Program News

New Horizons Research Conference a Success!

On October 8 and 9, nearly 150 people were in attendance at the ELP/HOL New Horizons Research Conference in Ashburn, VA. Chaired by Dr. Margaret Gorman, the conference was a two day interactive research forum for the scholarly practitioner to share new horizon ideas about emerging theories and research in the areas of change, leadership and learning.

In addition to six concurrent sessions, additional keynote addresses included topics such as “Building Sustainable Organizations and Implications for Integrating Sustainability into HOL Doctoral Studies,” led by Dr. Ellen Scully-Russ, and “Neuroscience-Affectivity, Adaptivity, Learning in Organizations,” led by Dr. Clyde Croswell.

Dr. Scully-Russ’ panel addressed the implications for the increased emphasis on sustainability and sustainable organizations for HOL Doctoral studies. It included a diverse group of scholars and practitioners with knowledge and experience in sustainability, including Mr. Robert Baugh, Executive Director, Industrial Union Council, AFL-CIO; Dr. Laura Bierema, Professor, Lifelong Education, Administration and Policy, University of Georgia; and Dr. Jorge Rivera, Associate Professor, The George Washington University, School of Business, Department of Strategic Management.

The panelists shared their views on the political-economic and organizational challenges to building sustainable organizations. In addition, the panel explored the role of HOL research and practice in advocating for new theories, practices, and policies to encourage organizational values and practices that support sustainability.

The panel was supported by the HOL grant from the GW Institute on Sustainability Research, Education, and Policy. The grant also includes funds for a study on the role of HRD professionals in building sustainable organizations. The study is currently in process.

To stay involved in ongoing discussions or see selected presentations from the conference, join our wiki on http://elpgwu.wikispaces.com. Contact mgorman@gwu.edu with any questions.

Hampton Roads Sponsors Workshop

The HRD program at the Hampton Roads Center was a sponsor on September 9, 2010 for the Hampton Roads Chapter of SHRM's 1 day workshop entitled "The 7 Habits of Highly Effective People".

Dr. Marilyn Wesner, HRD Program Director, Dr. Greg Logan, HRC Center Director, and Tammy Miller, Senior Education Specialist were all present for the workshop.
ELP Now Accepting Applications for Cohort 23

The Executive Leadership Doctoral Program in Human and Organizational Learning (ELP AVA) 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 AVA during one of our cohort weekends. Upcoming dates:

- November 5 – 6 and 12 – 13
- December 3 – 4 and 10 – 11

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 23 beginning June, 2011, are being accepted throughout the year.

Hampton Roads HRD Program Holds Panel Discussion & First Time Alum/Mentoring Event

On October 18, 2010 Dr. Marilyn Wesner’s HOL6700 class had a real treat! A panel discussion of prominent local HRD graduates from companies such as Northrop Grumman, Dominion Virginia Power, and U.S. Air Force came in to answer questions from current HRD students on topics ranging from how their degree has helped them to do their job, gain professional growth, as well as sharing the “real life” application of the theories learned while going through the program.

In addition to the panel, a number of HRD graduates were on hand to share their experiences and to kick off Hampton Roads first HRD alum/mentoring network. Refreshments were served that evening and networking opportunities were available for current HRD students. This was a successful event as a result of collaborative efforts through Hampton Roads Center Administration, Dr. Marilyn Wesner, Director of HOL Programs for Hampton Roads, and Tammy Miller, Senior Education Specialist and marketing representative for the HOL programs.

Master Teacher Leadership Development Program

The Master Teacher Leadership Development Program (MTLDP) welcomed Cohort 9 on July 7. The 10 participating faculty members include specialists in surgery, anesthesia, geriatrics, and pediatrics; a physician's assistant, and a medical librarian. Sponsoring institutions are: The GW School of Medicine and Health Sciences, Medical Faculty Associates, Children's National Medical Center, The Washington DC Veterans Affairs Medical Center, and Walter Reed Army Medical Center. Contact Dr. Ellen Goldman at egoldman@gwu.edu for more information.

ELP is Offering a Certificate With a Global Perspective

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:

- Global and Cross-cultural HRD – Singapore, January 18 – 22, 2011
- Groups and Teams in Organizations – Buenos Aires, Argentina, March 15 – 19, 2011

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 Ekmekci at elpnow@gwu.edu.
New Building Names on VA Science & Technology Campus

New names have been assigned to the buildings in Ashburn. Research 1, the original building at this campus is now Research Hall. Building 2, the home of ELP, is now Enterprise Hall. Research 2, home of the nursing program among other programs, is called Innovation Hall. Find more information about the campus at http://www.gwvirginia.gwu.edu.

Successful Dissertation Defenses

Congratulations to the following students who recently defended their dissertations:

- **Dr. Hal Metcalfe**, Cohort 19 – “Ethical Leadership of the Successor Subsequent to the Ethical Failure of the Predecessor: Creating an Organizational Phoenix”
- **Dr. Gayatri Pandit**, DC Student – “Critical Reflection in Creative Knowledge Collection: A Mixed Methods Case Study of Middle Managers’ Reflection and Interaction in a Public Organization”
- **Dr. Gary Waldecker**, Cohort 14 – “Organizational Learning from Cross-cultural Experiences: An Ethnomethodological Case Study Examining the Relative Importance of Social Structure and Cultural Values during Dynamic Interaction”

Successful Proposal Defenses

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

- Guy Lotrecchiano – Cohort 20
- Emily Morrison – DC Student
- Yoshimi Muto – Cohort 17
- Fanny Rivera – Cohort 19
- Yvette Robinson – Cohort 16
- Laraine Warner – Cohort 20
- Tiffani Worthy – Cohort 20

Welcome to Visiting Researcher, Marie Stephenson

The HOL on-campus program is informally sponsoring a visiting researcher from the UK. Marie Stephenson is a doctoral student at the University of Worcester and is studying the characteristics of authentic/moral leadership. Her husband is stationed here with the British Embassy for the next three years and she would be interested in talking to anyone about her area of research. Marie can be contacted at stephenson876@btinternet.com.
Alumni News

Dr. Amanda Antico-MajkowskiContributes to Article About SocialEntrepreneurship

Dr. Amanda Antico-Majkowski of Cohort 3 is a contributor to Sparks of Hope in a Dark Night - How Social Entrepreneurs Can Help Renew the Republic. This Innovations Case Commentary describes the idea of social entrepreneurship in the context of New Orleans five years after hurricane Katrina.

Dr. Deb Waddill is Lead Author

Cohort 11’s alumna, Dr. Deb Waddill, along with S. Banks and C. Marsh, published The Future of Action Learning, Advances in Developing Human Resources. In addition, Dr. Waddill published Adult Learning Theories and the Practice of Action Learning, in Action Learning in Practice, along with Dr. Mike Marquardt.

Dr. Jack Gilbert Publishes Book

Dr. Jack Gilbert, Cohort 3, has co-authored a new book with Barbara Balik titled The Heart of Leadership: Inspiration and Practical Guidance for Transforming Your Health Care Organization published by the American Hospital Association Press. In it, the authors profile 10 transformational health care leaders who in their own words describe what makes them tick, what has shaped their leadership, and what is important to them as leaders. The book draws themes from the profiles as well as advice for aspiring health care leaders and for boards in the selection of senior executives.

Paper by Dr. Ellen Goldman et al. Chosen for Special Issue Journal and Presentation

The paper “It’s Your Own Risk: Medical Students’ Perspectives on Online Professionalism” by Master Teacher Leadership Development Program graduates Drs. Katherine Chretien and Terry Kind with Dr. Ellen Goldman, Assistant Professor of Human and Organizational Learning and Director, MTLDP, and medical student Louis Beckman, was selected by the Association of American Medical Colleges (AAMC) for inclusion in the Journal of the Association of American Medical College’s Research in Medical Education special issue, and for presentation at the AAMC Annual Conference in DC in November. The paper reports findings of how current GW medical students view online postings and medical schools’ related policies.

Faculty News

Dr. Mike Marquardt Publishes

Dr Michael Marquardt was the keynote speaker at the 1st Annual Conference of the Chinese Action Learning Committee in Beijing on September 15 and at the 6th Annual Conference of the Japanese Institute for Action Learning in Tokyo on September 17. On September 20 he was a speaker at the joint meeting of the American and European Chambers of Commerce in Taipei.

Dr. Marquardt’s book, Leading with Questions, has been translated into traditional Chinese (Taiwan and Hong Kong) and simplified Chinese (mainland China and Singapore) where it has become a top-selling book with over 100,000 copies sold.
Talent Development Research Initiative, Headed by Dr. Maria Cseh and Dr. Shaista Khilji, Received Continued Funding

The Talent Development Research Initiative (TDRI) project has received continued funding for its second year. In addition, there will be funding for up to six pilot research studies on the topic of Talent Development this year.

The aim of TDRI is to foster cross-departmental collaboration at GSEHD to develop a holistic, multi-level and interdisciplinary perspective of talent development. This will contribute to the intellectual distinction of our School and position GSEHD as an advisor to policy makers in the talent development of our nation.

Contact Dr. Maria Cseh at cseh@gwu.edu or Dr. Shaista Khilji at sekhilji@gwu.edu discuss the accomplishments of the first year, and to review the objectives and activities for the upcoming year.

Presentation by Dr. Ellen Goldman at the Academy of Management

Dr. Ellen Goldman, Assistant Professor of Human and Organizational Learning and Director, Master Teacher Leadership Development Program (MTLDP) presented the paper “Learning to Lead in the Emergency Department.” The paper reports findings of how Emergency Medicine residents learn leadership-related skills needed to practice in the emergency department. The papers co-authors include two graduates of the MTLDP, Drs. Colleen Roche and Jeffrey Smith, and two faculty members in the Health Sciences, Drs. Margaret Plack and Catherine Turley.

Dr. Marilyn Wesner and HRD Alum Tammy Miller Present at VAACE Conference

Dr. Marilyn Wesner, Assistant Professor and Director of Human Resource Development Programs in Hampton Roads, along with Tammy Miller, Senior Education Specialist for GW and HRD Alum, recently presented at the 2010 Virginia Association for Adult & Continuing Education (VAACE) Conference that was held in Norfolk, Virginia.

The presentation entitled “Training and Development Issues of the Multi-generational Workforce” focused on the current training methods used for the multi-generational workforce and what direction the future training trends are moving towards to ensure reaching all generations.

CSL News

Summit on Education in Secure Software

The National Science Foundation Directorates of Computer and Information Science and Engineering (CISE) and Education and Human Resources (EHR) jointly sponsored the Summit on Education in Secure Software.

The goal of this summit is to engage the community in the development of a comprehensive agenda for secure software education by bringing together interested parties in industry, government, academia, and other organizations, and determining how best to meet their needs in a strong academic curriculum.

For more information, contact Dr. Diana Burley at dburley@gwu.edu.
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.

Global Knowledge Management Initiative Renewed

The Global Knowledge Management Initiative (GKMI) is a partnership between GW’s GSEHD Executive Leadership Doctoral Program and the GW Institute for Knowledge and Innovation. GKMI activities address three objectives: research collaborations, educational initiatives, and practical application of organizational learning and KM scholarship. This partnership continues, and more information can be found at http://www.gwu.edu/csl/GKMI.html. A webinar took place on September 1, and additional webinars will be offered bi-monthly on the 1st Wednesday of the month, with the next being November 3. Contact Dr. Diana Burley at dburley@gwu.edu for more information.

Information and Resources

Graduate Student Academic Success & Professional Development Series

Fellowship Opportunities
Tuesday, November 9
4:00–5:30pm, Marvin Center 308

Tips for Master’s students in identifying, applying for and winning competitive fellowships to support their graduate study.

Presenters: Geri Rypkema, Director, Office of Graduate Assistantships and Fellowships
Eileen Lavelle, Graduate Student Support Coordinator, Office of Graduate Assistantships and Fellowships

Funding Your Dissertation Research
Thursday, November 18
4:00–5:30pm, Marvin Center 405

Learn about specific competitive programs that can provide funds for doctoral dissertation research, as well as funding search strategies, and tips for successful proposals.

Presenters: Geri Rypkema, Director, Office of Graduate Assistantships and Fellowships
Eileen Lavelle, Graduate Student Support Coordinator, Office of Graduate Assistantships and Fellowships

The Graduate Student Academic Success & Professional Development Series is organized and sponsored by Graduate Studies & Academic Affairs, Graduate Student Enrollment Management, Grad Life, and the GW Career Center. Contact wheelerk@gwu.edu for information.
**GW Service Excellence Conference**

An excellent learning and development opportunity is planned at the Foggy Bottom Campus on Nov 2 and 3. This link goes directly to the overview and registration announcement. [http://service.gwu.edu/conference/](http://service.gwu.edu/conference/).

A few highlights…

- Don't miss the "Conversation with the Provost" - moderated by Dick Golden
- Check out "How to Prepare now for the 2020 Workplace" – Author Jeanne Meister talks about working across generations
- Find skill building sessions such as "Presentation Skills (for the Non-Presenter)" and "Project Management for Everyone"
- Hear from people from the Chronicle and Washingtonian when we will explore how to Learn from "The Best" - they will share what it takes to be selected an Employer of Choice

Also, during each day of the conference, employees can visit the Learning Lab and Coffee & Conversation to:

- Explore innovative learning methods such as gaming and Twitter
- Experiment with other learning gadgets: ipads, flipcams, and more
- Network with fellow conference participants
- Submit a Positive Vibe - the recipient will be entered into a drawing to win tickets to a Men's Basketball Game at the Smith Center.

There are many interesting sessions to choose from because we have focused the content on celebrating GW Values! Contact Sara Melita at smelita@gwu.edu for more information.

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**The Office of Human Research Presents “The IRB Forum”**

**TOPIC:** "Fact or Fiction: Uncovering the Myths About Exempt Research"

**PRESENTED BY:** Rebecca Webb, CCRC-Education Outreach Coordinator

**DATE:** Wednesday, November 3, 2010

**TIME:** 10:00 am - 11:00 am

**PLACE:** Ross Hall, Room 401 (please check OHR website for updates)

**PRIMARY AUDIENCE:** Social and Behavioral, and Medical Research communities (all are welcome)

Coffee and light refreshments will be served.

Please RSVP directly to the Office of Human Research at 202-994-2715 or ohrirb@gwumc.edu if you plan to attend.

Also, note that there is a new IRB Submission Requirement. Please log on to: [www.citiprogram.org](http://www.citiprogram.org). This training is required of all PIs and their research team.

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**ESRI 2011**

Consider submitting a proposal to ESRI 2011. Proposal categories include:

- Scholarly papers
- Poster presentations
- Faculty- or student-led symposia
- Completed dissertation findings

All student proposals are due Tuesday, November 16, 2010, to esri2011@gmail.com. More information can be found at [www.gwu.edu/~esri](http://www.gwu.edu/~esri).
ODC Endowment Fund 2011 Call for Proposals

The Organization Development and Change Division of the Academy of Management is happy to announce its 5th Annual (2011) Call for Proposals supported by its Endowment Fund (ODCEF).

The mission of the ODCEF to encourage scientific inquiry in ODC through sponsored research at the regional, national, and international levels; to assist in program and course development in ODC at universities and schools both domestically and internationally; to develop innovative educational processes, teaching methods, and instructional technologies in ODC; and to understand and define ODC competencies for academic programs. $1000 Grants will be awarded by the ODCEF.

Proposal categories include:

- Scientific studies in Organizational Development and Change at the regional, national and international levels
- Research that advances program and course development in OD&C at universities and schools, both domestic and international
- Inquiry and study in the development of innovative educational processes, teaching methods and instructional technologies in OD&C
- Understanding and defining OD&C competencies for academic programs

Application requirements include a detailed description of the proposed research/inquiry including:

- Objectives and description of how research qualifies (see above)
- Explanation of how funding will be used (travel is excluded)
- Timeline for completion to meet a January 1, 2013 deadline
- Statement regarding intent to publish research results
- CV/resume(s) for principal investigator(s)

Submission deadline is February 1, 2011. Awards will be announced early April 2011.

This call for proposals is an open competition and will follow a blind review process according to standard practices.

The ODCEF values diversity and seeks applications from talented students, faculty, and practitioners from diverse backgrounds. The ODCEF Grant Review Panel does not discriminate on the basis of race, sex, sexual orientation, religion, color, national or ethnic origin, age, disability, or status as a Vietnam Era Veteran or disabled veteran in the administration of its obligations, activities, policies, or awards.

For more information contact: Glenn Varney, Ph.D., Bowling Green State University, 419.352.7782, gvarney@bgsu.edu.

Additional information about the ODCEF can be found on the ODC website (http://division.aomonline.org/odc) under the Events/News tab.

Research at the Library of Congress

The Library of Congress is open to all researchers 16 years of age or older. All patrons of the Library's public reading rooms are required to have Reader Identification cards issued by the Library. The cards are free, and can be obtained by presenting a valid driver's license, state-issued identification card, or passport at the Reader Registration Station in Room LM 140, on the first floor of the Library’s Madison Building.

Professors and students may want to use the Library of Congress collections to supplement the material in their academic
library or when they have exhausted the re-
sources of their library. The Library of Con-
gress also has hundreds of online databases
and E-resources. Most can only be accessed
by visiting the Library. However, many of
the databases provide the full-text of articles
and reports and can be printed for free while
at the Library.

The Humanities and Social Sciences Divi-
sion periodically offers a 90-minute re-
search orientation for first-time users. This
course is a general introduction to the Li-
brary of Congress collections and resources,
and includes some information on the Li-
brary's microform collections. More infor-
mation and a schedule of research orienta-
tions are available at the Library of Con-
gress web site: http://www.loc.gov/rr/main/
infores/. Special research orientation for
college classes may be requested by contact
Ms. Barbara Morland at 202-707-5534.

Join the Virginia Science and
Technology Campus Community for a
VSTC Update!

The GW Virginia Science and Technology
Campus: A Look to the Future
Thursday, Nov. 18, 2010
10:30 a.m. - 12:00 p.m.

LOCATION:
Exploration Hall, Room 101
20101 Academic Way
Ashburn, VA 20147

AGENDA:
Introductory Remarks
Craig W. Linebaugh
Chief Academic Operating Officer
A Vision for The GW Virginia Science and
Technology Campus
Steven Lerman, Provost and Executive Vice
President for Academic Affairs
Presentation of the Facilities and Amenities
Campus Master Plan

Susi Cora, Director for Campus Planning,
Division of Operations

Please RSVP online at http://
www.gwvirginia.gwu.edu/forms/
campusmtgnov2010.asp by November
11. Seating is limited.

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 feed-
back, contact Marge Niedzwicz at
mniedzwicz@va.gwu.edu, or contact the
ELP office at 703-726-8396.

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