, 2009.

For more information about the GWMail upgrade please go to http://gwired.gwu.edu/sts/support/GWMail/.

When you update your email address, please send it to Marge Niedzwicz at mniedzwicz@va.gwu.edu. This is important so the ELP database and listservs can stay current with your correct contact information. If you have any questions, contact Marge at 703-726-3784.
ELP Alumni and ABD Database

Based on input from former students, the ELP/CSL program has developed an alumni yearbook/directory. This directory would help you stay in touch with each other, show your areas of interest for collaborating on educational or business pursuits, and help keep you connected with the learning community. It will also enable us to contact you when we hold conferences in your area of interest as well as reunions and workshops. You can do searches on people who were in your cohort, dissertation chairs, keywords in dissertations, etc.

If you would like to have your information included, click on https://www.gwu.edu/~elp/alumni_database/ to register. Your entry will be submitted and once it’s cleared in the system, it will be posted. Feel free to include any pictures. This information will be available only to alumni and ABD students. This is not just a yearbook, but a directory and a way to connect with old friends and develop new associations.

We are very much looking forward to hearing from you, and would like to include you in the ELP directory. If you have any questions, please email elpalums@gwu.edu or call 703-726-8396.

IRB Forum

It is already time for the October IRB Forum! This months' forum will be held on October 15, 2008 from 2-3:30pm in the Marvin Center, Rm.310 and will be focused on Social/Behavioral research. This forum will focus on how to make determinations regarding risk and type of review and will include discussion of exempt and expedited categories of review, what the major differences between exempt and expedited review are, how to minimize risk in your research, and examples of different types of research and their review determinations, as well as basic processes and paperwork for submitting to the GW IRB. Contact Stephanie Hensley at 202-994-6530 for more information.

News from the Research Lab

Research Workshop
How are Research and Theory Connected?
Presenter: Dr. Carolyn Graham
Wednesday, Oct. 15, 2008 7:00 pm - 8:00 pm
Location: GSEHD (2134 G Street) Rm. 102 ISC

This discussion is about how paradigms, theoretical frameworks and research frameworks are connected. Dr. Graham will discuss how they are linked and grand theories, mid-range theories, nascent theories, etc. This is geared toward having consistency from topic, problem statement, purpose, the theory used in explaining the topic of interest, research questions, and methodology and methods.

Dissertation Support Group (DSG)
Tuesday October 21st in GSEHD B08 (2134 G Street) from 6 pm - 8 pm.
Presenter: Dr. Travis Wright
Topic: Thinking Qualitatively: Drafting Effective Qualitative Research Questions

This session will provide insights and strategies for drafting effective questions for qualitative research. This session is appropriate for students beginning their proposals or even those just thinking about framing qualitative research questions.

Dissertation Support Group meetings for November and December have been scheduled for Tuesday, November 11th, and Tuesday December 9th in GSEHD room B08. Presenters and topics will be available soon.

Any questions can be addressed to Jim Burns at edreslab@gwu.edu or 202-994-3174.
Community of Scholar-Practitioner Forums

The HEA program in collaboration with the Higher Education Student Association (HESA) and the Center for Educational Leadership and Transformation (CELT) would like to invite you and GSEHD students to the upcoming Community of Scholar-Practitioner Forum.

On Saturday, November 1, 2008, in Ashburn, VA, Dr. Edward St. John will speak on three topics:

1. **The Critical-Empirical Approach.** Serving as the Dissertation Support Group meeting for the Fall 2008 semester, this presentation will be open to doctoral students in the dissertation research process.

2. **Public Policy and Educational Inequality.** A presentation to all members of the GSEHD family regarding the impact of public policies that attempt to reduce educational inequality in urban schools and higher education. This presentation will be directly related to two of his books, *Refinancing the College Dream* and *Education and the Public Interest*.

3. **Facing Critical Challenges in Practice: The Moral Aspect of Professional Action.** Dr. St. John’s final presentation will focus on his latest research of developing a new theory of moral reasoning in professional practice. This presentation will be directly related to two of his books, *Action, Reflection, and Social Justice* and *College Organization and Professional Development*.

To attend, please RSVP to Gianna Miller at gcmiller@gwu.edu no later than Wednesday, October 29, 2008. In your RSVP, please indicate specific sessions you would like to attend. Individuals can register for more than one session. Appetizers and refreshments will be available.

---

New Graduate Web Site

The Graduate Junction, [www.graduatejunction.com](http://www.graduatejunction.com), is the first website to bring together Masters, Doctoral and Postdoctoral researchers from any discipline around the globe. It aims to provide an easy way to meet and communicate with others who share common research interests in a global multidisciplinary environment. Through The Graduate Junction you can learn about current research being undertaken by other graduate researchers all over the world. The Graduate Junction also aims to become a central source of relevant information.

This new free online resource has been developed by graduate researchers at Durham and Oxford University (UK). They have designed a simple, easy to use platform which only provides relevant information and functionality. More information about The Graduate Junction's vision, its Team and university testimonials are available online.

Launched in May 2008, early versions of The Graduate Junction, with limited publicity, attracted more than 8000 researchers from over 70 countries to register. Now with a redesigned site, an expanded Team and articles in well established press such as *The Chronicle of Higher Education* (US) and *The Times Higher Education* (UK), the community is growing rapidly.

Please help us to build an online global graduate research community. If presently you cannot find exact matches to your research interests, fill in some very basic details about your own research and as the news spreads, others will be able to find and contact you! The information listings have only just been added so it will take some time to provide comprehensive coverage. If you are organizing a conference or involved with a graduate journal and want to list it for free please contact us. If you support our vision please help us spread the news to other researchers at your institution.