



Welcome to the Revitalized ELP Newsletter

We are happy to relaunch the ELP newsletter to our prospective, current, and alumni community members. We have planned quarterly distributions during April, July, September and December. This will be mailed to you and will also be posted on the website at <http://chaos.va.gwu.edu>. If you have any contributions, address changes or feedback about the newsletter or web site, contact our Knowledge Management Coordinator, Marge Niedzwicz, at mniedzwicz@va.gwu.edu. The ELP office can be reached at 703-726-8396.

New Cohort Selected – Cohort 16

Congratulations to all those accepted into the incoming cohort. Classes begin during the week of June 10 to 18, 2004. Once again, it was a competitive group of qualified applications. We are pleased to have you join our scholarly community. Remember, your commitment deposit of \$1,000 is due April 15.

Prospective Students – Open House

For those interested in learning more about the program and/or applying, you are strongly encouraged to visit us during one of our class weekends. Upcoming class dates are:

- April 16, 17
- May 7, 8, 21, 22, 31
- June 1 - 18

If you have any questions about the program or about applying for admission to Cohort 17, contact our Recruitment Coordinator, Kamilah Giscombe, at 703-726-8338 or elpnow@gwu.edu.

Alumni Outreach

We're happy to have Linda Byington, a DC campus ABD doctoral student, appointed as an Alumni Outreach Coordinator. Linda will be in touch with upcoming events. If you're interested in getting more involved, contact Linda at lbyington@cox.net.

#1 Ranked HOS Program

We're happy to announce that the Human and Organizational Studies Program (HOS) has been awarded "Outstanding HRD Academic Program of the Year" by the Academy of Human Resources Development. Drs. Mike Marquardt and Neal Chalofsky accepted the award on March 6, 2004, at the annual meeting.

The award criteria include:

- Number of faculty who identify themselves as HRD faculty
- Depth of HRD courses
- Progressive/innovative curriculum and courses
- Publications by faculty and graduate students
- Reputation of the HRD program and its ability to attract high quality students
- Placement of students in leadership roles

The other finalists were Texas A&M and the University of Georgia.

The HOS program is offered at a number of different GW campuses:

- Ashburn, VA – Weekend Cohort Executive Leadership Doctoral Program
- Washington, D.C. – Evening Doctoral and Weekend Masters Studies
- Alexandria, VA – Weekend Cohort Masters Studies
- Hampton Roads, VA – Evening and Weekend Masters Studies
- Singapore – Doctoral and Masters Studies
- Hong Kong – Masters Studies
- Children's Hospital – Masters/Teachers Certificate Program for Physicians

Congratulations to all of you who made this award possible!

The Academy of Human Resource Development can be found at <http://faculty.okstate.edu/ahrd/index.htm>.

Completed Dissertations and Oral Examinations

Congratulations to these students who defended their dissertations this past quarter.

- Dr. Anna Adams - “Organization Trust and Upward Mobility”
- Dr. Geri Augusto - “Knowing Differently, Innovating Together?: An Exploratory Case Study of Trans-epistemic Interaction in the South African Bioprospecting Project”
- Dr. Leona Ba - “Knowledge Management and Organization Culture: A Social Action Perspective”
- Dr. Gus Crosetto - “The Experience of Team Emotion: A Phenomenological Study of the Emotion of Teams”
- Dr. Jack Gilbert - “The Role of Ethics in Decision Making for Senior Management Consultants in Large Consulting Firms”
- Dr. Patty Goodman - “The Effect of Learner Autonomy in Team Learning Within a Healthcare Environment”
- Dr. Margaret Gorman - “Creating Organizational Knowledge During Transformational Change: A Multi-site Case Study”
- Dr. Catherine Lombardozi - “Learning Through Relationships: A Qualitative Analysis of New Graduate Learning”
- Dr. Jo Longnecker - “Work as War: A Phenomenological Study of Top Management Team’s Meaning-making Through Metaphor”
- Dr. Mark Metzger - “A Study of Organization Cynicism: A Qualitative Inquiry into the Formation of Cynical Beliefs in an Organization”
- Dr. Bev Nyberg - “The Impact of Person-Job and Person-Superior Fit on Employee Satisfaction”
- Dr. Colleen Richman - “Relationship of Learner Autonomy Computer-based Education: An Exploratory Study of a Healthcare Organization”
- Dr. Deborah Waddill - “Action E-Learning: The Impact of Action Learning on the Effectiveness of a Management-Level Web-based Instruction Course”

Guest Speakers

As a part of our Speakers Series class, the ELP program invites speakers who are faculty subject-matter experts from other universities to present to second year students.

Featured guest speakers this past semester included Drs. Linda Smircich and Marta Calas, from the University of Massachusetts School of Management. They spoke on reflecting on knowledge construction in organization studies, aka thinking about thinking in organization studies. In addition, Dr. Mary Ann Glynn, from the University of Michigan Business School, presented organizational identity, learning, and publishing.

For specific dates and additional information about the Guest Speaker Program, contact Gayatri Pandit at gayatri@gwu.edu.