



Happy New Year!

If one of your new year objectives is to become engaged in a community of scholars in an effort to impact organizational change, then you should consider applying to our program. We are in the final stages of selecting members for Cohort 18 and are currently recruiting for Cohort 19. We would love to hear from you.

For your reference, an on-line version of this newsletter is posted on our 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.

Apply Now for Cohort 19

It's a great time to apply for admission to ELP 19. Send in your application, \$60, and resume to be considered for one of the most innovative doctoral programs in the world. Contact Kamilah Giscombe at 703-726-3787 or kgiscomb@gwu.edu. We accept applications on a rolling basis.

Prospective Students Always Welcome

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:

- February 10 – 11 and 17 – 18
- March 10 – 11 and 17 – 18
- April 7 – 8 and 14 – 15
- May 5 – 6 and 12 – 13

If you have any questions about the program or about applying for admission to Cohort 19, contact our Recruitment Coordinator, Kamilah Giscombe at 703-726-3787 or elpnow@gwu.edu.

ELP Alumna's Paper Named Outstanding by AHRD

The Academy of Human Resource Development's (AHRD) Cutting Edge Committee selected Dr. Patti Goodman's paper, "Exploratory Research on the Effect of Autonomous Learners to Team Learning within Healthcare Systems," as one of the top 10 outstanding papers from the AHRD 2005 Annual Research Conference Proceedings. Each of the top 10 papers will be published in a monograph. Dr. Goodman, Cohort 10, was a finalist for the 2005 Malcolm Knowles Dissertation of the Year Award.

Dissertation Research Published for IAMB Conference

The International Academy of Management and Business (IAMB) has accepted Dr. Mabel Soh's dissertation research for publication in the conference proceedings and presentation in the IAMB 2006 Conference to be held in Las Vegas, Nevada (USA) on January 22-25, 2006.

Dr. Soh (Asia 2) has also been appointed by the Singapore Institute of Management University as an Associate Professor and Dean of the School of Human Development and Social Services.

Leadership Award

Dr. Tim Tobin, DC Campus, recently won *Human Capital Magazine's* Future HR Leader award. The award presentation occurred at the 2005 SHRM annual conference. Dr. Tobin says he is confident the degree he received from GW was instrumental in his receiving the award.

Alumni Notes

If you're an alumnus interested in getting more involved, contact Linda Byington at lbyington@cox.net.

Completed Dissertations and Oral Examinations

Congratulations to these students who recently defended their dissertations.

- Dr. Mohammed Al Emadi – “Relationship Between Employees’ Beliefs Regarding Training Benefits and Employees’ Organizational Commitment in a Petroleum Company in the State of Qatar”
- Dr. Terry Cahill – “CEO Sensemaking in Turbulent Environments”
- Dr. Florence Ho – “A Phenomenological Study on Entrepreneurs’ Learning Experience in Small and Medium-sized Enterprises in Hong Kong”
- Dr. Richard Ray – “Investigating Relationships Between Corporate Social Responsibility Orientation and Employer Attractiveness”
- Dr. Nicholas Scalzo – “Radical Organizational Change and Organizational Memory Systems: A Qualitative Case Study of Tacit and Explicit Knowledge During Radical Change”
- Dr. Michael Valerio – “Structuring Distributed Cognitions and Action in a High Reliability Organization”
- Dr. Carolyn Vincent – “Leadership in a Knowledge Society: An Examination of the Relationship Between Perceptions of Leadership and Knowledge Management Actions Using a Social Action Theory Approach”
- Dr. Brian Williams – “The Listening Behaviors of Managers in the Workplace”

Business & Professional Women’s Foundation Chair

Dr. Sheila Barry-Oliver, Cohort 6, was named the Chair of the Board of Trustees of the Business and Professional Women’s (BPW) Foundation, a non-profit public grant making, research, and educational institution with a current focus on women and workplaces in transition. Since July 2003, Dr. Barry-Oliver has also been a full-time faculty member at Trinity University (Washington, DC) in the Masters of Science in Administration (MSA) program in organizational management. She co-authored a chapter with Paul Oliver on “Virtual Organizations” in the book *Managing Impressions with Information Technology* (Ron Beard, Editor; Praeger Publishing).

ELP Alumna Works with Brown University on Hurricane Katrina Response

Dr. Gerri Augusto, Cohort 8, has taken a short-term position with the office of the President of Brown University, Dr. Ruth Simmons. Dr. Augusto is acting as coordinator for Brown’s multifaceted response to Hurricane Katrina. That response from faculty, students, staff and alumni focuses on direct relief and support to hurricane-affected educational institutions, scholars and students, including those who have found a temporary place to study, continue their research and teach, at Brown. Another dimension of the response will be Brown faculty and students’ reflections on the broader social significance of the disaster and its antecedents and consequences, as well as a host of potential activities to make responses of longer-term impact.

The other “leg” of Dr. Augusto’s task is to coordinate, along with a Princeton colleague, a Brown-Princeton Partnership to support Dillard University. This small black liberal arts HBCU in New Orleans was devastated, but has vowed to rebuild and recover.

Dr. Augusto says she’s “doing something in education which I could have in no way predicted...but I hope to do my level best to help make a difference!”

Author, Author

Dr. Merle Schwartz, Cohort 14, co-authored a chapter in *Children’s Needs II*, published by the National Association of School Psychologists. She is also senior editor and contributing author for an undergraduate text, *Effective Character Education*, published by McGraw-Hill.

Dr. Bob Hoffman, Cohort 3, is publishing his first book. He is co-author with Glenn Parker on *Meeting Excellence*, which will be published by Jossey Bass in early (Jan/Feb) 2006.

Dr. Sherri Levin, Cohort 6, co-authored a Key Report on energy management for IREM. This publication, *A Practical Guide to Energy Management*, outlines steps that real estate managers can take to reduce energy consumption and save on energy costs.

ABDs on Their Way

We are happy to recognize the following ABD students who recently defended their proposals. Good luck in the final steps towards completing your dissertations.

Merrill Ashcraft – Cohort 15
Rich Berry – Cohort 15
Paul Besson – Cohort 15
Nanette Blandin – Cohort 14
Joan Butler – Cohort 10
Gayle Griffin – DC Campus
Liliana Meneses – Cohort 15
Lydia Pugh – Cohort 14

Asian Broadcast Stations Interviews Dr. Marquardt

Dr. Michael Marquardt was interviewed about his recent book, *Leading with Questions*, on Channel News Asia television. In addition, Singapore's top radio station and human resource journal featured Mike and his book during his teaching assignment in Singapore. *Leading with Questions* has been translated into both Korean and Chinese.

Guest Speakers

The ELP program regularly invites speakers who are faculty subject-matter experts to present to second year students. Spring speakers include:

- Drs. Smircich and Calas – February 11, 9:00 a.m. to 4:00 p.m.
- Dr. Jerry Harvey – April 8, 9:00 a.m. to 12:00 p.m.

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



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