Adaptive Leadership…

Mobilizing people to tackle complex challenges and thrive under new realities, norms, opportunities and pressures. Facilitating adaptations that enable a system to take the best from its history into the future. Anchoring change in the core values and competencies of the system while embracing diversity and experimentation.

~ Heifetz et al

Institutions of higher education are experiencing enormous socio-cultural pressures to change. From academic capitalism to cope with reduced federal and state funding to increased accountability for student success, campus safety, campus diversity, global competence, and experiential learning, the list of changes is extensive and consequential.

In his book, *The Fall of the Faculty: The rise of the all-administrative university and why it matters* (2011), Ginsberg predicted the demise of higher education, as we know it. Others, like Christiansen, see the pressures of increased academic capitalism as generating disruptive innovations that will positively transform higher education. Whether demands to change revitalize or dismantle higher education, depends greatly on our response and our response depends greatly on the leadership we embrace.

I passionately believe higher education can change and thrive through the practice of Adaptive Leadership. Practicing Adaptive Leadership to solve the complex web of challenges facing higher education relies on collective intelligence and collaborative actions of individuals at every level of the organization. The adaptive leader articulates the big picture, diagnoses challenges, uncovers connections across challenges, regulates distress organizational members feel in response to demands they change attitudes, behaviors and beliefs in order to accomplish organizational adaptation necessary to thrive under new contextual realities and conditions.

Adaptive solutions require collective efforts to develop and enact change at all levels in the organization, to encourage and protect diverse voices, and engage in learning together. The adaptive leader must orchestrate conversations at all levels of the organization to enable experimentation in finding adaptive solutions.
The advantage of an adaptive interpretation of higher education issues is that changes in behaviors, attitudes and beliefs enacted to address one challenge are frequently related to changes in attitudes, behaviors and beliefs at the heart of other challenges. Learning and developing the capacity to adapt enables the organization to tackle complex challenges while preserving the organization’s core identity.

The practice of adaptive leadership has the potential to radically improve our collective capacity to enact the cultural transformation being demanded of higher education. If each of us practices adaptive leadership in our circle, together we will adapt and thrive.

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LDR Announcements

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<tr>
<th>Date</th>
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<tr>
<td>Jan 10th</td>
<td>Peyton Jones</td>
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<td>Jan 11th</td>
<td>Chelsea Stewart</td>
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<td>Jan 16th</td>
<td>Stephanie Davis</td>
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<td>Jan 29th</td>
<td>Joanne Risacher</td>
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<td>Feb 4th</td>
<td>Carol Patitu</td>
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<td>Mar 28th</td>
<td>Yoko Miura</td>
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<td>Apr 1st</td>
<td>Roxanne DuVivier</td>
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<td>Apr 8th</td>
<td>Sharon Heilmann</td>
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<td>Apr 19th</td>
<td>Rachel Ebert</td>
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Spring Meetings

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<thead>
<tr>
<th>Department Meetings</th>
<th>Curriculum Meetings</th>
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<tr>
<td>Jan 20, 2016</td>
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All meetings are held in 229AL @ 10:30AM-12:00PM

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Melissa’s Steps

By Julia Acosta

Melissa Ortiz-Bebbington graduated from the Student Affairs in Higher Education Program at Wright State in 2013 and worked in the Department of Leadership Studies during her graduate work. She passed away in 2014 at the age of 26 from colon cancer. Melissa was dedicated to improving, educating and helping the Latino community. Wright State’s We Serve U, The Athletic Training Program, The Office of Latino Affairs and The Department of Leadership Studies join together to keep her passion for helping others in our community strong. If you knew Melissa, you would know that there was not a pair of shoes she didn’t like! "Melissa’s Steps" was created to collect new and gently used shoes of any size or style for women, men and children. All shoes will be donated to El Puente and the East Dayton Community Center.

Drop shoes off March 7th - April 20th at

- The Office of Latino Affairs
  108A Student Union
  OR
- Leadership Studies
  490 Allyn Hall

For more information, contact:
(937) 775-3813
Welcome Brenda Kraner, as New OL Director

By Brenda Kraner

Brenda Kraner 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, is the Assistant to the Chair in Leadership Studies, and recently became the OL program director. 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).

LDR Connects with Students on Snapchat

By Anne Tormey

Snapchat is a free photo/video app that is a fun and interesting way to share with friends and family. The most ingenious feature of the app is that you have the option to control how long you want the picture that you send to be viewed before it disappears. The app gives you the option for a picture to be visible for one to ten seconds (max). You have the ability to add captions to the picture by just tapping on the screen or even make a doodle on each photo. With each picture that you take, you can send it to just one person, choose a group of friends, or send it to your snapchat “story”. There are currently over 10 million daily active snapchatters! If you want to read more about Snapchat, check out this article at http://smallbiztrends.com/2015/09/what-is-snapchat-use-snapchat-for-business.html

Join Leadership Studies on Snapchat at: LDR_WSU
Leadership Studies Gets Involved

High-Ranking Delegation from Prestigious English University Visits Wright State on Fact-Finding Mission

Adapted from the article by Jim Hannah, Wright State Newsroom (Nov 27, 2015)

The 14-member delegation from Cambridge, England-based Anglia Ruskin University arrived on Wright State’s campus in late November. The group, which included the school’s vice chancellor, focused largely on student engagement.

“They’re interested in learning from us about strategies to foster student engagement. They’ll also learn about our disability services and multicultural affairs programs. These are areas of specialization for us and areas of national distinction,” said Roxanne DuVivier, an assistant professor in the College of Education and Human Services’ Student Affairs in Higher Education program who helped organize the visit. “We can be sure that there will be a lot of good dialogue, many ideas exchanged and relationships formed.”

Anglia Ruskin is a school of about 35,000 students, with campuses in Cambridge, Chelmsford and Peterborough. It supplies many of the region’s teachers, nurses, midwives and social workers.

A year ago, Wright State signed a memorandum of understanding with Anglia Ruskin designed to formalize commitment to higher education internship opportunities, pave the way for research initiatives and open the door to more student exchanges.

The Anglia Ruskin delegation to Wright State includes the school’s vice chancellor; deputy vice chancellor for research and innovation; director of student services; senior sports development officer; equality, inclusion and diversity manager; and representatives from the Student Union.

The Anglia Ruskin officials toured the campus and met with their counterparts, including student leaders. They attended presentations from Wright State officials on student affairs, enrollment, athletics, and diversity, academics and disability services. Anglia Ruskin officials briefed the Cabinet and Council of Deans about what is new and cutting-edge at Anglia Ruskin.

Currently, Wright State has student interns from the Student Affairs in Higher Education program in the College of Education and Human Services at Anglia Ruskin serving as consultants.

The program prepares students for leadership roles in student affairs at colleges and universities to help enhance student growth and success. Offices can include academic advising, career development, alumni services, fundraising, student activities, health services, financial aid, athletics and other services.

DuVivier said students from Anglia Ruskin’s new student affairs program would intern at Wright State that there will likely be more exchanges of student leaders and that faculty relationships are being encouraged.
Leadership Studies Enjoy 3rd Annual CEHS Night
By Melissa Rubins and Courtney Browning

Several members of the Leadership Studies team came out to support Wright State’s men’s basketball team take on Milwaukee with a nail-biting win. Students, alumni, faculty, staff and friends gathered on the Anniversary Party Deck on February 4th wearing their bright yellow “I Am CEHS” shirts and waving CEHS pennants as they cheered on the Raiders.

CEHS Night was created in 2014 as an opportunity for members of our College of Education and Human Services family to mingle, network, and show their support of our college. Guests enjoyed delicious food, giveaways and great conversation throughout the event.

Wright State’s Faculty and Staff Appreciation Event, A Big Success
By Courtney Browning

On February 20, faculty, staff and their families participated in the 4th Annual Wright State University Faculty and Staff Appreciation Game with Raider Basketball. A pre-game reception was held in McLin Gym where 1,900 attendees received a Wright State drawstring bag and PINK t-shirt for the game. The event included food, beverages, and a bounce house for the kids, carnival games, a pep rally with Rowdy, the Raider Pep Band and Spirit Squad. An autograph station featuring Raider student-athletes was also available with athletes from the cheer and WSU Dance Team, Volleyball team and Swimming team. Prize drawings were announced for a children’s winner, adult winner and an iPad grand prize.

After the event, Faculty and Staff gathered to watch the Raider Women’s Basketball team play Detroit and the Men’s Basketball team take on Northern Kentucky. Thank you to all who participated in this event!
New and Familiar Faces in LDR
By Courtney Browning

This spring, you may have noticed a new face working hard in LDR. Jake Enlow has been assisting Julia Acosta and Anne Tormey on various projects throughout the department for his OL 4025 internship requirement. Jake is especially focused on learning to engage and take part in an office setting, and bringing new ideas and posts to LDR’s various social media pages.

Learn a little more about Jake:
Hometown: Springfield, OH
Year: Senior
Major/Minor: Organizational Leadership
Future Plans: Jake would like to work in human resources.
Fun Fact: This summer, Jake is planning to run in a half marathon.

You may also notice a familiar face who has decided to continue working for Leadership Studies after graduating this December. Anne Tormey, has taken on the role as a Graduate Assistant. Anne’s duties include maintaining LDR’s social media, responding to MSLD student inquiries, and maintaining MSLD and DOS student databases. She orders promotional items, assists with program marketing, and helps supervise the leadership intern. Anne is also willing to help out faculty and staff with whatever they might need! A big thank you goes out to Anne, for providing many of the pictures throughout this newsletter!

Learn a little more about Anne:
Hometown: West Milton, OH
Undergraduate Major: Biological Sciences
Graduate Major: Master of Business Administration with a concentration in Project Management
Future Plans: Anne would like to work at Wright Patt Air Force Base in Project Management
Fun Fact: Anne has 2 cats and a German Shepherd

Student Workers Help Make Wright State’s FSA a Success
By Anne Tormey

LDR Student Workers and Graduate Assistants helped to make the 2016 Faculty and Staff Appreciation Event a huge success! We would like to give a big thank you to Peyton Jones, Jessica Martin, Chelsea Stewart, Rachel Ebert, Courtney Browning and Anne Tormey for designing, creating and testing the games for the evening. There was an excellent turnout and the kids had a lot of fun unwrapping Hershey Kisses and playing ring toss!

President Hopkins gave a shout out through a tweet that said, “I’d also like to thank the @LDR_WSU students who have done a lot of work in preparation for the #WrightStateFSA.”
"Home Grown, Ohio Proud" was the theme for the 2016 Ohio College Personnel Association (OCPA) Conference held on January 20-22 in Worthington, Ohio. The theme was selected to celebrate the rich heritage of the organization and to take pride in the organization's accomplishments.

Many SAHE students, alumni, staff and faculty from WSU not only attended the conference, but participated in events at the conference. First year SAHE students, Kate Bumhoffer and Lindsey Steller, won the Robert A. Dubick Study Competition. They created a video demonstrating their approach to the case "In the Land Where Tradition and Football Are King" by Myron L. Pope, which can be viewed on the WSU SAHE website. Dr. Carol Patitu facilitated a panel with alumni Brittany Dotson from Saint Peter's University, Jeff Klemm from the University of Maine, Katherine Nevils from the Education Abroad Network and Trisha Ritter from The Ohio State University on "The Hunger Games: May the Jobs Be Ever in Your Favor."

Graduate students, faculty and staff from various institutions attended the session to hear the panelists’ experiences with the job search process. Second year SAHE student Sarah Callihan presented a session on “Strategies to Support Foster Youth in Higher Education” which is a very important topic.

Students, alumni, staff and faculty also recruited for the SAHE program at the conference. There were countless professional opportunities at the conference, which everyone enjoyed.

Student Worker, Peyton Jones, Continues his Education in WSU’s SOPP Program
By Courtney Browning, Peyton Jones

Peyton Jones, Leadership Studies’ front desk student worker, recently gained acceptance into Wright State's School of Professional Psychology (SOPP) Program.

“I am honored for this opportunity, and it wouldn’t have been possible without everyone that’s helped me along the way”, Jones said. “Here’s to another 5 years with an exceptional institution that's given me more than I could have ever imagined!”

After graduating with his Psy.D. in Clinical Psychology from the SOPP, he plans on working as a child, adolescent and family psychologist. He wants to primarily work with children and adolescents who have faced sexual abuse. Peyton also wants to work with partner intimacy and LGBT issues. One day, he hopes to move and practice in Southern Florida and own pugs throughout his life.

Conferences

"Home Grown, Ohio Proud"
By Dr. Carol Patitu

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Students, alumni, staff and faculty also recruited for the SAHE program at the conference. There were countless professional opportunities at the conference, which everyone enjoyed.
Kraner & Han Present at AHRD Conference

By Brenda Kraner

Caleb Han, OL Adjunct, and Brenda Kraner, presented a paper titled, “College Internships and Effective Processes for Career Success” at the 2015 AHRD (Academy of Human Resource Development) Conference in the Americas. Recently, internships have received considerable attention for higher education. Internship programs provide students with a way to acquire hands-on experience and stand out in a job search. Although research on internships has been increasing as it pertains to higher education and career development, a majority of literature is descriptive and anecdotal, even the discussion of a model for internship effectiveness is rare. Our literature review highlighted the benefits of internships for students, universities, and employers and a conceptual model for internship effectiveness.

Miura travels to Hawaii for Conference

By Dr. Yoko Miura

Dr. Yoko Miura presented two studies at the 14th Hawaii International Conference on Education. Both studies extended her past research studies about the data analyses focusing on high school retention/graduation of students with disabilities, English Language Learners (ELL), and students on academic probation. The two presentations proposed ideas for school leaders to create structures and strategies to work with diverse students who are academically marginalized in schools. Both conference sessions were well attended by scholars from countries from Eastern Asia, North America, Australia and Europe. Dr. Miura is now working on a collaborative study using a large scale quantitative data analysis, concurrently with a dialectical-relational approach of critical discourse analysis with scholars of Eastern Asia.

OL Program News

Bridges of Hope

By Dan Noel

Wright State Organizational Leadership student Jack Stump has been learning to put his career experience and expertise to use this semester. While enrolled in OL4020: Community-Based Learning, Jack is required to serve a local non-profit organization, applying his leadership skills. He chose a fledging initiative called Bridges of Hope.

Bridges of Hope is a new collaborative partnership that brings together various charity organizations with the mission of meeting specific needs for those living in Greene County. Area pastors and community leaders are using Bridges of Hope to pool resources and combat such community issues as poverty, homelessness, and addiction—issues which have gained increased awareness throughout the Miami Valley. Initial plans are focused on providing a shelter for the homeless with additional plans for job preparedness programs, mental health services, addiction counseling, and a food pantry. The overarching mission is to provide a one-stop center for not only treating local community-based issues, but reversing them as well.
Prior to enrolling in the Organizational Leadership degree program, Jack’s work experience has been in the area of banking and financial consulting. During the 2015 fall semester, Jack has served the Bridges of Hope board with project planning, budgeting, and helping to create the board’s first bylaws. Regarding his Organizational Leadership program, Stump states, “I have enjoyed using various team building strategies learned from the OL program, and having a direct and active role with the new board. Soon I’ll be teaming up with the fundraising effort and outing my experience to work raising needed funds for the project.”

Dr. Dan Noel, Lecturer for the Community-Based Learning course, states, “We are very proud of Jack and students like him, who take their classroom learning, work experience, and specialized talents, and combine them to make a greater impact for their communities”.

One specific venture for Bridges of Hope is the Simon Kenton Project. Formally known as the Simon Kenton Elementary School, this facility had been marked for demolition by the City of Xenia, due to construction of new school facilities. Bridges of Hope has been granted temporary access to the building to assess needed improvements and explore possible uses for its mission.

Spring Workshops for OL Students

By Courtney Browning

Brenda Kraner, Julia Acosta, Manny Gomez and Scott Graham held workshops for Organizational Leadership students to help them with their internship and job hunt. Three sessions were offered this spring and involved topics such as job search techniques, and resume writing tips, interview preparation, and internship/job strategies. These events have been a huge success and will continue to be offered for the upcoming fall semester. For more information contact Brenda Kraner, brenda.kraner@wright.edu or Julia Acosta, julia.acosta@wright.edu.

SAHE Program News

SAHE Students Travel Near and Far

“Étudier à l’étranger à Paris 2016” (Study Abroad in Paris)

By Dr. Carol Patitu

There is nothing like studying abroad in another country. International experiences change the lives of countless college students every year. “The U.S. is sending and receiving more students abroad than ever before…. The number of American students studying abroad increased by 2 percent between the 2011-12 and 2012-13 school years to 289,408. The number of American students going to other countries has nearly doubled since 2000” (US News).
A second group of SAHE students will be studying abroad in France the summer of 2016. Sarah Callihan, Taylor Ridenour, Adrienne Davenport, Elizabeth Groll, Cody Benedict, Taylor Watkins, and Clarissa Beavers will take the SAA 6620 "Global Diversity in Higher Education in France" course in Paris from June 5-25 taught by Carol Patitu, Professor and Program Director of the Student Affairs in Higher Education master’s program and Director of the Sports Management Certificate Program. The students participating in the study abroad trip will learn about major issues facing student affairs and higher education in France; the culture and subcultures of France; the global diversity that exists throughout the country; and will visit UNESCO (United Nations Educational, Scientific and Cultural Organization).

The rich learning experience will not be limited to Paris. The students will travel to Niece, Monaco, Caen, Versailles and Normandy (for a tour of D-Day and the Normandy Beaches). The group will visit different types of institutions, various museums in Paris, and historical sites. Students will be doing cultural activities throughout the course. Some of the cultural activities will include: the Indian Ethnic Walk, Black Paris Tour, Eye Prefer Paris Tour, Jewish Neighborhood/Museum, Chinatown, Holocaust Memorial, Louvre Art Museum, Museum of Jewish Art and History, Musee d’Orsay, Museum of French History, and the Carnavalet Museum.

Students are looking forward to the educational journey. Elizabeth Groll, who is majoring in French, Studio Art, and Finance, stated, “I am going on the trip to enhance my knowledge of French culture and expand my academic horizons. I also love meeting new people and trying new things. I am hoping to learn about the different cultural center of Paris and how the French education system is different from our own.” Adrienne Davenport stated, “I am going on the Paris trip because I believe it is imperative to experience cultures different than your own. I never had the opportunity to study abroad during my undergraduate studies, so I wanted to take advantage of the opportunity to go now!”

Learning about diversity including global diversity is important. Taylor Ridenour stated, “I am going on this trip to diversify my experiences in the program. While it is important to learn about domestic diversity, it is equally as important to learn about global diversity. Higher education is a global field; therefore, I must expose myself to as much as possible so that I can become a more effective professional. I have been to Paris before, but not on a trip like this one. I am most excited to learn about the higher education system in Paris, France. I’m interested to see how American and Parisian institutions compare and contrast. Of course I am also excited to sightsee with some of my cohort members in a beautiful city!”

This is the first time that some students have ever studied abroad. Clarissa Beavers stated, “I believe going on the trip to Paris will broaden my knowledge so that I can help others. In addition, I have never studied abroad and do not want to miss out on the opportunity to do so. Being a student from a low-income background prevented me from being able to participate in study abroad in my undergraduate career. I am certain that going on this trip will enhance my growth as a professional and increase my knowledge of another culture of student affairs. Being able to embark on the journey to Paris, I believe would be life-changing and humbling.”
SAHE Student Spotlights
By Dr. Carol Patitu and Quenshia Graves

Lauren is tapped in a Leadership Honor Society

Recently, Lauren Ouwerkerk was “tapped” into Omicron Delta Kappa (ODK) Leadership Honor Society. Wright State’s Circle was founded in 2004 and recognizes exemplary student involvement and achievement in the areas of athletics, campus or community service, journalism, speech and the mass media; social and religious activities, campus government, and creative and performing arts. The Honor Society focuses on individuals who have “exemplary student involvement and achievement”. You must be in the top 35% of your class and hold a leadership role in one of the phases of campus life. Lauren commented on her induction, “It is a great honor from Wright State to be nominated and tapped into this society after my many years of leadership on campus. I am extremely excited to be a part of this organization and look forward to working with them in the year.”

Clarissa Beavers TPE Ambassador

Clarissa Beavers, a first-year in the program, is the TPE (The Placement Exchange) Ambassador. At Wright State, she serves as the main communication conduit to her peers and faculty. She says, “It is my duty to provide up-to-date information to my peers and prospective candidates on campus about all of the positions available within Student Affairs through The Placement Exchange.” Recently, Clarissa hosted a webinar “watch party” experience for both cohorts on Work-Life Integration hosted by TPE. The students within this first-year cohort are off to a great start. Thank you, Clarissa, for representing Wright State’s SAHE program and providing our students with additional educational experiences.

First Annual SAHE Hooding Ceremony
By Brad Puckett

Under the direction of Dr. Carol Patitu, the Student Affairs in Higher Education (SAHE) program will be hosting the First Annual SAHE Hooding Ceremony. Twenty-three students will be recognized for their outstanding academic achievements by senior level administrators in the program and university. As some students won’t be able to participate in the spring commencement ceremony on April 30th, this will give students an opportunity to be recognized by family, friends, and cohort members for this special occasion. Students will receive certificates for meeting the requirements for a Master’s of Arts by writing a thesis or a Master’s of Education by completing an E-Portfolio. At this time, four students have secured a position in higher education and others have been interviewing with prospective employers. The hooding ceremony will take place on April 15th, 6:00 p.m. in the Rathskeller, located inside the Student Union.
U.S. News Ranks Wright State Online Programs Among Best in 2016

By Jim Hannah, Wright State Newsroom

(Jan. 12, 2016)

U.S. News & World Report has ranked Wright State University's online graduate programs in education, engineering and business as among the best in the nation in 2016.

The magazine ranked Wright State’s online Master of Education program offered by the College of Education and Human Services 17th among the 167 schools responding to the survey. That is among the top 10 percent and ahead of well-known universities such as Penn State and Michigan State.

The magazine based its rankings on instructor engagement with students, student services and technology, faculty credentials and training, admissions selectivity and peer reputation.

Wright State’s College of Education and Human Services offers four asynchronous online programs, two leading to a Master of Education and two leading to an educational specialist degree.

Two of the programs focus on curriculum, instruction and professional development for educators who want to mentor young teachers, develop curriculum, improve teaching strategies or oversee special programs for students. The other two programs provide coursework for those who aspire to be principals and superintendents.

“We are seeing very high retention and completion rates for the programs, which contributed to our excellent national ranking,” said Jill Lindsey, department chair.

These online programs have their roots in the former Teacher Leader Program, which began in the 1970s as a way to reach out to students by sending faculty members to teach courses in outlying areas where there were a significant number of students, such as Wapakoneta, Marysville, Washington Court House, Batavia and Forest Hills.

As online technology developed, the program morphed into a hybrid model and then to synchronous online delivery. In 2013, the four programs were redesigned and marketed for asynchronous delivery. The programs now have more than 120 students enrolled and celebrated their first graduates in December 2014.

The programs are delivered by faculty in the Department of Leadership Studies in Education and Organizations. Lindsey credits the programs’ success to the excellent faculty team: Grant Hambright, Yoko Miura, Chris Cline and Nancy Williams and program coordinator Kyra Robinson.

To read the full article by Jim Hannah, click on the link below:
Cook Whitt Presents First Ever Dissertation Proposal for DOS Program

By Courtney Browning

On December 2, 2015, doctoral student Kate Cook Whitt presented the first ever dissertation proposal defense for the Doctorate of Organizational Studies program. The dissertation titled, *A Structural Model of Elementary Teachers’ Knowledge, Beliefs, and Practices for the Next Generation Science Teaching* was a success with several faculty members and staff present in support of Ms. Cook Whitt.

DOS Students Apply Multivariate Analysis Skills to WSU Departments

By Dr. Yoko Miura

Dr. Yoko Miura’s independent study course, with Ed.D. in Organizational Studies students Sylvia Ellison, Colleen Hayden, and Aaron Skira, has provided a highly-valuable opportunity for practical application of multivariate statistical methods. The students have worked on projects with several departments throughout Wright State, providing a resource for those interested in investigating academic research inquiries. With Dr. Miura’s oversight, the students continue to collaborate with WSU faculty and staff to explore new avenues to hone their multivariate analysis skills.

Weapons of Mass Psychological Destruction

By Courtney Browning

Current Doctoral student, Teri L. Oroszi and co-author Larry C. James presented their new book *Weapons of Mass Psychological Destruction and the People Who Use Them* at the Wright State University Libraries in January. Oroszi and James spoke about the science and psychology of WMPS in relation to chemical, biological, radiological, nuclear, and explosive weapons—including why a terrorist chooses a specific type of weapon. The book also explores who becomes a terrorist and why. The authors discussed interviews with terrorists at Guantanamo and Abu Ghraib and the events of the Boston Marathon bombing. Prevention strategies that can decrease the likelihood of an attack were also presented in the discussion. Teri Oroszi also represented Wright State at the UN Conference on Human Rights of Victims of Terrorism in February where she was seated in the United States seat!
OL ’15 Alumni, Kim Demmings Becomes All-Time Scoring Leader at Wright State

By Courtney Browning

Kim Demmings, 2015 Organizational Leadership alumni and current Sports Management graduate student, recently became Wright State’s all-time scoring leader breaking the record of 2,055 points with a career total of 2,677 points. This record also ranked her as the all-time women’s scoring leader in the Horizon League and as one of NCAA’s top 100 all-time scorers. For the 2015-16 season, Demmings was also awarded the Horizon League Player of the Year, Third Team High-Major All-American, Naismith Watch List, and the Horizon League All-Tournament Team.

OL ’13, MSLD ’15 Alumni Receives Police Department Promotion

By Wright State University’s Flickr Account

Kurt Holden (center) of the Wright State University Police Department was promoted to sergeant during a February 11th ceremony. Holden is pictured with (from left) Chief David Finnie, Lieutenant David Cox, Captain David Ratliff and Lieutenant Jon Cross.

Wright State Grads are the Heart on Fifth

By Kris Sproles, Wright State News Room
(November 4, 2015)

Lena White (pictured left) and Brittany Smith have a lot in common. They grew up in Dayton and each has two boys. Smith and White have a passion for still photography and are also Wright State graduates.

White graduated with a bachelor’s degree in sociology in 2008 and Smith with an Organizational Leadership degree in 2012.

They are also co-owners of Heart on Fifth, which opened recently in downtown Dayton’s Oregon District. Heart on Fifth features handmade items by Daytonians.

“They’re giving back to the community and trying to represent local artists as much as they can,” White said.

To read the full article by Kris Sproles, click on the link below:
https://webapp2.wright.edu/web1/newsroom/2015/11/04/wright-state-grads-are-the-heart-on-fifth/
Faculty Spotlights

Brenda Kraner, Nominated WiBN’s Top 25 Women to Watch Honoree

By Courtney Browning

Congratulations to Brenda Kraner, Organizational Leadership lecturer and program director, on her nomination as Women in Business Networking’s “Top 25 Women to Watch” honoree!

“Women in Business Networking (WiBN) is a group of diverse women in business who encourage one another’s professional growth and success. WiBN is based in the Miami Valley region and is a program of Your Better Business Bureau. Every year since 2009, WiBN has announced its Top 25 Women to Watch: Influential Women of the Miami Valley awards. These awards recognize women in the Miami Valley who are exceptional in their roles and respected in their fields, who are causing more than just a ripple in the public arena and in their communities and who “light a spark” or make an impression of some sort” (BBB, 2016)

Below is part of Brenda’s biography from the Women in Business Networking Website http://www.bbb.org/dayton/wibn/honorees/

“Brenda has consulted with numerous organizations on the topic of employee engagement. She is committed to ensuring organizations know what they need to do to have an engaged workforce. Knowing an engaged workforce contributes to economic viability, she has been relentless in sharing her message both with businesses and her student constituents.”…

“She has been a huge advocate for OhioMeansJobs and she has co-chaired the Organizational Effectiveness Lecture Series. She has served as PTO president for Cline Elementary in Centerville, a Girl Scout leader for two troops and recruiter for the Western Ohio Council of Girl Scouts of America.”

“Brenda is currently a PhD candidate at The Ohio State University in the field of workforce development and education with a concentration in human resource development. Her dissertation is focusing on the relationship between psychological capital, job resources and leadership style on the outcome of employee engagement.”

Generation Station

By Jim Hannah, Wright State Newsroom (February 17, 2016)

Generation Z—they’re smart, they’re giving, they’re independent and they’re here.

These are among the findings in “Generation Z Goes to College,” an insightful book written by Corey Seemiller, assistant professor of Organizational Leadership at Wright State University, and co-author Meghan Grace.
Just as the Baby Boomers, Generation X and the Millennials shaped society and higher education, so is Generation Z expected to.

“They are smarter and savvier than any recent generation,” said Seemiller. “Between that and their access to information, they’re going to do big things. They want to change the world.”

Many people think of Generation Z as being tech-savvy—constantly texting and using social media.

“As important and as interesting as that is, they are far more complex than just that one behavior,” said Seemiller.

“For me, the most profound finding was that these Generation Z students know in one sense that realistically they are not guaranteed a job after college graduation,” Seemiller said. “And many believe that getting a job with an established company or organization isn’t really what they want to do anyway.”

Many members of Generation Z see themselves as entrepreneurs and want to create their own businesses. And Seemiller says higher education needs to think about how to meet the needs of these students.

The beginnings of what led to the book occurred in the summer of 2013, when Seemiller first became aware of Generation Z when she was director of Leadership Programs at the University of Arizona. At the time, only market researchers seemed to know of Generation Z.

In the summer of 2014, Seemiller and co-author Meghan Grace launched a study that involved 15 colleges and universities surveying a total of more than 1,200 Generation Z students in their first six weeks of college.

“We asked them all sorts of things about their motivations and concerns,” she said. “How do they learn? What do they care about? How do they define themselves? How do they relate to people? What do they think of their parents? And we were able to get little snippets from these students.”

In addition, Seemiller and Grace were able to see the results of a Northeastern University telephone poll of more than 1,000 Generation Z students. Then they reviewed other similar studies, more recent market research, census information and finally results from a Higher Education Research Institute survey of thousands of college campuses and more than 150,000 Generation Z students.

By the time they were done, Seemiller and Grace had more than 300 sources. All of the results closely matched their own findings.

“But ours was the only study that had stories to go along with it,” she said. “So we decided to put it together as a book.”

Seemiller joined the faculty at Wright State in 2015. She was attracted to the university and the College of Education and Human Services because it offers strong leadership courses and has a large, established undergraduate program.

“In the world of undergraduate leadership studies, Wright State is doing it right. And people around the country know that,” she said. “It’s a very well-regarded, well-esteemed program nationally.”
Seemiller said employers are looking for workers with leadership-related qualities.

“They want people who can work in teams, think critically, take initiative,” she said. “The organizational leadership major is that.”

To read the full article by Jim Hannah, click on the link below: https://webapp2.wright.edu/web1/newsroom/2016/02/17/generation-station/

Suzanne Franco Receives Award at 2015 MSERA Conference

By Courtney Browning

Last semester, Dr. Suzanne Franco and her co-author Dr. Nimisha Patel (TED) were awarded the 2015 Outstanding Paper Award at the MidSouth Educational Research Association (MSERA) Conference. Their paper titled “STEM Schools, STEM Programs and Traditional High Schools: A Multiple Metropolitan Study Regarding Student Engagement” earned them a plaque and a stipend to defray the costs of presenting the results at the American Educational Research Association (AERA) conference in April 2016. Dr. Franco and Dr. Patel will also be guest-editing a special issue regarding STEM K12 Research in Policy and Practice for the Research in the Schools journal.

Honoring Women Veterans

By Sharon Heilmann

As a first-generation college student from a low-income family, Dr. Heilmann joined the Air Force because she believed that a college education was the way to achieve her career aspirations. During her career in the military, Dr. Heilmann was a logistics readiness officer, a faculty member at AFIT graduate school and then a faculty member at the US Air Force Academy. Her favorite memories while in the military include teaching students how to become critical thinkers as well as flying in an F-16, which was flown by the Wing Commander (a future 4-star general). “The reasons I had when I joined the USAF were not the only reasons I stayed,” she contends. “I joined for security and opportunity … and I am proud of my service.

March is Women’s History Month, which honors the hard work and contributions made by women in the past and present. The Veteran & Military Center (VMC) and the Women’s Center completed a poster project to honor Wright State’s veterans and women service members, like Dr. Heilmann, by displaying photos of women veterans sharing their military stories around campus.
This Newsletter was created by:
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And Edited By:
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Please send future contributions and highlights to Courtney Browning at browning.55@wright.edu to be featured in the upcoming newsletter.