
HRD Program Name Change

Some important news! The administration of the Graduate School of Education and Human Development has approved the modification of the ELP degree program name from Human Resource Development (HRD) to Human and Organizational Learning (HOL). ELP transcripts will now have the HOL name.

For Those Interested in Applying for Cohort 19

ELP is in its final stages for Cohort 19 with interviews being scheduled. There is still time to start the process with your application form, the \$60 fee, and your resume. Contact Zeynep Ekmekci at 703-726-3769 or elpnow@gwu.edu to learn about the Executive Leadership Doctoral Program, arrange to sit in on a class, or learn details about the admissions process.

Prospective Students Always Welcome

If you are interested in learning more about the program and/or applying, we strongly encourage you to visit during one of our class weekends. Upcoming class dates are:

- January 12 – 13 and 19 – 20
- February 9 – 10 and 16 – 17
- March 9 – 10 and 16 – 17
- April 13 – 14 and 16 – 17

If you have any questions about the program or about applying for admission to Cohort 19, contact our Recruitment Coordinator, Zeynep Ekmekci at 703-726-3769 or elpnow@gwu.edu.

In the News

The University of Pennsylvania interviewed their alumna, Alida Moose, Cohort 18, on her involvement in ELP for its November *Newsletter of the Center for Organizational Dynamics*.

Healthcare Leadership Colloquium

The Center for the Study of Learning sponsored an initial meeting of individuals in November from the healthcare field (pharmaceuticals, hospitals, homecare). This was an opportunity to share knowledge and understanding of the healthcare landscape with respect to the learning needs of healthcare leaders.

HRD/HOL Student Association

The new HRD/HOL Student association invites you to join at <http://studentorgs.gwu.edu/hrd/>. This new organization is headed by Katie Rosenbusch and Kamilah Giscombe of the ELP office. Consider joining the Social, Community Service and Recruitment committees, and network within this new community.

New ELP Practicum

The ELP department is pleased to announce the launching of the new Practicum in Scholarly Writing as part of its curriculum. This will give our students a chance to prepare a conference paper for submission at the peer reviewed level. Students will be able to present their works at an internal research conference in January.

Welcome to our Newest Little Addition!

Congratulations to Gayatri Pandit, Research Fellow for ELP, and her husband Suhrud on the birth of their son, Arhan Atre. Arhan was born on October 6, and was 7 lbs 10 oz, and 22 inches long. We wish you all the best!

Alumni Notes

If you're an alumnus interested in getting more involved, contact Maryann Jacob at majacob@gwu.edu.

Completed Dissertations and Oral Examinations

Congratulations to these students who recently defended their dissertations.

- Dr. Mary Ellen Dorsett – “A Study of Knowledge Creation and Strategic Formation in a Public, Nonprofit Healthcare Organization”
- Dr. Mohammed Ibrahimkhan – “Income as a Possible Factor in the Employment of Saudis in Private and Public Sector Organizations: A Human Capital Theory Approach”
- Dr. Liliana Meneses – “Homesick for Abroad: A Phenomenological Study of Third Culture Identity, Language, and Memory”
- Dr. Brian Tivnan – “Coevolutionary Dynamics of Strategic Networks: Boundary Spanning and Weak Ties”
- Dr. Charles Tweedly – “Transformational Learning in Successful Dyslexics”

Guest Speakers

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

- Dr. Mary Ann Glynn – January 12
- Dr. Jean Bartunek – February 9
- Dr. Irv Seidman – March 9
- Dr. Jerry Harvey – April 7
- Dr. Joel Baum – May 4
- Dr. Dan Denison – June 27

For additional information about the Guest Speakers, contact the ELP office at 703-726-8396.

Spring Course Elective

If you're interested in applying, please consider registering for the Seminal Readings Course elective that is being taught this spring. For further information, check the website at <http://chaos.va.gwu.edu>.

Updates and Info

For your reference, this newsletter is also posted on our website at <http://chaos.va.gwu.edu>. If you have any contributions, address changes or feedback, contact Marge Niedzwicz at mniedzwicz@va.gwu.edu. You can also contact the ELP office at 703-726-8396.

Successful Proposal Defenses

Congratulations to the following ABD students who successfully defended their proposals:

Edmina Bradshaw – Cohort 16
Terry Camden – Cohort 12
Elizabeth Mahler – Cohort 14
Jim Miller – Cohort 10
Carmen Panzer – Cohort 16
Sue O'Rourke – Cohort 16
Ernie Smith – Cohort 16
Mark Stavish – Cohort 16
Bill Toms – Cohort 16

Professional Advancements

Walt McFarland, Cohort 7, was elected to the National Board of Directors for the American Society for Training and Development.

Dr. Mohammed Al-Emadi, Cohort 15, accepted a Visiting Scholar Position at California State University in San Jose. He also started an independent consulting business, Global Group International W.L.L., and a CPA firm, MATH W.L.L., in the State of Qatar. In addition, Dr. Al-Emadi agreed to be a reviewer for the Academy of Management, Academy of Human Resource Development, and the International Journal of Training and Development.

Call for Papers

If you're interested in identity, Dr. Liliana Meneses is organizing a conference along with the Society for Research on Identity Formation. This will be hosted at the GW Ashburn campus on March 22 to 25, 2007. For further information, contact Dr. Meneses at lmeneses@gwu.edu.

Dr. Khilji Presents at International Conference

Assistant Professor of HRD, Dr. Shaista Khilji, co-presented “Adapting Behavior in a New Culture: Study of the Use of Impression Management by Immigrant Employees in Canada”, at a conference sponsored by the International Society for the Study of Work and Values in Tallin, Estonia.

Presentations and Awards

Dr. Liliana Meneses, Cohort 15, presented a number of times, first with “Global Nomad Identity and Language” as guest speaker at the Global Nomad Association meeting in Washington, D.C. She also did a poster presentation on “The Third Culture Identity” at the Conference on Research on Adolescence, with Dr. Carolyn Graham, as well as one on “Homesick for Abroad: A Phenomenological Study” at the Conference on Adult Development, both in San Francisco. Dr. Meneses also presented “Leadership in Complex Educational Systems” at the Conference on Complexity in Washington, D.C., and finally, “Third Culture Kids and Hidden Diversity” at The Johns Hopkins Diversity Leadership Council Third Annual Diversity Conference.

Glenn Geelhoed, Cohort 16, was awarded the Margaret B. and Cyril A. Schulman Distinguished Service Award. This was conferred at the White Coat Ceremony at George Washington University. He was also awarded an Honorary Doctor of Science degree from the University of Toledo in December in recognition of his outstanding work as a scholar and medical missionary.

Dr. Deborah Waddill, Cohort 11, was awarded the Phi Delta Kappa Dissertation Award from GW’s chapter on campus. The PDK International Society, which oversees the Gallup Poll, is a community of educators interested in supporting research regarding innovations in education.

Human Resource Professor from Scotland Visits GSEHD & Explores Collaborative Effort with Dr. Cseh

In August, Professor Sandra Watson, chair of the Department of Human Resources (called Group Leader of Human Resources in Scotland) at Napier University Business School in Edinburgh, Scotland, paid a special visit to GSEHD to learn more about the Human & Organizational Learning Program. Prof. Watson met with Dr. Maria Cseh, assistant professor of HRD, and Dr. Sylvia Marotta, chair of the Dept. of Counseling/Human & Organizational Studies, to discuss possible areas of collaboration. Dean Mary Futrell and Associate Dean Janet Heddescheimer also welcomed Prof. Watson.

Publications

Greg Stafford, Cohort 16, co-authored “Crisis Management and Recovery: How Washington, DC, Hotels Responded to Terrorism” in *Tourism, Security and Safety*. His co-authored article “A Study of Crisis Management Strategies of Hotel Managers in the Washington DC Metro Areas” was also published in the *Journal of Travel & Tourism Marketing*.

Human and Organizational Learning Program Makes Strong Showing at AoM

At the Academy of Management’s (AoM) annual conference in Atlanta in August, faculty, students and alumni of the Human and Organizational Learning (formerly Human Resource Development) Program presented scholarly work, organized colloquia, and received several awards. Highlights include: Dr. Margaret Gorman, director of the Executive Leadership Program in Human and Organizational Learning, led the colloquium, “Knowledge and Action: Advice for Executives, Practitioners, and Traditional Doctoral Students”; a paper by Dr. David Szabla, Cohort 14, submitted to the AoM Executive Doctoral Colloquium was named as outstanding; Al McCready, Cohort 14, and Dr. Shaista E. Khilji were recognized as outstanding reviewers; and Dr. Ellen F. Goldman, Cohort 14, won a Best Paper award in the Management Education Division.

Additional student, alumni, and faculty presenters included: Andrea Casey, Douglas Orton, Kathleen Cavanaugh, Ozgur Ekmekci, Terrence Cahill, Beverly George, Bernadette Carson, Elizabeth B. Mahler, Kate Davis, Susan Miller, Meryl Ashcroft, Joseph Bocchino, Ann Marie Ott, Susie Pontiff, Michele Scott, Michele Leak, Michele Hafford, Elizabeth Ross, Karen Detwiler, Meg Goetenmoeller, Violette Jacobson, MaryAnn Wangemann, Matt Minahan, Anna Adams, Yoshimi Muto, Fritz Kraus, Yvette Robinson, David Harper, Edmina Bradshaw, and Robert Brescia. In addition, Dr. Andrea Casey is serving her last year of a three-year term as a member of the AoM Board of Governors.

