**Program News**

**AHRD**

Congratulations to all presenters at the 2011 International Academy of Human Resource Development (AHRD) Conference that was held Chicago. This year’s conference was a special one with many peer-reviewed presentations and proceeding publications showcasing the work of our faculty, students and alumni and with many prestigious awards and recognitions listed below.

**HOL Awards and Recognitions at the 2011 International Academy of Human Resource Development (AHRD)**

Malcolm S. Knowles Dissertation of the Year Award. Three finalists were recognized and received a plaque and an award from the AHHRD Foundation.

Finalist: DC Alumna Dr. Katherine Rosenbush’s “Cross-cultural adjustment process of expatriate families in a multinational organization: A family system theory perspective” Dissertation Chair: Dr. Maria Cseh

2010 Cutting Edge Award. Eight conference papers selected from all 2010 proceeding papers by a 30 member committee using a peer-reviewed, double-blind review process.

Dr. Ellen Scully Russ “New media as a new medium: Work and learning in an emerging postindustrial occupation”

Advances in Developing Human Resources (ADHR) Journal Outstanding 2010 Issue Award. Selected from the 2010 Issues by a special committee of the Editorial Board.

Issue Editors: Dr. Michael Marquardt and Shannon Banks “Theory to practice: Action learning”

Recognition at the ADHR Editorial Board Meeting. Among the articles that had the most full-text downloads from January 2010 to November 2010, Drs. Neal Chalofsky and Vijay Krishna’s article “Meaningfulness, commitment and engagement: The intersection of a deeper level of intrinsic motivation” was ranked 2nd with 1,143 downloads.

**HOL Doctoral Students Featured at the GW Service Learning Symposium**

Candice Mathews, Treneisha Jones Gaston and Kelly Harper, doctoral students in the HOL program, presented their pro-bono consulting project with the Women Who Care Ministries at the GW Service Learning Symposium, sponsored by the GW Center for Civic Engagement and Public Service. The students were one of four groups who worked with three local non-profit community groups and one non-profit in Pakistan. Dr. Neal Chalofsky, who taught the doctoral course, Organizational Change II, received a grant last year from the same organization to develop this existing course into a service learning course.
ELP Now Accepting Applications for Cohort 24

The Executive Leadership Doctoral Program in Human and Organizational Learning is a cohort-based program in Ashburn, VA. Would you or someone you know like to join us? Interested candidates are strongly encouraged to visit ELP at the Virginia Science & Technology campus during one of our cohort weekends. Upcoming dates:

- May 6 – 7 and 20 – 21
- June 6 – 15 and 20 – 23
- July 29 – 30
- August 5 – 6 and 19 – 20

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 Cohort 24 beginning May, 2012, are being accepted throughout the year, and the deadline is March 1, 2012.

Graduate Certificate in Global Leadership in Teams and Organizations

46 students from GWU’s GSEHD ELP and School of Business MBA programs traveled to Buenos Aires, Argentina in March, as part of the Global Leadership in Teams and Organizations Certificate Program. Led by Dr. Michael Marquardt, students taking the Work Groups and Teams in Organizations course had the opportunity to immerse themselves in a colorful South American culture to gain firsthand experience of and appreciation for different groups and teams perspectives.

During their course, students conducted site visits to UADE (Universidad Argentina de la Empresa) Business School and AYSA Water Plant. They also enjoyed lectures, presentations and conversations delivered by some of the top local executives from Microsoft and Whalecom along with professors from IAE (Universidad Austral) Business School and Universidad Di Tella. While in Buenos Aires, students made time to visit the famous landmarks.

Successful Dissertation Defenses

Congratulations to the following students who recently defended their dissertations:

- **Dr. Ken Dickerson**, DC Student – “Enacting Organizational Improvisation as Shared Leadership: A Case Study of Human Relationships Emerging in the Moment”
- **Dr. Mary Sally Matiella**, Cohort 18 – “The Role of Trust in High Reliability Organizing: The Moderating Affect of Organizational Trust in Temporary, Inter-Agency Group Dynamics”
- **Dr. Michele Mauchet**, Cohort 9 – “Managers’ Perceptions of Organizational Learning and Organizational Innovativeness in a Global Healthcare Organization”
- **Dr. Faith Power**, Cohort 17 – “Race In the Moment: A Phenomenological Case Study of the Dynamic Nature of Awareness and Sensemaking”
Successful Proposal Defenses

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

- Valerie Ford – Cohort 20

Guy Lotrecchiano’s Poster Presentations in Chicago and DC

Guy Lotrecchiano, Cohort 20, had poster presentations accepted at the Science of Team Science (SciTS) Conference in Chicago, IL and the Clinical and Translational Research and Education (ACTR), American Federation for Medical Research (AFMR), and Society for Clinical and Translational Research (SCTS) joint meeting in DC, both in April 2011 as an example of a novel methodology, entitled “Social Mechanisms and Structuration Theory: Multi-level System Methods for Studying Transdisciplinary Team Interactions”

Cohort 22’s Ray Royalty, Brigadier General

Army Reserve Col. Arlen R. Royalty has been promoted to the grade of brigadier general and assignment as commander, (troop program unit), 95th Training Division, (Initial Entry Training), Oklahoma City, Okla. He is currently serving as deputy chief of staff, G-3, (troop program unit), 108th Training Command (Initial Entry Training), Charlotte, N.C.

Throughout his career, BG Royalty has earned the Parachutist Badge, Air Assault Badge, Pathfinder Badge, Ranger Tab, and the Combat Infantryman’s Badge, along with other various decorations to include the Bronze Star Medal.

BG Royalty holds an M.A. in Information Management from Webster University, an MBA from Winthrop University and a Master of Strategic Studies degree from the Army War College.

Edie Williams’ Paper Accepted at MERC

Cohort 22’s Edie Williams had a paper accepted for presentation at the Mason Entrepreneurship Research Conference (MERC) on May 6, 2011. Please visit http://som.gmu.edu/merc for further information and registration details.

Howard Straker and Charlotte Lofton are Contributing Authors


Alumni News

New Position for Dr. Rhonda Jones at NARA

Dr. Rhonda Jones, Cohort 12, has accepted a position as the Workforce Strategy Specialist for the National Archives and Records Administration (NARA) in College Park, MD.

She will report directly to the Chief of the Workforce Strategy and Staffing Division and be responsible for implementing an agency-wide workforce plan, as well as developing and maintaining the human capital plans for each of NARA’s 37 facilities across the U.S. Dr. Jones’s new career will allow her to better align her work responsibilities with her research interests, which are focused on the interplay between organizational learning and talent management.
Dr. Robert Hamilton Appointed to Board of Trustees

Dr. Robert Hamilton, ELP 17, was recently appointed to the Board of Trustees of the Sheppard Pratt Health System. The Sheppard Pratt Health System is a private, non-profit behavioral health organization that provides a full range of services in a variety of settings to meet the needs of children, adolescents, adults, and older adults. Headquartered in Towson, Maryland, just outside of Baltimore, Sheppard Pratt has more than 2,300 employees and 37 programs in 12 counties of Maryland, Baltimore City and in Northern Virginia.

Dr. Linda Fang Awarded Best Paper at International Conference in Turkey and Invited to Speak in Singapore

Dr. Linda Fang, alumna of ELP’s Asia 2 cohort, presented a paper at the IODL ICEM International Joint Conference and Media Days, which was held from October 6-8, 2010 in Eskisehir, Turkey.


The paper has also been accepted for publication in Educational Media International.

Dr. Fang was also invited to be the keynote speaker at the West 6 Cluster Schools ICT Committee Educational Research Sharing Session, at Beacon Primary School, Singapore, on September 8, 2010.

Beacon Primary School is one of Singapore’s e-learning experimental School of the Future. Dr. Fang’s presentation topic was Facilitating Practitioner-Research in Schools.

Dr. Devin Jopp Presents to GW Business School

Cohort 12’s Dr. Devin Jopp was a speaker at GWU’s Business School. Dr. Jopp spoke on Entrepreneurial Education Policy for Economic Development and presented research that he’s been leading on measuring economic impact of SCORE’s mentoring services to 200,000 Americans per year.

Faculty News

Dr. Ellen Goldman’s Abstract Selected for Poster Presentation

The abstract “An Adult Learning Approach to Providing Cross-Competency Palliative Medicine Education” by current Master Teacher Leadership Development Program (MTLD) students Drs. Karen Blackstone and Sonika Pandey, and Dr. Ellen Goldman, Assistant Professor of Human and Organizational Learning and Director, MTLD, was selected for presentation as a poster at the 2011 Annual Scientific Meeting of the American Geriatrics Society (May 11-14, National Harbor, MD). The abstract details the development and presentation of a curriculum of 6 palliative care education sessions with geriatric fellows and medical trainees.

Dr. Maria Cseh Presents at UN Conference

Dr. Maria Cseh represented the Graduate School of Education & Human Development at the United Nations Conference on Climate Change Conference of the Parties. Dr. Cseh co-led the well-received workshop “Capacity Building for Women: A Global Research Network of Women Focused on Women, Sustainability and Climate Change.”
Dr. Diana Burley Presents and Publishes

Dr. Diana Burley presented at the Cyber Security Policy and Research Institutes’ Seminar. Her insightful presentation on “Recruiting, Educating and Retaining Cyber Security Professionals in the Federal Workforce: Lessons Learned but Yet Not Applied” was very well received by the Leaders in Cyber Security Policy and the special delegation from Japan in the audience, as exemplified by the questions from the audience during her presentation and the engaged discussions following.

In addition, Dr. Burley was an invited panelist, with B. Taylor, W. Chu, S. Cooper, in March on the topic of Secure Programming Education at the ACM Conference on Computer Science Education (SIGCSE). She was also the invited session moderator in April at the Institute for Information Infrastructure Protection (I3P) Cyber security Workforce Development Workshop.


Dr. Mike Marquardt Publishes

Dr. Marquardt’s article, “The Coach as a Catalyst for Action Learning,” was published in Training & Management Development Methods, 25(1), 1-17.

Current CSL Projects

Following is a sampling of international and domestic consulting projects managed by CSL:

- Summit on Education in Secure Software
- Federal Cyber Security Job Corps
- Global Knowledge Management Initiative
- Master Teacher Leadership Development Program

See http://www.gwu.edu/csl/projects.html or more information.

CSL News

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, Reorganizing 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.

Visit www.gwu.edu/csl for information about the Center for the Study of Learning.
Fredric M. Jablin Doctoral Dissertation Award - 2011 Call for Submissions

The ILA is pleased to partner with The Jepson School of Leadership Studies at the University of Richmond on the 2011 Fredric M. Jablin Doctoral Dissertation Award. This award is given annually to a scholar whose doctoral dissertation research, while on any topic and from any discipline, demonstrates substantial insights and implications for the study of leadership. The award was established to honor and celebrate the life of Dr. Fredric M. Jablin (1952-2004).

In order to be eligible for the award competition, a doctoral dissertation must be completed between August 1, 2009 and August 1, 2011. The 2011 recipient will be honored at the ILA's annual Global Conference, October 26-29, 2011 in London where the recipient will be asked to present their doctoral dissertation research.

The recipient of the award will receive the following:

- $1,000 prize
- Travel expenses to the ILA conference October 26-29, 2011 in London, U.K.
- Complimentary one year membership to the ILA
- Complimentary ILA conference registration

Submission Instructions

Applicants must submit by August 1, 2011 the following materials:

- A letter of interest
- 3-5 page abstract of a substantive doctoral dissertation chapter

Candidates should e-mail submission materials as attachments to jepsonaward@richmond.edu. Please do NOT send the dissertation. The award committee will contact semi-finalists in August to request a full doctoral dissertation chapter.

Links to past winners are available at: http://www.ila-net.org/Awards/Jablin/index.htm

Reception for Peace Corps 50th Anniversary

Peace Corps Fellows: You are invited! GW plans to celebrate the 50th Anniversary of the Peace Corps with a reception and lunch on Saturday, September 17. GW is celebrating this milestone to honor all GW faculty, staff, students and alumni who have served in the Peace Corps.

We are so proud of the GW Peace Corps Fellows. You have served the world and brought it all back home through your service with the children in Montgomery and Prince George’s County Schools. We want you to share your Peace Corps story to inspire the next generation of GW volunteers.

Here is what you can do:

- Tell us your Peace Corps Story through our online form at the GW Peace Corps website
- Spread the word to other GW Peace Corps Fellows and RPCVs

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- Please contact Linda Morris, Director, CWPD, linda_morris11495@yahoo.com, if you wish to participate.

**Workplace Learning Pre-Conference**

The Workplace Learning Pre-Conference is an opportunity for educators, trainers, and other professionals who work in the arena of educating workers to network and learn more about trends in workplace learning. This year's pre-conference theme, Training for a Green Economy will focus on available training for new green jobs and the "greening" of existing jobs.

This pre-conference is sponsored by the Commission on Workforce and Professional Development and by two new AAACE special interest groups: Labor/Workforce Education which will focus on trends, methods, and partnerships to educate workers in workplaces, unions and joint programs and by Sustainability and Environmental Adult Education which will address trends and issues related to both topics, either separate or interrelated, focusing on educational opportunities, social change, and partnerships.

Contact Linda Morris, Director, CWPD, linda_morris11495@yahoo.com for more information.

**Opportunities to Participate in AAACE Conference and More**

The 60th Annual AAACE International Adult & Continuing Education Conference to be held in Indianapolis October 30 to November 4, 2011, provides many opportunities for CWPD members to network and exchange knowledge other American Association of Adult and Continuing Education members. The Conference will be held in partnership with the Adult Higher Education Alliance Annual Conference. The theme is *Adult Learning for Our Complex World.*

To share your perspective, research and experiences submit a proposal to present a Concurrent Session, Roundtable Discussion or *NEW* Poster Session at the AAACE conference or a paper at the International Pre-Conference of the Commission for International Adult Education (CIAE) by May 13, 2011 at [http://www.aaace.org/](http://www.aaace.org/).
We encourage advisors to nominate students for the consortium. To achieve the faculty-student ratio we wish for personalized feedback and coaching, the number of participants will be limited. Please apply early!

If you (or one of your students) are studying change and are actively designing or in early working stages of a dissertation, then please submit an application. The ODC division welcomes doctoral students from all disciplines who are studying issues associated with human system and organizational change. Broad, relevant topical areas that might be of interest include:

- Organization growth & development
- Change management
- Strategy-as-practice
- Social movements in and of organizations
- Organizational improvisation
- Organizational learning
- Responses to change
- Network dynamics
- Institutional change
- Transformational leadership
- Innovation
- Microdynamics of change
- Change Agent-Target dynamics
- Multi-cultural dimensions of systems change
- Complex Responsive Processes
- any other change-related topics

We have designed an innovative approach to the traditional consortium experience, which has received rave reviews for the last two years. The consortium features a working paper workshop, where experienced change scholars such as Quy Huy and Gavin Schwarz will present new work-in-progress and then give and receive collegial feedback in a way that will be a provocative learning experience.

Current and past ODC Executive Board members (such as Jim Ludema, Ron Fry, Inger Stensaker, Jeffrey Ford, Sonja Sackmann, Danielle Zandee, Dick Woodman, Ann Feyerherm) will join other invited scholars to work with you personally to make your research more rigorous, relevant, and publishable. There will be opportunities to meet other doctoral students, to make some great connections with other leading and emerging change scholars and to be exposed to topics such as publishing action and applied research, qualitative research, career trajectories, and ethics of research and teaching.

The consortium is scheduled to begin on Friday August 7 at 8.30, includes Friday dinner with the ODC Executive Board, and Saturday sessions from 8:30 am to 2 pm.

The ideal candidate for this consortium will have finished his/her coursework and be engaged in preparing a dissertation proposal or just finished defending the proposal but not yet into substantial data collection. Because space is limited, we expect that no more than two students per program will be selected to participate, but additional students from a given program may be considered on a space available basis after the nomination deadline.

To apply, please send an email with the following three documents attached to Inger Stensaker (inger.stensaker@nhh.no) by June 15, 2011.

- A recommendation letter from your dean, department chair, or major advisor that verifies your (a) status/progress and (b) year in your school’s doctoral program.
- A one-page bio summarizing your contact information, research and teaching interests, and publications. This one-page bio will be distributed among consortium participants.

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- A 3-5 page (typed and double-spaced) summary of your dissertation project, including the research question, rationale, hypotheses/propositions, proposed methods and results (if applicable). This will be distributed to consortium faculty and participants in advance of the August sessions.

We anticipate all selections will be made by July 1. Any questions can be directed to Inger Stensaker at inger.stensaker@nhh.no.

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.

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