

ORGANIZATIONAL LEADERSHIP PROGRAM

HONORS HANDBOOK

Wright State University

College of Education and Human Services

Department of Leadership Studies in Education and
Organizations

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Introduction

The Organizational Leadership Departmental Honors Scholar designation is awarded through the University Honors Program. This option provides students who have achieved excellence in their academic program, the opportunity to expand and enhance their knowledge and/or skills in the field of leadership. Students will engage in a guided research project or paper under the guidance of a Faculty Honors Advisor.

Honors Coordinator and Faculty Honors Advisor

The OL Honors Coordinator in the Department of Leadership Studies will oversee the honors process and approve all honors projects. This individual, in concert with student's Faculty Honors Advisor, will be responsible for reviewing applications and assessing final projects for honors completion. Based on a student's area of interest for an honors project, the Honors Coordinator will select a Faculty Honors Advisor with whom the student will work. Both the Honors Coordinator and the Faculty Honors Advisor must be fully affiliated faculty members of the Organizational Leadership program.

Admission Requirements and Procedures

- Must be admitted to the Organizational Leadership major
- Must have completed OL 2010, 3020, 3030, 3040 courses prior to beginning the project (you may apply while enrolled in OL 3030/3040)
- Must have a university cumulative GPA of 3.25
- Must have an OL cumulative GPA of 3.85

*Students take one to two consecutive semesters (depending on the project) to complete the Honors Project and must apply the semester prior to starting the project.

Application Deadlines

To start the project in the Fall semester, apply by March 1.

To start the project in the Spring semester, apply by October 1 the semester prior.

To start the project during Summer session, apply by February 1.

Application Check List

1. Fill out the attached application and submit by email to Dr. Corey Seemiller, the Honors Coordinator, at corey.seemiller@wright.edu.
2. If you meet the eligibility for participation, you will be contacted to set up a 30-minute timed in-person writing evaluation.

After Acceptance

Once the application and writing evaluation have been reviewed, a decision by the Honors Coordinator and faculty will be made. Students accepted for the Honors Project will be assigned a Faculty Honors Advisor and asked to set up a meeting with that faculty member to discuss the project.

Program Requirements, Options, and Timeline

Working under the guidance of a Faculty Honor Advisor, students will complete an honors project from one of the following categories, which may deal with any topic or problem related to leadership.

Honors Project Categories

Program Design: This project entails designing a program, course, or training session for an organization including conducting a needs assessment and organizational audit, developing a program plan, implementing the program, and assessing the learning of the participants. The project will culminate with a 10-page paper overviewing each component of the project.

Literature Review: This project entails doing a literature review on a selected leadership topic. The paper will include a minimum of 20 scholarly sources and culminate in a 25-page paper.

Original Research: This project entails developing and answering a research question about a leadership topic through conducting original research. The study may be quantitative (at least 50 participants), qualitative (at least 10 participants), or mixed methods and include a minimum of 2 independent variables (e.g., Comparing how gender and age influence motivation). This project will culminate in a 15-page paper outlining the research study including purpose, methods, findings, and discussion.

Article: This project includes both a literature review and original research, both in shorter form and will result in a scholarly article prepared for possible publication submission. The literature review will consist of a minimum of 7 scholarly sources and should lay the groundwork for the research question for the original study (students who plan to submit this for publication should have a minimum of 10 sources). The study may be quantitative (at least 20 participants), qualitative (at least 5 participants), or mixed methods and include a minimum of 1 independent variable (e.g., Uncovering what factors influence motivation). This project will culminate in a 15-page paper that includes the literature review and outlining the research study including purpose, methods, findings, and discussion.

Creative Project: This project entails developing a resource or artifact related to leadership and could include (but is not limited to) leadership curriculum materials, recorded podcasts or webinars on leadership topics, etc.). This project culminates with the creation of a minimum of 25 pages of typed curriculum (must be the student's original work) or 5 hours of recorded content (must be the student presenting the content in the recordings).

Talk: This project involves researching an unanswered topic in leadership and creating a 20-minute TED-style talk. This is not a presentation or an activity facilitation, but a funny, insightful, research-based, inspirational speech that contributes to better understanding a topic in leadership. This talk must include a minimum of 10 scholarly sources woven into the content seamlessly and in a conversational manner. The project culminates with a typed transcript of the talk and giving the talk in front of an audience.

Upon completion of the selected project, the student will conduct an open-forum presentation of the project for the Organizational Leadership faculty and invited guests.

Credit, Grading, and Evaluation

Credit Requirements

All students who participate in an Organizational Leadership (OL) Honors Project will be required to complete three credit hours of OL 4990 (a variable credit hour course, one to three credit hours) with a grade of “A” to receive the honors designation. Those three credit hours can be taken all during one semester (Fall, Spring, or Summer C) or spread out over two consecutive semesters (either 2 credits and then 1 or 1 credit and then 2). For students completing the project over two semesters, students will receive an “I” grade for the first semester’s credit hours until the project is completed; upon completion of the project, the “I” grade will be changed to the final grade for the project for OL 4990 for both semesters.

Grading

A=met all requirements of the project and quality of work was excellent

B=met all requirements of the project and quality of work was satisfactory

C=met most, but not all requirements, of the project

D=met some, but not all requirements, of the project

F=met few or no requirements of the project

Specific grading criteria to warrant each grade will be provided by the Faculty Honors Advisor based on the student’s selected project.

The departmental Honors Coordinator and the Faculty Honors Advisor will determine if the student has met the criteria for completion of the honors project.

Evaluation

In order to graduate with an Organizational Leadership Departmental Honors Scholar designation, at the time of graduation the student must present: An overall cumulative average of 3.25; a cumulative average of 3.75 in professional content courses; and an honors project evaluated with a grade of “A.” If a grade of “B” or “C,” the student will receive course credit only for OL 4990, but not the Honors Designation.

Faculty Bios and Areas of Interest



Brenda Kraner (OL Program Director) is a learning and performance professional with over 23 years of experience improving individual and organizational performance. Through assessment, development, and evaluation, Brenda enables others to realize their full potential and optimize their performance and productivity in the workplace. Her clients represent manufacturing, municipalities, education, banking, and the healthcare industry. Brenda serves as a Lecturer in the Organizational Leadership (OL) undergraduate program at Wright State University. She also serves as the Director for Internships within OL and is the Assistant to the Chair in Leadership Studies. She received her B.A. in Psychology from Otterbein University and her M.A. in Applied Behavioral Science from Wright State University. She is a PhD candidate at the Ohio State University in the field of Workforce Development and Education researching the topic of employee engagement. She is a member of ATD (Association for Talent Development), AHRD (Academy for Human Resource Development), ILA (International Leadership Association), and AOM (Academy of Management).



Dr. Mindy S. McNutt is an Associate Professor of Leadership and has served as Program Director for both the Organizational Leadership (OL) and the Master of Science in Leadership Development (MSLD) programs at the Wright State Dayton campus and was the inaugural and sole faculty member and program advisor for the OL program at its inception at the Wright State Lake Campus. Dr. McNutt currently teaches in all three leadership programs, OL, MSLD, and the recently created doctorate in Organizational Studies. She has engaged in leadership curriculum development for over 30 years, and has served as both a faculty member and executive-level college and university administrator since 2000. Among her varied research interests are leadership education, transformational leadership, women in leadership, and leader values. Her recent involvement includes three projects of significance: she served as an Associate Editor for the book entitled *LEADERSHIP 2050: Critical Challenges, Key Contexts, and Emerging Trends* (2015); she collaborated with a team of 10 nationally recognized leadership educators to create the first Leadership Education Academy, which was held in August, 2015; and she is currently engaging in research to assess and examine the relationship between personal values and organizational culture.



Dr. Dan Noel has degrees in psychology, counseling, and leadership, Dan Noel is passionate about coaching and mentoring those who desire to become effective leaders. His career paths have landed consistently in non-profit roles including pastoral ministry, licensed counselor, community agency director, consulting and administrative and faculty roles in higher education. He has taught in the college classroom since the early 1990's, providing guidance in the areas of leadership and leadership development. He has published research in the areas of leadership and spirituality, and audience engagement using mobile-based technologies. He has been a presenter at regional and international conferences, and has facilitated training for many organizational groups. He currently serves as a member of the full-time faculty of Organizational Leadership at Wright State University. He has also directed Community-Based Learning, providing supervision for over 200 students who served at various non-profit organizations throughout the Miami Valley and beyond. He resides in Springboro, Ohio, with his wife Amy and three teenage sons.



Dr. Corey Seemiller received her Bachelor's degree in Communication, Master's degree in Educational Leadership, and Ph.D. in Higher Education. She has worked as a leadership educator for higher education, K-12, non-profits, military, and in the community for more than 20 years. Prior to her role as Assistant Professor in Leadership Studies at Wright State University, Dr. Seemiller served as the Director of Leadership Programs and adjunct faculty/coordinator for the Minor in Leadership Studies and Practice at the University of Arizona and the Director of Leadership, Learning, and Assessment at OrgSync, Inc. She has taught courses on foundations of leadership, global leadership, social justice leadership, critical perspectives on leadership, developing leadership capacity, emotional intelligence, organizational leadership, research methods, and leadership for social change. Dr. Seemiller is also a dedicated scholar publishing and presenting nationally and internationally on issues related to leadership. She is the author of *The Student Leadership Competencies Guidebook* and associated measurements and tools to help educators develop intentional curriculum that enhances leadership competency development and *Generation Z Goes to College*, which focuses on preparing college educators to best serve and develop Generation Z students.



Dr. Stephanie Davis is an Associate Professor in the Organizational Leadership program. Prior to joining OL in fall 2017, she directed the Career & Technical Teacher Education program at WSU and served as an elected WSU Faculty Senator for 2.5 terms. Dr. Davis has been a dual-licensed educator for 30 years and began her career as a high school English and Vocational Education teacher in Hawaii, and earned a Ph.D. in Workforce Education & Development with a focus on Human Resource Training & Development from Penn State University. She maintains Ohio teaching licenses in English and Technology Education, and has applied for/been awarded college, university and state grants totaling \$1M since arriving at WSU. Dr. Davis has been invited to serve as a visiting faculty member in Taiwan for two summers to deliver seminars to students and faculty at three universities in *Preparing Workforce Employees to Become Exemplary Career-Tech Educators* and *Moving toward Global Awareness*. She was also invited to serve as keynote speaker in Japan for *Work-Based and Experiential Learning in the U.S.*, and accompanied faculty and first-year medical students from WSU's Boonshoft School of Medicine to a service learning/medical mission trip to rural Jamaica in summer 2017. Dr. Davis' research interests include leadership as it applies to study abroad/service learning, volunteer and community engagement, disaster readiness, and supporting military veterans. She not only believes in these lines of inquiry—she walks the walk and talks the talk by partnering with colleagues for study abroad/service learning opportunities, and engaging as an active volunteer with the American Red Cross, Dayton Chapter, and the Dayton National Cemetery Honor Squad.

Application Form

Organizational Leadership – Departmental Honors Designation
Email completed form to Dr. Corey Seemiller at corey.seemiller@wright.edu
Due March 1 for Fall, October 1 for Spring, and February 1 for Summer

Date _____

Name _____ UID _____

Address _____

City _____ State _____ ZIP _____

Phone _____ Email _____@wright.edu

Expected date of graduation _____

Cumulative GPA for all courses _____ Cumulative GPA for all OL courses _____

Honors Project Advisor Preferences (please list 3 choices) _____

Description of the Proposed Honors Project (including Honors Project Category described above)

Which two semesters do you plan to work on this project?

- Fall and Spring
- Spring and Summer
- Summer and Fall

Department use only

Date writing sample complete _____ Sample attached _____

Name of Faculty Honors Advisor _____

Approvals:

_____ OL Honors Coordinator

_____ Faculty Honors Advisor