



## Spring/Summer Happenings

The highlight of the early summer for the ELP program was the annual residency at Airlie. Cohort 15 was joined by their new compatriots from Cohort 16. Many thanks to the Alumni and ABD Facilitators who met with the two Cohorts and provided insight into the program.

An on-line version of the 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](mailto:mniedzwicz@va.gwu.edu). The ELP office can be reached at 703-726-8396.

Have a great summer!

## Open House for Prospective Students

For those interested in learning more about the ELP program or applying, you are welcome to attend an Open House on Saturday, September 18, from 4 p.m. to 6 p.m. Please call 703-726-8396 to confirm the room location.

If this date doesn't work for you, you can visit us any time during one of our class weekends from 9 a.m. to 9 p.m. Upcoming class dates are:

- August 20 – 21, 27 – 28
- September 10 – 11, 17 – 18
- October 8 – 9, 15 – 16

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](mailto:elpnow@gwu.edu).

## Alumni Notes

Our Alumni Outreach Coordinator, Linda Byington, is happy to speak with you if you're interested in getting more involved. Contact Linda at [lbyington@cox.net](mailto:lbyington@cox.net).

## Research Conference – November 7 and 8

Our 6<sup>th</sup> Conference on Human and Organizational Studies will be held at the Virginia Campus on November 7 and 8. A "call for participation" has been sent via e-mail. This conference is a great opportunity to showcase your work. Come learn about what new thinking is occurring. For more info contact Gayle Griffin at [hos2004@gwu.edu](mailto:hos2004@gwu.edu).

## Author, Author

Publishing congratulations are in order to Dr. Gus Crosetto from Cohort 11 whose dissertation research has been turned into a book, "Process Based Organization & Team Emotion. A Natural Organization Strategy," which has been accepted for publication later this year by HRD Press.

Also, one of our alumni from Cohort 5, Dr. Andrea Hornett, who is now tenure track at Penn State, has two chapters out in a new book on teams. In the book *Virtual Teams: Projects, Protocols, and Processes* (2004), Dr. Hornett authored Chapter III, "The impact of external factors on virtual teams: comparative cases" and Chapter IV, "Varieties of virtual organizations and their knowledge sharing systems".

## Dr. Casey Wins BOG for Academy of Management

Dr. Andrea Casey, faculty member and alumna of Cohort 1, was elected the newest Board-of-Governor member for the Academy of Management as the Representative-at-Large. The Academy is a 12,000+ international member association. We're so happy that the membership has recognized her scholarly leadership!

## In the News

Dr. Margaret DeLaney Gorman, of GWU's Center for the Study of Learning, was featured in a *USAToday* article on April 19. Refer to the Money section, page 8B, "BK Appeals to Your Workers With 'Your Way' Ads."

## Completed Dissertations and Oral Examinations

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

- Dr. Beverly George – “The Project Manager's Role in Creating Learning Within the Project Team (An Explorative Study of Project Teams, Learning, Environment: Norms, Behaviors and Tools of the PM)”
- Dr. Mariely Loperena – “Team Leadership in Effective Teams”
- Dr. Millie Mateu – “Reflexivity as a Facilitator to Expatriates Learning in Foreign Business Environments”
- Dr. Joe O'Brien – “Perceptions of the Role of Parents in Shared Decision Making Under School-based Management: The Search for a New School”
- Dr. Yeo Keng Choo – “Sensemaking of a Strategic Restructuring Event in a Singapore Business Organization”
- Dr. Kathleen Yoshida – “Saying and Being: A Case Study of the Role of Discourse in the Selection of Organizational Identity Claims in an Animal Welfare Organization”

## ABDs on Their Way

We are happy to recognize the following ABD students who successfully defended their proposals this past quarter: Good luck in the final steps towards completing your dissertations.

Bea Carson  
Myoung Choi  
Ellen Goldman  
Jackie Hamp  
Violette Jacobson  
Rhonda Jones  
Devin Jopp  
Tae-Bok Lee  
Mike Mochel  
Steve Moyer  
Susan Miller  
Dan Navarro  
Tova Olson-Sanders  
Brian Tivnan  
Lisa Newsome Toppin  
Jane Valdez  
Carolyn Vincent

## GSEHD Alumni Award

Dr. Margaret DeLaney Gorman was awarded GW's Graduate School of Education and Human Development (GSEHD) Alumni Award. As one of our doctoral alumni and a key player in the Human and Organizational Studies Program, we are so excited that Margaret was recognized for all of her outstanding achievements and endless contributions to our program. Dr. Gorman was presented with her award at the GSEHD graduation ceremony on Saturday, May 15th. Congratulations, Margaret!

## Guest Speakers

As a part of our Speakers Series class, the ELP program invites speakers who are faculty subject-matter experts to present to second year students. Featured guest speakers this past semester included:

- Dr. David Kolb (Case Western Univ.) – “Experiential Learning”
- Dr. Jerry Harvey (GWU) – “Paradoxes of Organizational Life”
- Dr. Bill McKelvey (UC – Irvine) – “Complexity Theory”
- Dr. Dan Dennison (UMich) – “Culture Effectiveness”
- Dr. Karl Weick (UMich) – “Sensemaking”
- Dr. Irv Seidman (UMass) – “In Depth Interviews”
- Dr. Jerry Davis (UMich) – “Corporate Governance, Economics and Agency Theory”
- Dr. Jeff Lenn (GWU) – “Strategy”
- Dr. Carol Hoare (GWU) – “Human Development”
- Dr. Dave Whetten (BYU) – “Organizational Identity”
- Dr. Ed Olson (Consultant) – “Learning Styles”

Our upcoming speakers will be:

August 20 – Dr. Ann Huff (9 a.m. to 4 p.m.) and  
Dr. Sid Winters (6:30 p.m. to 9 p.m.)  
August 21 – Dr. Woody Powell (9 a.m. to 4 p.m.)

For additional information about the Guest Speaker Program for the academic year 2004-2005, contact Gayatri Pandit at [gayatri@gwu.edu](mailto:gayatri@gwu.edu).