Human and Organizational Learning

Program News

Earn Your Master’s on Alternating Saturdays in Alexandria

We are recruiting the 19th class for our Saturday Master’s program based in Alexandria, VA. If you know of colleagues who are ready to do practitioner-oriented graduate work in HR, HRD, OD or related practice areas, please encourage them to investigate our program. The best way to do that is to attend our upcoming information session on Tuesday, November 8, 6:30 pm at the Alexandria Graduate Education Center.

We have an exceptional program, with many features tailored to the needs of busy adult professionals:

- A convenient schedule with classes on alternating Saturdays (and no late weekend classes after a long day at work.) Only eight Saturday sessions per semester!
- A cohesive, contemporary curriculum organized around the issues confronting HR, HRD and OD professionals and leaders.
- A strong value for application to ensure that you are building highly relevant, marketable skills. In fact, our motto is "use on Monday what you learn on Saturday" reflecting our strong belief that all of our courses should have real time value for the working professional.

- A supportive, collegial cohort culture where you will build professional ties that will last throughout your career.
- A highly respected degree with local, national and international recognition.
- An optional "travel abroad" course in which we take a group tour of the Czech Republic and Hungary.
- A tuition support program to help reduce the cost of your graduate education.
- A large network of program graduates to broaden your professional networking opportunities.

In addition to our M.A. program, we will also begin offering three different certificates (Essentials of HRD; Design and Evaluation of Adult Learning; and Organizational Learning and Change).

We look forward to meeting you in one of our upcoming information sessions, but in the meantime, please contact Dr. Ron Morgan if you have any questions at (rbmorgan@patriot.net) or 703 549-7156.

Graduates of Master Teacher Leadership Development Program Publishes in Medical Science Educator

Five graduates of the Master Teacher Leadership Development Program (MTLDP), program director Ellen Goldman, Assistant Professor of HOL, and two faculty members from King Edward Medical University in Lahore, Pakistan, published the article “Introducing the Testimonial-Commentator Format to the Musculoskeletal Curriculum of Medical Students” in the recent issue of Medical Science Educator. James Katz, MD, H. David Reines, MD, Samantha McIntosh, MD, Laura Abate, MSLS, and Jennifer Havvaksz, DPT, re-designed the curriculum as a project during the MTLDP. The new curriculum includes patient testimonials provided live in the second year medical school classroom. Dr. Katz then conducted a comparative effectiveness study as reported in the article.
**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 cohort dates:

- November 4 – 5 and 11 – 12
- December 2 – 3 and 9 – 10

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**

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. The upcoming classes are:

- Work Groups and Teams in Organizations – Santiago, Chile, January 17 to 21, 2012
- International and Multicultural Issues in Organizations – Beijing, China, March 13 to 17, 2012
- Leadership in Organizations – Buenos Aires, Argentina, March 13 to 17, 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 Ekmekci at elpnow@gwu.edu and see http://www.gwu.edu/elp/certificate.html for more details. Applications are accepted year round.

**Zeynep Ekmekci Nominated for Service Excellence Award**

Congratulations to Zeynep Ekmekci who has been nominated in the Staff Choice Category for the 2011 GW Service Excellence Awards. More information can be found at http://service.gwu.edu/celebration.

**Student News**

**Successful Dissertation Defenses**

Congratulations to the following students who recently defended their dissertations:

- **Dr. David Esworthy**, Cohort 20 – “Subcultures in a Flat Organizational Structure” – With Distinction
- **Dr. Larry Hughes**, Cohort 19 – “Exploring the Experience of the African-American Male Worker Assigned to the African-American Male Leader”

**Successful Proposal Defenses**

Congratulations to the following ABD student who successfully defended her proposal:

- Christina Cataldo, DC Student
Appointments and Publication for Cohort 20 Student Guy Lotrecchiano

Guy Lotrecchiano, PhD, has recently been appointed to a tenure-track position in the Department of Clinical Research and Leadership with a secondary appointment in the Department of Pediatrics, George Washington University School of Medicine and Health Sciences, chaired by Dr. Joseph Bocchino, ELP Cohort 10. Guy will remain employed by Children’s National Medical Center and will continue his leadership, research, and teaching as a member of both departments.

Additionally, Dr. Lotrecchiano and Paige McDonald, also of Cohort 20, have been appointed the Director of Education and the Learning Specialist, respectively, for the Khalifa bin Zayed al Nahyan Foundation initiative to establish a Center for Disabled People in the Eastern Coast in the United Arab Emirates. Guy and Paige will work closely with disabilities specialists to develop a three year on-site and on-line curriculum to train professionals in leadership and interdisciplinary care for children with special needs in the Fujairah Emirate.

Finally, Dr. Lotrecchiano has published his most recent paper in Integral Leadership Review (http://bit.ly/rk7GdO) entitled “Leadership is as Simple as A Child’s Game of Marbles: Transdisciplinarity, Learning, and Complexity in Fairsies, Keepsies and Mibs”.

Alumni News

Dr. Scot Holiday Publishes Dissertation

Dr. Holiday’s dissertation examines the actions, decisions, interactions, and operations undertaken by DuPont from 1989 to 2008 that enabled it to transform into a sustainable organization. Specifically, his dissertation examines the role of organizational change in sustainability exhibited by DuPont during its change process.

Dr. Holiday, as researcher in this single case study, uses novel theoretical lenses in order to gain insight into the role of organizational change in sustainability, including sustainability theory, organizational change theory, and organizational diagnosis theory. From 1990 to 2008, E.I. du Pont de Nemours and Company (DuPont) reduced its greenhouse gas emissions by 72% and changed its product composition from 100% chemical based to 70% chemical based (and 30% biological matter based). Two major findings of this research study were determining some of the conditions in which business strategy and sustainability support one another and the criticality of social responsibility.

Cohort 11’s Dr. Deborah Waddill Publishes

Dr. Deborah Waddill co-authored with Dr. Mike Marquardt a new text on the topic of Technology and Human Resources to be released in November, 2011. The name of the text is The e-HR Advantage: The Complete Handbook for Technology-Enabled Human Resources. ELP alumni who contributed to the text include Dr. Patricia Goodman, Dr. Leslie Keelty, Dr. Catherine Lombardozzi, and Dr. Richard Ray. This book will be available in paperback and as an e-book.

The book addresses the fact that the 21st century workplace thrives on internet-enabled connectivity and technology. These applications allow human resource professionals to make the work of developing and managing the workforce faster, easier, and more effective. The e-HR Advantage explores the positive impact of technology upon the workplace: how we work, learn, and manage ourselves and others. With best practices for implementation and case studies from around the world, this complete handbook provides a framework for understanding the significance of technology in the workplace. Human resource professionals who master these technologies will secure their seat at the executive table.
**Alumni News**

**Dr. Michele Scott Presents**

Dr. Michele Scott, Cohort 16, presented a workshop at the Multicultural Women's Conference in New York on July 20. The workshop for experienced leaders was entitled: Securing Executive Sponsorship. In January 2011, Michele successfully defended her dissertation entitled *Intersectionality of Personal and Professional Identities: Portraits of Perception Management, Sustainable Values and Developmental Relationships*.

Dr. Scott attributes the success of her dissertation research, the securing of the research participants and a major transformation in her own life to the Multicultural Women's Conference which she has attended for the past 6 years. This is the first year Michele was chosen to speak at the conference. Her presentation can be found at http://bit.ly/owisqE, and her conference bio at http://bit.ly/qCyRKy

**Faculty News**

**Dr. Andrea Casey Collaborates with Students, Alumni, Faculty**

Dr. Andrea Casey authored three books along with other scholars in the ELP and GW community:


Also, Dr. Casey has been been selected as an editor of a special issue of the journal, *Organization*. The special issue is on Narrative and Memory.

**Dr. Burley Participates in Speaking Engagements**

On September 15, the Department of Homeland Security Fall 2011 Software Assurance (SwA) Forum was hosted by the Carnegie Mellon University Software Engineering Institute. There, Dr. Diana Burley spoke on the Education Supply Chain for software assurance professionals.

At the 2nd Annual National Institute for Standards and Technology (NIST) National Initiative for Cybersecurity Education (NICE) Workshop, Dr. Burley spoke on secure software education and presented the results of her recent report from the Summit on Education in Secure Software.

**Dr. Ellen Scully-Russ to Chair a Panel and Present on Green Jobs**

Dr. Ellen Scully-Russ will attend the American Association of Adult and Continuing Education 2011 conference in Indianapolis from November 1-4. There she will chair a panel of experts on green jobs training and certification programs at the Workplace Learning Pre-Conference.

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

ESRI

Planning has begun for the 2012 Educational Symposium for Research and Innovations (ESRI). For those of you that are not familiar, ESRI is a scholarly conference hosted by the Graduate School of Education and Human Development March 2 and 3, 2012 at the Marvin Center. It 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.

IMPORTANT DATES:

- Proposals Due - November 8, 2011
- Notification of Proposal Status - December 19, 2011
- Paper Due - February 6, 2012
- Registration Deadline - February 14, 2012

ESRI WEBSITE

During the GSEHD web migrations, all of the 2012 ESRI updates were lost. As a result, it will take a few days for us to recreate the pages with current information. In the meantime, please review the attached 2012 Call for Proposals which has all of the pertinent information concerning the conference. Also, if you are ready to submit your proposal, you can email it directly to 2012esri@gmail.com. Please follow the instructions in the Call for Proposals and don't forget to include a separate cover page. We apologize for the inconvenience and hope to have the updates available online soon. The new URL for ESRI is http://gsehd.gwu.edu/research/esri.

LEADERSHIP TEAM APPLICATIONS ACCEPTED NOW

Serving as a member of the ESRI Leadership Team is a great way to gain experience with the inner workings of an academic conference. We are currently accepting applications to join the leadership team in the areas listed below. Please complete the application and return it to 2012esri@gmail.com if you are interested in serving.

- Registration/Finance Team
- Poster Session Coordinators
- Case Study Competition Coordinators
- Communications Team
- Distance Learning/Cohort Coordinators

We are also looking for volunteers to serve on the teams listed below. There is no application required. To volunteer, just send your name, email address, and volunteer interest to 2012esri@gmail.com.

- Peer Reviewers for proposals
- Conference Operations
- Evaluation and Assessment
- Registration

QUESTIONS: Contact 2012esri@gmail.com

Student Chair: Markesha McWilliams
Faculty Representative: Rick Jakeman
Opportunities to Participate in AERA

In its efforts to strengthen the pipeline to education research, The American Educational Research Association (AERA) announces its 2012–2013 fellowship programs and funding opportunities for undergraduate students, graduate students, and early career scholars. These programs provide mentoring and funding support to develop research skills and conduct studies in education related fields and topics. We are seeking your assistance in sharing this information and identifying potential candidates. Information about the programs and the upcoming application deadlines are available at www.aera.net/fellowships.htm. Underrepresented racial and ethnic minorities and women are encouraged to apply. Below are brief descriptions of the AERA research funding opportunities.

**AERA Undergraduate Student Education Research Training Workshop**

AERA invites applications for an Undergraduate Student Education Research Training Workshop to be held at the 2012 Annual Meeting in Vancouver, British Columbia, Canada (April 13-15). This workshop is designed to build the talent pool of undergraduate students who plan to pursue doctorate degrees in education research or in disciplines and fields that examine education issues. Applicants are sought who have potential and interest in pursuing careers as education researchers, faculty members, or other professionals who contribute to the research field. Application deadline: November 15, 2011.

**Minority Fellowship Program in Education Research**

AERA offers dissertation support through the Minority Dissertation Fellowship Program in Education Research. This program offers doctoral fellowships to enhance the competitiveness of outstanding minority scholars for academic appointments at major research universities by supporting their conducting education research and by providing mentoring and guidance toward completion of their doctoral studies. Application deadline: December 1, 2011.

**AERA Grants Program**

The AERA Grants Program provides dissertation support and small grants for researchers who conduct studies of education policy and practice using quantitative methods and data from the large-scale data sets sponsored by the National Center for Education Statistics and the National Science Foundation. Application deadline: December 9, 2011.

**AERA-AIR Fellows Program**

In collaboration with the American Institutes for Research (AIR), the AERA-AIR Fellows Program aims to build the talent pool of high skilled education researchers experienced in large-scale studies in a major research organization. Fellows will receive mentoring from a diverse group of highly recognized researchers and practitioners in a variety of substantive areas in education. Fellows will hone their skills in all aspects of the research process from proposal development through writing and presentations. Up to three fellows are selected annually for a two-year, rotational position at AIR in Washington, DC. Application deadline: December 1, 2011.

**AERA-ETS Fellowship Program in Measurement and Education Research**

In collaboration with Educational Testing Service (ETS), AERA offers the AERA-ETS Fellowship Program in Measurement and Education Research. This fellowship is designed to provide learning opportunities and practical experience to recent doctoral degree recipients and to early career research scientists in areas such as educational measurement, assessment design, psychometrics, statistical analyses, large-

(continued on next page)
Opportunities to Participate in AERA

(continued from previous page)

scale evaluations, and other studies directed toward explaining student progress and achievement. Up to two fellows will be selected for this rotational research position at ETS's facilities in Princeton, NJ. Application deadline: December 1, 2011.

Visit http://www.aera.net/fellowships.htm for complete program descriptions and application information. Contact Dr. George Wimberly at 202-238-3200 or via e-mail at fellowships@aera.net with any questions.

National Academy of Education / Spencer Postdoctoral Fellowship Program

The NAEd/Spencer Postdoctoral Fellowship Program supports early-career scholars working in critical areas of educational scholarship. Fellows will receive $55,000 for one academic year of research, or $27,500 for each of two contiguous years, working half time. Fellows will also attend professional development retreats and receive mentorship from NAEd members and other senior scholars in their field. Applicants must have had their PhD, EdD, or equivalent research degree conferred between January 1, 2006, and December 31, 2011. This fellowship is non-residential, and applications from all disciplines are encouraged. Up to twenty NAEd/Spencer Fellowships will be awarded.

Additional guidelines and the fellowship application are available from NAEd’s website (www.naeducation.org). Deadline: November 4, 2011.

Contact Information:
Philip Perrin, Program Officer – Professional Development Programs E-mail: info@naeducation.org

Renewing Books at the VSTC Library

Books can be renewed online through your MyAladin library account, as long as they have not already been renewed twice (or have a hold placed on them by another library user). Instructions are here: http://www.library.gwu.edu/help/DIY/renew-request/renew-books-online

If they have reached their renewal limit, or if there's another reason that they cannot be renewed online, then they do have to be brought into the library so the staff can manually check them back out. Contact virginia@gwu.edu if you have any library questions.

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.

Contact Information

Executive Leadership Doctoral Program
Ashburn, VA
703-726-8396

Washington, DC Main Campus
202-994-3410

Alexandria, VA Graduate Center
703-299-0294

Hampton Roads, VA Campus
757-269-4949

© The George Washington University - HOL, GSEHD – October, 2011