From the chair…

Jill Lindsey, PhD

“The most important role of leaders is to challenge the status quo.”

One of the defining moments for an organization is when a majority have agreed to operate in a standardized way that others see as inflexible, unsustainable, and counter to the organizational vision. The defining moment calls on leaders to challenge the majority view even though it will likely put them in jeopardy. When they ask the majority to rethink existing policies because of negative impacts on the organization and those they serve, the old guard will label the coercion or a power play, while forward thinking others will see it as an opportunity to improve and evolve. This is the risk of Adaptive Leadership. Adaptive leaders can only enact change if there are enough organizational members willing to rethink the status quo. If critical mass remains with the old guard, the status quo will prevail until it actually proves unsustainable. In the meantime, wise leaders and innovative thinkers will seek more receptive organizations willing to evolve.
On October 1-3, 2015, Dr. Sharon Heilmann, 2016 President-Elect of the Midwest Academy of Management, Professor, and Director of Wright State University’s Master of Science in Leadership Development program, welcomed the Midwest Academy of Management to the Hyatt Regency Hotel in Columbus, OH for their 58th annual meeting. The theme of this year’s conference was “So much to Discover: The Impact and Effectiveness of Collaborative Research.”

The College of Education and Human Services and the Department of Leadership Studies were well represented this year with “Best Paper Award” nominees, Dr. Ada Cenkci, Nancy Clark (MSLD), Dr. Adrianne Johnson, and Ryan Taylor all leading conference sessions and each winning the award for their respective tracks. MSLD alum, Michael Corbett also presented his research.

The keynote speech delivered by retired US Air Force brigadier general Dr. Paula Thornhill was an overwhelming success and reinforced the conference theme of Collaboration. This theme was evident in each of the weekend’s presentations and interactions, and served to encourage future collaborative research among all attendees.

Teaching Professor Technology Conference
By: Marguerite Veres

Maggie Veres, Program Director for Educational Technology, attended the Teaching Professor Technology Conference on Oct 2 through the 4th in New Orleans. The Conference was well attended with attendees from all over the world. Many presented on topics ranging from Flipped Learning to Rethinking Classroom spaces. The opening keynote, Marie Norman, is co author of the book, How Learning Works, Seven Research-Based Principles for Smart Teaching.

Ms. Norman addressed the importance of learning research in effective teaching. Her topic was Can Online Teaching Make Us Better Teachers? Technology can make us more creative and dynamic not only in online courses but also in face-to-face classes. Another speaker, Oliver Dreon, from Millersville University of Pennsylvania, addressed the physical spaces on campus and online spaces can impact learning and pedagogy. He addressed the limitations of large lecture halls and the advantages of more intimate classrooms. Many of the sessions stresses getting students active and involved in their learning.

The attendees were friendly and willing to share experience from their institutions in regard to online offerings and learning spaces. There were many opportunities for participants to interact, share and explore.

The rich heritage of the city of New Orleans was a plus for attending the conference. The city has great food and interesting landmarks.
Dr. Corey Seemiller and Dr. Mindy McNutt were part of a design and facilitation team that led the inaugural Leadership Education Academy this past August in Orlando, Florida. The Academy was the first event of its kind and pulled together 10 of the nation’s top leadership educators and published authors from the field to serve as curriculum designers, facilitators, and coaches for nearly 60 current and aspiring leadership educators from all over the world. Participants included individuals from the US, Canada, Saudi Arabia, Japan, Mexico, and El Salvador.

The Leadership Education Academy was the brainchild of Dr. Seemiller along with Dr. Dan Jenkins from University of Southern Maine in an effort to provide an experiential, cohort-based leadership educator professional development experience. The Academy was designed by the team of 10 individuals over the course of two and a half years, and ultimately garnered official support from the International Leadership Association as the sponsoring organization. The three-day immersive training program focused on leadership theory and development, learning outcomes and assessment, curriculum design, and instructional strategies for both curricular and co-curricular leadership programs. The first Academy received accolades from participants, with many expressing interest in becoming involved in the next Academy. The second Leadership Education Academy is tentatively scheduled for 2017.

Drs. Jill Lindsey, Mindy McNutt, and Corey Seemiller, and Ms. Julia Acosta traveled in mid-October to Barcelona, Spain to attend the International Leadership Association’s 17th Annual Global Conference, Leading Across Borders and Generations. A Silver Sponsor of the event, Wright State University’s presence was felt through the numerous presentations by faculty members, sponsorship of the 6th Annual Women and Leadership Networking Luncheon, and a sponsorship table where the Department of Leadership Studies was able to highlight and recruit for all of our leadership programs.

Dr. Lindsey attended a variety of interesting and informative programs at the conference, and particularly appreciated the opportunity to attend the Deans, Directors, and Chairs Networking Dinner where she was able to interact with individuals who hold leadership roles with academic leadership programs. Ms. Acosta engaged in the conference by serving as a judge for the 9th Annual Student Case Competition where she was impressed by the quality of the presentations by both the graduate and undergraduate students.

Both Drs. Seemiller and McNutt were active presenting sessions during their time at ILA. Dr. Seemiller, author of the Student Leadership Competencies Guidebook, along with the authors of Emotionally Intelligent Leadership, presented a special full-day workshop titled Train-the-Trainers: Framing Emotionally Intelligent Leadership with the Student Leadership Competencies. Dr. McNutt participated in a panel discussion, Leadership 2050, which reflected on the International Leadership Association’s sponsored book, Leadership 2050, for which she served as an Associate Editor. Both Dr. Seemiller and Dr. McNutt were available to sign their books at the author book-signing event.

In addition, Drs. McNutt and Seemiller both served on a panel titled Reflections on Creating the Leadership Education Academy, discussing the two and a half day leadership academy that took place in August 2015. And, Dr. Seemiller co-presented Exploring Leadership Educator Journeys Through Narratives, served on a panel titled Beyond the Satisfaction Survey: The State of Leadership Assessment Today, and chaired a refereed symposium, Alternative Ways of Constructing Meaning: Theory Building in Leadership.

All in all, the conference was a great success for the Department of Leadership Studies team that attended!
**Update on The SIMPLE Solution—An Educational Game-Based Learning Environment**

*By: Noah Schroeder*

Dr. Schroeder and Kenneth Deffet, an undergraduate student, have continued their work on developing the SIMPLE Solution, an educational video game-based learning environment. This semester, undergraduate student Alexandrea Oliver joined the development team. Kenneth primarily works on the visual graphics, and Alex has been creating the programming that helps the environment function not only as a game, but also as an educational learning environment. The team has made remarkable strides in developing SIMPLE over the past few weeks, and we continue to move forward at a remarkable rate! To date, work on SIMPLE has been presented at both the WSU Celebration of Research in April, as well as the Teaching for Student Success—Reducing the Achievement Gap Symposium in August. Additional work is currently under review, and a round of data collection is scheduled to begin soon. This project is funded through a Research Initiation Grant from WSU’s Research and Sponsored Programs with support from the College of Education and Human Services. Questions about the project are welcome and should be directed to Noah Schroeder, noah.schroeder@wright.edu.

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**Mini-Workshop Mondays**

*By: Julia Acosta*

A big THANK YOU to Dr. Corey Seemiller and Brenda Kraner for hosting the first in a series of workshops to hone in on the needs of Organizational Leadership students. They have presented on topics that include, building your ‘Web’utatuion, how to market your OL degree and tips to get noticed by recruiters.

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**LDR Receives Dean’s Excellence Awards**

Leadership Studies faculty members received various awards at the CEHS Advance given by Dean Charlotte Harris. Pictured from left to right with their respective awards are: Dean Charlotte Harris, Kevin Watson (award), Dr. Stephanie Davis (Excellence in Professional Service), Dr. Yoko Miura (Excellence in Teaching), Julia Acosta (Excellence in Internal Support Services), and Dr. Sharon Heilmann (Outstanding Faculty Member).
On September 22nd, Leadership Studies’ Organizational Leadership students, faculty, alumni, and other interested students gathered in the Apollo Room for the third annual Leadership Launch.

The Leadership Launch brings students together to connect with peers and faculty in a fun environment. Music, food, and prizes helped create an engaging event.

A special thank you to Reynolds and Reynolds for providing the IPad for our grand prize and to Megan Gomez for the music for the event.
“Pizza Rats” Win 1st Place at CEHS Annual Trivia Bowl

Leadership Studies Department members brought their “A” game October 9th for the CEHS Trivia Bowl. The “Pizza Rats” tied for first place. Team members include Julia Acosta, Brenda Kraner, Maria Ortiz, Courtney Browning, Scott Graham, Corey Seemiller, Jason Farkas, Anne Tormey, and Lena Friend.

Two other tables sponsored by IDDL, filled with past and current participants, joined in the fun. Kudos to all!

Student Worker, Peyton Jones Creates Pumpkin for ERC’s 13th Annual Contest

Each year the ERC holds a pumpkin decorating contest that includes a theme. This year’s theme was Star Wars, and Peyton Jones was the mastermind behind LDR’s Darth Maul pumpkin submission. Pumpkins are voted on by students, staff, and faculty to reveal a winning department who receives the Halloween Idol and treats.

LDR Graduate Assistants and Student Workers Paint “The Rock”

Graduate Assistants Akshit Chaudhary, Christi Herman and student workers Peyton Jones, Anne Tormey, and Jessica Martin took spray paint to “The Rock” to promote the Leadership Launch that occurred in September.
The MSLD program is changing...

*By: Julia Acosta*

Master of Science in Leadership Development courses are offered in online and online/classroom formats in accelerated seven-week terms that allows students to complete their master’s degree on your timetable. They can choose from two program options:

- Complete the program in three semesters by taking two courses per seven-week term
- Complete the program in six semesters by taking one course per seven-week term

The MSLD program is preparing leaders to develop and bolster leadership competencies, explore leadership areas, and prepare for the challenges associated in the global world, research, action and provide visionary leadership to support strategic planning in an organization. Program Director, Sharon Heilmann has lead the way to offer alternative course delivery and new opportunities for its students to include internships! For more information about the MSLD program visit www.wright.edu/msld.

**Instructional Design for Digital Learning (IDDL)**

*By: Sheri Stover*

The Educational Technology Instructional Design for Digital Learning program is growing and changing. We recently changed the name of our program from Instructional Design for Online Learning (IDOL) to Instructional Design for Digital Learning (IDDL). The new name change reflects the growing use of digital technologies in many different educational environments to include face-to-face, blended learning, and online. We have expanded our program to now include a Master’s degree and two Certificate Degrees (IDDL-1 and IDDL-2). We are also incorporating some new technologies into our classes to include digital books, Quizlet online flashcards, Weebly, and other technologies. Our new IDDL-2 classes include more advanced uses of Camtasia such as video editing, green screen, and picture-in-picture. We have updated our entire curriculum to include more efficient class numbering structure and refreshed the cases included in the program. Please help us get the word out about our newly revised and expanded curriculum. If you have questions about the program, feel free to contact Sheri Stover.

**Meet Rachel Ebert, LDR’s New Student Worker!**

**Hometown:** Urbana, Ohio  
**Year:** Freshman  
**Major:** Early Childhood Education  
**Future Plans:** Rachel wants to get a Masters in Principalship and be the principal of an elementary school.  
**Fun Fact:** Rachel is a part of Wright State’s University Chorus program.

**Welcome Kyra!**

Kyra M. Robinson has built her career in postsecondary and higher education. Recently, she returned to Wright State University after having served as the part-time program assistant in University of Dayton’s Upward Bound Program. Currently, she is the Educational Leadership program coordinator in the Department of Leadership Studies. When she is not working at the office, she takes on the duties of her other job— that of mother to her two children. Prior to this most recent position, she was employed as an academic advisor at Wright State University and held comparable positions at Wilberforce University and Harris-Stowe State University in St. Louis. Additionally, she served as a communication specialist with Dayton Public Schools. Kyra and her husband Chet are native Daytonians. Additionally, Kyra has a bachelor’s degree in English from Fisk University and a master’s degree in Journalism from Ohio University.
The first Ed.D cohort to enter into the qualifying process did so this past September and October. The public oral qualifying presentations is a step taken on the road to doctoral candidacy. The oral presentation provides the opportunity for students to personalize the four DOS Program Student Outcomes. Staff, faculty, students, CEHS Dean, CEHS Associate Dean, Department Chair and others were in attendance.

The first cohort doctoral students continue to explore research models as they completed the qualifying process in order to proceed with steps closer to writing dissertations. Currently, 4 posters in the dean’s display board present in-progress research models of the first cohort doctoral students exploring the use of various methods. Three of them were created in DOS 9080 Structural Equation Modeling class with Dr. Miura, after 2 years of learning multivariate statistical techniques. One with a tree model illustrates the collaborative ideas learned in Qualitative Research Method class with Dr. Franco.

In the alphabetical order of first names of the author, they are:

“Building a Predictive Model of First-Time Student Enrollment at One Four-Year Public University” by Aaron Skira
“Leader-Member Relationships and Employee Engagement: The Mediating Effect of LMX on Job Satisfaction and Turnover Intention” by Colleen Hayden
“The Impact of Teaching Practices on Student Growth as Mediated by Student Academic Experiences in Biology” by Katahdin Cook Whitt

“Research: The Seen and the Unseen. Adding Researching Positionality to the Research Tree” by Linda Hockaday, Jeannette Manger, Aaron Skira, Karen Strider-liames, Suzanne Franco

TWO UPPER VALLEY CAREER CENTER TEACHERS RECOGNIZED BY PROFESSIONAL ORGANIZATION FOR EXEMPLARY WORK

By: Stephanie Davis

2015 Association for Career & Technical Education (ACTE) Trade & Industrial Division Awards: Brent Snell (L), Manufacturing Teacher, was awarded the Pace Setter Award for exceptional leadership and innovative program achievements. Jeffrey Bertke (R), Electrical Trades teacher, was awarded the Distinguished Service Award for superior teaching and professional commitment within the division. Both teachers are completing the final semester of the Career Tech teacher license program at Wright State.
2015 Doctoral Cohort

Orientation for incoming Ed.D students invited advisory board members, current students, staff and faculty to attend May 8, 2015. The Ed.D. program welcomed 7 newly admitted Raiders into the program. The night was led by Program Director, Dr. Suzanne Franco.

2015 Doctor of Education in Organizational Studies cohort members from left to right are: Jason Evatt, Douglas Drakeley, Susan Sipniewski, George Diehl, Kelly Rabah, Caroline Drakeley, Andrew Wonders

2015 SAHE Cohort

On August 14th faculty, adjuncts, and Graduate Assistants welcomed 21 students into the 2015 SAHE cohort. Also in attendance were SAGA, who sat on a panel and answered questions for the new graduate students.

2015 Student Affairs in Higher Education cohort members from left to right are:
(back row) Carl Foster, Jamie Brown, Adrienne Davenport, Donikea Sanders, Cody Benedict, Lindsey Steller, Taylor Watkins, Kate Bumhoffer, Clarissa Beavers, Lindsey Swigart, Danielle Graham, Nathan Balasubramanian
(front row) Blake Gooch, Jacob Beyer, Kelsey Bowling, Jessica Baker, Jennifer Kube, Jill Tussing, Katie McGrath

2015 MSLD Cohort

The 2015 Master of Science in Leadership Development program welcomed new and returning students and alumni on September 1st for an evening to highlight the program’s changes to better serve our students. Faculty and staff were in attendance for the largest alumni gathering for the program since its inception in 2009.

2015 Master of Leadership Studies cohort members from left to right are: Jon Granata, Bret Retherford, Megan Stevens, Aaron Hawkins, Zach Norman, Michelle Spurlock, Chris Krolikowski, Rachel Seitz
Holden was awarded the Mark Lousey Distinguished Law Enforcement Service Award for outstanding and dedicated service and contributions to law enforcement and the community during his career.

Kurt Holden
'13 OL, '15 MSLD Alumni

As the owner of Kona Ice of Central Dayton, Molly attributes her success to WSU for "encouraging me to see it as a possibility, something I could make happen."

Molly Eaton
'08 OL Alumni

As the founder of a nonprofit, The NuLief Group, Nathaniel has begun the renovation of a home that will provide a place for the homeless with mental illnesses and/or drug addictions.

Nathaniel Stewart
'13 OL Alumni

Mayes received the 2015 Alumni Society Award of Excellence at the Alumni Achievement Awards this October. Through his presidency of the African American Alumni Society and volunteer service, Mayes exemplifies what the award stands for.

Edwin B. Mayes
'96 SAHE Alumni
OL Alumni Networking Event

On October 9th, piano music by Kyle Wilson, filled the air as Organizational Leadership alumni and faculty got together to share conversation over wine tasting lead by Dr. Scott Graham. The event had a great turn out with over 50 alumni in attendance. Along with the music, the event included food and prizes. Each person received a wine opener. This event was the first ever OL alumni event held by the Leadership Studies Department.

Achievements By IDDL Participants

*By: Sheri Stover*

- Theresa Dorn: Assistant Director for Distance Education (Wright State College of Engineering & Computer Science)
- Dot Garman: Instructional Designer (University of Northwestern Ohio)
- Colleen Hayden: Manager of Curriculum & Instructional Design (Boonshoft School of Medicine)
- John Needles: Manager, Medical Academic Operations (Boonshoft School of Medicine)
- Cristina Redko: Associate Professor of Community Health (Boonshoft School of Medicine)

Live Oaks Career Campus Students Help Medical Professionals Prepare for Disasters

*By: Stephanie Davis*

Two students from Mr. Scott Proscia’s Sports Rehabilitation & Therapy program at Live Oaks, one of four Great Oaks Career Campuses, served as medical role models with facial injuries and as a burn victim during an all-day culminating activity for the National Disaster Health Consortium (NDHC) and held at the National Center for Medical Readiness (NCMR) in Fairborn. In total, thirty Juniors and Seniors participated in this authentic experience which linked state program standards, course content, real world scenarios and workforce professionals.

Proscia is a graduate of the Career Tech teacher licensure and mater’s degree programs, and this is the third time his students are participating in NDHC and NCMR events. “It's an awesome way for students to gain exposure to real life situations, career options, and learn from medical professionals and disaster experts,” says Proscia. “If there was room to bring all of my students I would. They enjoy the experience and can’t stop talking about it afterward.” Proscia added, “This time I was not needed as a medical role model but when I participated last year (see pics) I had fun and was able to observe how medical professional train for disasters.”
Lakshmi Nathan Balasubramanian, current SAHE student and president of the Graduate Student Assembly, Nathan was recently featured on Wright State’s International Recruitment Facebook page.

"After joining the Raider family, ...there is so much that I feel I am connected to... The student community is really engaging and friendly, Wright State is a very diverse campus so there is always inclusion."

CONGRATULATIONS to the following teachers that passed RESA—Resident Educator Summative Assessment:
- Gary Bronson, Heavy/Medium Truck Tech
- Dara Buchy, Supply Chain Management
- Rick Burton, Auto Collision Repair
- John Demmitt, Criminal Justice
- Chris Johnson, Culinary Arts
- John Kreitzer, Horticulture
- Dr. Christa Nealeigh, Veterinary Science
- Zach Pickens, Construction Tech
- Sara Plozay, Cosmetology
- Emily Powers, Medical Tech Prep
- Michaela Quinter, Agribusiness/Natural Resources
- Dr. Kelly Rickabaugh, Veterinary Science
- Libby Sillis, Digital Arts & Design

By: Stephanie Davis

This Newsletter was created by:
Courtney Browning, Leadership Studies Graduate Assistant

And Edited By:
Lena Friend, Administrative Specialist

Please send future contributions and highlights to Courtney Browning at browning.55@wright.edu to be featured in the upcoming newsletter.