**Program News**

**Academy of Management**

Join us for our annual ELP/HOL get-together at AoM this August in San Antonio, TX.

What: "ELP Social" at the Academy of Management Annual Meeting in San Antonio Texas  
When: Saturday, August 13th 5:00-7:00 
Where: Boudro's Texas Bistro on the Riverwalk, Charles Court "Volume II" (205 N.Presa Street) 210-224-1313  
http://www.boudros.com/boudros/event_space.php  
RSVP to Dr. Margaret Gorman mgorman@gwu.edu.

If you’re not yet an AoM member, join now at http://www.aomonline.org/aom. If you’re not registered for conference, sign up now http://annualmeeting.aomonline.org/2011/.

**Students, Alumni and Faculty Have Papers Accepted at AoM**

Drs. Rosamond Tompkins, Cohort 17, Andrea Casey, David Whetten and Pramodita Sharma have a paper, “Family Ownership: ‘Governor’ of the Hybrid Organization’s Identity,” accepted by the Managerial and Organizational Cognition Division for the 2011 Annual Meeting of the Academy of Management in August in San Antonio, TX.

In addition, Rob Bogosian of Cohort 20 has been selected to submit his proposal to AoM’s Organizational Development and Change Doctoral Consortium.

**Graduate Certificate in Global Leadership in Teams and Organizations**

The Certificate in Global Leadership in Teams and Organizations is designed to increase the learning, leadership, and change capacity of individuals and organizations with a global emphasis in Human Resource Development. Theory, research and practice are balanced throughout the curriculum. Upcoming classes are:

- **Leadership in Organizations** – Cape Town, South Africa, October 18 to 22, 2011  
- **Work Groups and Teams in Organizations** – Santiago, Chile, January 17 to 21, 2012

Register for the whole certificate program, or sign up for individual classes which can be applied as Master’s or Doctorate level electives. You don’t have to be enrolled in a degree program to participate. Contact Zeynep Ekmekeci at elpnow@gwu.edu and see http://www.gwu.edu/elp/certificate.html for more details. Applications are accepted year round. See http://www.gwu.edu/elp/certificate.html for more information.
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:

- August 5 – 6 and 19 – 20
- September 9 – 10 and 16 – 17
- October 7 – 8 and 14 – 15

Contact our Recruitment Coordinator, Zeynep Ekmecki, 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.

Successful Dissertation Defenses

Congratulations to the following students who recently defended their dissertations:

- Dr. Charlotte Barner, Cohort 19 – “Understanding the Role of Mindfulness in the Professional’s Experience of Being Recently Laid Off: A Phenomenological Study”
- Dr. George Dertouzos, DC Student – “A Phenomenological Study Exploring the Antecedents of Union Commitment on the Everyday Lived Experiences of Union Members During a Labor and Management Dispute”
- Dr. Ken Dickerson, DC Student – “Enacting Organizational Improvisation as Shared Leadership: A Case Study of Human Relationships Emerging in the Moment”
- Dr. Navid Keshavarz-Nia, Cohort 20 – “Expert Knowledge: A Case for Transferring Tacit Knowledge From Source to Recipient Within the Restricted Environment of the Intelligence Community”
- Dr. Emily Morrison, DC Student – “Enacting Wholeness in Relationship: An Exploration of the Dynamic Co-emergence of Self and Other”
- Dr. Mike Stice, Cohort 18 – “The A Leader’s Introduction of Rapid and Radical Change into an Organization: A Case Study of Jack Welch and General Electric”

Successful Proposal Defenses

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

- Gil Brady, Cohort 20
- Michael Robinson, Cohort 20

Alumni News

Dr. Bob Brescia Selected as CEO

Dr. Bob Brescia, Cohort 16, was selected CEO of Community Care College (CCC), an industry leader in providing quality education that transforms people’s lives. Prior to this assignment, Dr. Brescia served as President and Chief Executive Officer of Saint Joseph Academy, a private, independent college preparatory institution in Brownsville, Texas.

Dr. Brescia has twenty-seven years of public service as an officer in the United States Army with successful experience and leadership in global logistics, and is the recipient of a number of awards.

Dr. Brescia graduated with distinction from the Executive Leadership Doctoral Program with the George Washington University. At the time of his graduation, this distinction had only been given to four other graduates of the program in its twenty-year history.
Bender Teaching Award to Dr. Ozgur Ekmekci

Dr. Ozgur Ekmekci was awarded the prestigious 2011 Bender Teaching Award for Outstanding Teaching. [http://www.gwu.edu/~avpap/bender/]

Dr. Ekmekci, a Cohort 14 alumnus of ELP, is a professor of clinical management and leadership in the School of Medicine and Health Sciences. He is also an adjunct faculty member for GSEHD’s Master Teacher Leadership Development Program.

The Bender Award is very competitive, and faculty nominations are received from across the University. Recipients are selected by a committee of their peers and it recognizes truly creative approaches to teaching in the classroom. One approach Dr. Ekmekci uses is using role playing in a virtual environment. Dr. Ekmekci was selected from among a highly deserving group of nominees and he is to be commended for his creativity.

Dr. Sydney Savion Presents in New York City

Dr. Sydney Savion, Cohort 18, presented her paper, "Visual Cortex: Fortifying New Learning" at Columbia University, Teachers College Educational Technology Conference (TCETC) held May 21-22 in New York City, NY. This paper reviews insights from cognitive neuroscience research into the mechanisms underlying structural changes in the human brain induced by stimulation of the visual cortex and explores how these changes can result in the enhancement of learning. Additionally, it discusses the practical value of cognitive neuroscience research to e-learning pedagogy.

Dr. Agata Dulnik, Cohort 12, to be Published

Dr. Agata Dulnik’s article on “Work Values” was peer-reviewed and gained acceptance to be published in the US for the upcoming 'HR Encyclopedia' by Jossey-Bass and to be available in all English-speaking countries.

Book Published by Dr. Glenn Geelhoed

In Gifts from the Poor: What the World’s Patients Taught One Doctor About Healing, Dr. Geelhoed, Cohort 16, proposes a game-changing alternative to traditional medical service in which those who would heal and teach end up learning from their patients. The reciprocal approach opens a new world in understanding the sometimes seemingly insurmountable cultural differences. Understanding the perspective of the recipient is one of the first steps in promoting world health “diplomacy.”

More information can be found on his website: [www.MissiontoHeal.org](http://www.MissiontoHeal.org). All proceeds from the sales of the book will go to the continued support of the medical mission hall of fame ([www.medicalmissionhalloffamefoundation.org](http://www.medicalmissionhalloffamefoundation.org)).

Dr. Jim Hazy Appointed Treasurer of Goodwill Industries International Board of Directors

Dr. James K. Hazy, associate professor of management and entrepreneurship at Adelphi University, has been named Treasurer of the Goodwill Industries International Board of Directors. Dr. Hazy, Cohort 10, is the president and founder of Leadership Science, LLC, which was founded upon his research done at Adelphi University in Garden City, NY, and George Washington University, and is a founding director of the New York based Institute for Research in Complexity and Society. He is a recognized expert in organizational leadership, international finance, mergers and acquisitions, private equity, and venture capital. He has more than 28 years of senior executive experience leading business development, innovation and strategic planning.
Alumni News

**Dr. Joyce Henderson, Cohort 9, Awarded for Excellence in Teaching**

Dr. Henderson received one of University of Maryland University College's Outstanding Excellence in Teaching Awards. In addition, she’s been appointed to the Advisory Board of the University of Maryland's Smith School of Business' Center for Leadership, Innovation and Change (CLIC).

**Job Success for Dr. Faith Power**

Cohort 17’s Dr. Faith Power was selected CEO at Ambriel Technologies, LLC, in Winchester, VA. In addition, Dr. Power has been selected for the Board of Trustees at Valley Health System. She is an entrepreneur with expertise in marketing communications, community and public affairs, business strategy development, and organizational change. She is the founder and CEO of Ambriel Technologies, LLC, a technology research and development firm focused on expanding the capabilities of global telecommunications. For 21 years she was CEO of Power/Warner Communications, a full-service marketing communications firm in Winchester.

**Dr. Jacquie Hamp Receives Award for Strategic Alignment**

The 10th annual HR Leadership Awards of Greater Washington recently honored Goodwill Industries International Senior Director of Leadership and Development, Dr. Jacquie Hamp with the 2011 Award for Strategic Alignment. The award honors an individual for developing and delivering human resource solutions that help the recipient’s organization achieve its strategic business objectives.

Dr. Hamp, Cohort 12, took over the Goodwill Industries leadership and development programs in 2007. She refreshed the long standing Executive Development Program, and introduced two key programs: the senior leader program, which develops Goodwill leaders, and the management development program, which cultivates new leaders.

**Dr. Paul Chabot Publishes**

Cohort 12’s Dr. Paul Chabot published Eternal Battle Against Evil. Dr. Chabot has spent a lifetime battling evil and devising strategies to tear it apart. This book takes you to the battlefield where you will learn firsthand the tactics and resilience of evil, and most importantly, how we can fight back and turn the tide for all humanity.

Dr. Chabot has had many roles, including Military Intelligence Officer, White House Drug Czar Advisor, Law Enforcement Veteran, and President and CEO of Chabot Strategies LLC. He is an Iraq war veteran and began his military intelligence career in 2001, serving first at the Office of Naval Intelligence, later with the Defense Intelligence Agency, in conjunction with an assignment in the Pentagon working for the Joint Chiefs of Staff in the National Military Command Center assessing immediate national security threats. In 2008, Paul returned from Iraq where he served as an intelligence officer with Joint Special Operations Forces. Today he serves with the U.S. Navy 3rd Fleet and holds the rank of Lieutenant Commander.

**Dr. Ellen Scully-Russ Presents Results of Study Sponsored by US Dept. of Labor**

Dr. Ellen Scully-Russ presented the results of a study on green jobs career pathways at a Coffeehouse Briefing Series organized by the U.S. Dept. of Labor Employment and Training Administration (ETA), cont’d)
Dr. Scully-Russ Presentation Spon-
sored by US Dept. of Labor

(Continued from previous page.)
Ellen was awarded a contract under the 2010 ETA research paper contract to study the early start-up experiences of two Department of Labor Energy Training Partnerships funded by the American Recovery and Reinvestment Act. The qualitative study focused on the application of different career pathway models to build a responsive training program and the implications of the model for education and workplace reforms. The study examined the propositions in the literature on career pathways which claim the model will not only modernize the education system, but that it will also build new opportunity structures into the emerging green labor market. To examine this and other assumptions about green jobs career pathways, the study focused on early start up experiences of employers and educators in two partnerships and examined whether and how structural change was occurring in schools and in the workplace to design and deliver the federally funded green jobs training programs.

The study found that early startup experiences of the each partnership were affected by the differences in context, including the status of the career pathways model within the state community college system and the previous federal investments in the workforce development infrastructure in the region. Numerous challenges were also identified including shared concerns that training was out of ahead of job creation.

Dr. Scully-Russ was assisted in the study by Dr. Lesley-Anne Pittard, CSL Senior Research Fellow, Vinod Narayan, ELP FSP, Maura Fredricks, Alexandria Master’s Student, and Ethel Williams, HOL Doctoral Student. Scully-Russ will also conduct a workshop based on the study at the American Association for Adult and Continuing Education 2011 Conference in Indianapolis in October.

Dr. Ellen Goldman Publishes

The article “A Qualitative Study of the Meaning of Physical Examination Teaching for Patients” by Master Teacher graduate Dr. Katherine Chretien, Associate Professor of Medicine, Dr. Ellen Goldman, Assistant Professor of HOL and Director, Master Teacher Leadership Development program, medical student Katherine Craven, and Dr. Charles Faselis, was selected from among over 300 medical education articles published in 2010 for discussion at the Society of General Internal Medicine Annual Meeting session “Update in Medical Education.” This session highlights the most important papers published in the preceding year for medical educators in internal medicine. The article, published in the Journal of General Internal Medicine in July, 2010, identifies seven themes that emerged from the study of physical examination teaching with patients at the Washington, DC-VA Medical Center.

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.
Consider submitting a proposal for ESRI 2012. Proposal categories (for both master’s and doctoral students) include:

1. Scholarly paper, Master’s research paper (scholarly work, class assignment, study proposal, study with findings), advanced research proposal paper (study proposal, literature review, policy analysis), or Doctoral research paper (study with findings).
2. Poster presentations
3. Faculty- or student-led symposia, and Research Orientation Practice/Innovation Orientation
4. Completed dissertation findings

ALL proposals are due Tuesday, November 8, 2011 to 2012esri@gmail.com.
ESRI Webpage: gsehd.gwu.edu/esri

What is ESRI? Educational Symposium for Research and Innovations (ESRI) is an academic conference that aims to provide an opportunity for immersion in current research and innovations in education. The conference provides an occasion for participants (professionals, students, alumni, and others) to present their original work in a variety of formats, to receive feedback and support from colleagues and professors, and to strengthen their work for future conferences and publication. The feedback process from ESRI is constructive in nature.

When and where is ESRI? ESRI 2012 will be held on Friday, March 2, 2012 and Saturday, March 3, 2012 at The George Washington University campus (Foggy Bottom) on the upper levels of the Marvin Center.

About how many students participate in ESRI? ESRI 2011 hosted over 98 student presentations and 396 conference attendees from all GSEHD academic programs.

Which GSEHD programs participate in ESRI? All GSEHD academic programs are invited to participate in ESRI.

What is the registration cost for ESRI? Similar to most professional and research conferences, GSEHD students and alumni pay a fee to participate and present their work. Faculty and staff members who volunteer for ESRI do not pay to attend. Donations are accepted to sponsor registration fees for current students or alumni. If Faculty and staff members would like to sponsor a current student or alumni (pay for their registration costs), please contact 2012esri@gmail.com to arrange the payment.

How do GSEHD Faculty get involved in ESRI? From past evaluations, students report that encouragement from faculty members as the primary motivator to apply and participate in ESRI. Please continue to encourage students to propose and present their work.

Faculty volunteers are also needed as discussants for scholarly papers, symposia topics, and Socratic Seminar discussion leaders. If you are interested and willing to be a volunteer discussant, or Socratic Seminar leader, please contact Rick Jakeman at rjakeman@gwu.edu. Volunteers will be assigned to specific sessions and time blocks on both days of the conference (March 2-3, 2012 from 8:30 a.m. to 4:00 p.m.). Faculty members will be given specific times and locations in advance for their volunteer efforts. Typical volunteer assignments are for one student session lasting approximately 60 minutes.

QUESTIONS: Contact 2012esri@gmail.com
Student Chair: Markesha McWilliams (2012esri@gmail.com)
Faculty Representative: Rick Jakeman
**Opportunities to Participate in AERA**

Consider getting involved with AERA. Membership is offered at a reduced rate for students and provides many professional development and networking opportunities. Additionally, you can apply to be a division representative or work on the council.

If you have any questions about AERA, please feel free to contact Bryce Walker. His email address is walkerbl@gwmail.gwu.edu.

**Women Administrators in Higher Education's (WAHE) 4th ANNUAL CONFERENCE**

**Transitions: Staying Afloat in a Sea of Change**
Friday, September 16, 2011
8:30 a.m. to 6:30 p.m.
National Center for Higher Education, One Dupont Circle
1-B Conference Center, Washington DC

**Keynote Speaker:**
Dr. DeRionne Pollard, Montgomery College (invited)

**Concurrent Speakers:**
Mukul Bhalla, Argosy University
Lan Nguyen, Argosy University
Kathryn Kay, Georgetown University
Dr. Norean R. Sharpe, Georgetown University
Dr. Susan E. Short, Virginia Polytechnic and State University National Capital Region
Dr. Andrea Todd, Virginia Polytechnic and State University National Capital Region
Scott Weimer, Virginia Polytechnic and State University National Capital Region

**Sessions:**
1) Strategic Donor Development
2) The Role of Professional and Continuing Education
3) Road Map to Success
4) Their stories: The unique experiences of women of color

**Navigating the Academic Career Corridor Roundtable Discussion**

This roundtable plenary session will discuss various professional starting points and transition scenarios through the field of education. Scenarios include the transition from private secondary school to university; the transition from student, to faculty to administrator; and the transition from entry level, to mid-manager to executive level in higher education. Attendees will be encouraged to share their own experiences during this interactive roundtable.

Click here to register: [http://www.eventbrite.com/event/1955253215](http://www.eventbrite.com/event/1955253215)
Conference Fee: $125

Email wahe.chair@gmail.com for more info.

View past WAHE events here. [http://www.waheweb.info/events.html](http://www.waheweb.info/events.html)

WAHE is an informal network of women professionals from national higher education associations and DC metropolitan area colleges and universities. WAHE supports the professional and personal development of its members through conferences, networking opportunities, cultural and educational events, and topical discussions with guest speakers. All events are held locally in DC. Since 1999, WAHE has been the ACE Network of the American Council on Education’s (ACE) Office of Women in Higher Education (OWHE) in Washington, DC.

**Updates and Info**

For your reference, this newsletter is also posted on our website at [http://www.gwu.edu/elp/news](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.
Information and Resources

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