

Spotlight on our Recent Graduates

This month we're saluting our recent graduates! As you'll see below, members are earning degrees in a wide variety of disciplines, and conducting intriguing research. Congratulations!

ILA Salute to Graduates!

** Note: information may have been shortened for space considerations*

Doctoral Degree Recipients

Janet Byars, PhD; Leadership and Change, Antioch University; Title: "Holographic Leadership: Leading as a Way of Being." *Description:* Holographic Leadership brings together the traditional view of values-based leadership and integrates it into the quantum world. It is a process of harnessing our own power, mastering our mental and emotional states, aligning with the whole, and taking our intention and integrity and focusing it on where we want to go. *Future Plans:* Apply the model of practice to organizational leadership.

Shawna Lafreniere, PhD; Higher Education with an emphasis in Organizational Leadership, Azusa Pacific University; Title: "Navigating the Labyrinth: A Study of Gender and Positional Effects on Individuals' Perceptions of Ideal Leadership Qualities within Evangelical Christian Higher Education." *Description:* This dissertation explored the ideal leadership qualities that university staff, faculty, and administrators desire in leaders and how gender and position affect perceptions of ideal leader qualities.

Lorrie Berkshire Brown, EdD; Educational Leadership, School of Advanced Studies-University of Phoenix; Title: "Perceiving and Com-

municating Love: A Grounded Exploration of Recalled Leader-Follower Interactions from Middle-Childhood ©2008." *Description:* The premise of this Classic Glasierian Grounded Theory study considered that the relational processes underlying love might influence development in the form of leadership. Potentiating love emerged after the comparative integration of data and over 579 references (ancient-current literature) as inspiring and supporting the conceptual process of potentiating as a way of leadership; First emerging as a conceptual theory, while exploring love and the relational phenomena underlying developing leadership, Potentiating Love Potentiating Leadership™ is now a newly formed educational services and research consortium devoted to the ongoing exploration of interactional phenomena in order to further develop real life applications (in relationships, education, and in organizations) for the conceptual theory of potentiating love ©2008, while encouraging potentiating love in leadership development and as a way of leadership.



Don Green, Doctor of Ministry; Leadership and Ministry Management, Trinity Evangelical Divinity School of Trinity International University, Deerfield, IL; *Future Plans:* I will continue to serve as Director and Professor of Leadership with Lincoln Christian University in Lincoln, IL.

Karen Lokkesmoe, PhD; Educational Policy and Administration, University of Minnesota; Title: "A grounded theory study of effective global leadership development strategies: Perspectives from Brazil, India, and Nigeria." *Description:* This study utilizes perspectives on global leadership development strategies from developing countries in the articulation of an integrated global leadership development model.

Future Plans: Teaching, training and consulting in global leadership development and intercultural competence development.

Paul Breaux, PhD; Leadership Studies, Our Lady of the Lake University; Title: "An Investigation of the Relationships between Emergency Medical Technician's

Ratings of Emergency Medical Service (EMS) Director's Transformational Leadership and Job Satisfaction in Rural EMS Environments." *Description*: The focus of the study was EMS leadership. The purpose of the study was to examine the relationship between Emergency Medical Technician's (EMTs), including paramedics, and their perceptions of director's transformational leadership style in six rural counties in South Central Texas. The study also examined job satisfaction. The Multifactor Leadership Questionnaire (MLQ) was used to measure transformational leadership. Job satisfaction was measured using the Job Descriptive Index (JDI) and Job in General (JIG) combination questionnaire. *Future Plans*: Apply what I have learned in leadership to my current R&D job, but my ultimate goal is to teach full time at the University level.

Nollaig Heffernan, PhD; Organizational Leadership, University of Hull, England; Title: "An Integrated Model of Leadership." *Description*: The thesis considered the integration of 17 popular models of leadership to create an Integrated Model of Leadership. In considering this integration of leadership models a measure of leadership style, the Integrated Leadership Measure (ILM72), was also developed. *Future Plans*: Management Consultancy with expertise in Leadership and the promotion of both the model and questionnaire.

John Bryan, Doctorate in Business Administration, University of Phoenix School of Advanced Studies; Title: "Regional Transitions from Conflict to Post-Conflict: Observed Leadership Practices." *Description*: Leaders during a time of transition from conflict to post-conflict generally face a problem in that no clear model, or set of

practices, exists for leadership during this period. With the intent of discovering a solution to the problem, a modified Delphi research design served as a vehicle for Acholi leaders of Northern Uganda to describe and conceptualize the phenomenon of leadership practice that may be used in a transitional period between the end of conflict and sustainable peace among the Acholi community in Uganda. *Future Plans*: Expand the research to other regions and train leaders in post-conflict leadership.

Jennifer Murnane, PhD; Family & Consumer Sciences Education (Leadership Academy), Iowa State University; Title: "Valuing stakeholder knowledge: An interpretive study of knowledge cultivation and enablement in a nonprofit human services organization." *Description*: This study focused on the issue of tacit knowledge management and its value within a large, nonprofit human services organization. The research explored how the organization uses tacit knowledge cultivation and knowledge enablement to achieve its organizational mission. *Future Plans*: Continue to conduct research and help organizations develop leaders within their organizations through education.

Alicia Crumpton, PhD; Leadership Studies, Gonzaga University; Title: "An Ethic of Responsibility and Work: The Dailiness of Rural Working Women's Lives." *Description*: The findings in this study present five themes about the patterns of meaning evident in the dailiness of rural working women's lives: (a) an ethic of responsibility and work, (b) a continuum of daily experiences, (c) competence, (d) connection, and (e) resistance. *Future Plans*: I am expanding my consulting practice to include research projects, adjunct faculty positions, and public speaking.

Kathy Duncan, EdD; Organizational Leadership, University of La Verne; Title: "Gay and Lesbian Pastoral Leadership." *Description*: This dissertation examined the leadership behaviors and development of gay and lesbian pastors who led from in and out of the closet.

William Salyards, PhD; Leadership Studies, Gonzaga University; Title: "Exploring the Meaning of Narrative Change to Leaders and Members within Two Religious Organizations: Saint Aldates Church, Oxford, Oxfordshire, UK and the Family Room Church, Sacramento, California, US." *Description*: Research into the use of narrative by leaders to create change and the meanings derived by members. *Future Plans*: Teaching, consulting, lecturing.

Donnette Jone Noble, PhD; Human Science with a specialization in Leadership Studies, University of Nebraska - Lincoln; Title: "Impressions of Black Leadership as Informed by the Presidential Candidacy of Barack Obama: A Case Study." *Description*: The purpose of this study was to provide insights regarding the ebb and flow of hope and anxiety within the Black community during the historic presidential campaign and election of 2008, and the impact of those phenomena on the Black community's internal leadership. *Future Plans*: To secure a teaching position and continue research relative to diversity and leadership.

F. Irene Waggoner, PhD; Leadership Studies, Our Lady of the Lake University; Title: "A Study on the Factor Structure of the Multifactor Leadership Questionnaire (MLQ): Is the factor structure of the MLQ the same for males and females?" *Description*: The focus of my dissertation was a multi-group confirmatory fac-

tor analysis which found no significant difference in the factor structure of the MLQ 5X Short Questionnaire between males and females. *Future Plans:* Current aspirations include a teaching position in the areas of leadership or business, along with research and consulting in the areas of women's studies, leadership, and a variety of business topics.

Master's Degree Recipients

Kate Woytowich, MA; Leadership Development, Penn State University; *Future Plans:* Hoping to make the world a better place by developing the leader in all of us!

John Brock Brown, MA; Organizational Development and Leadership (MAOL), Regent University (Virginia Beach, VA, USA); Title: "Ethics Awareness Curriculum Design." *Description:* The major project involved the development of a 16 hour curriculum designed to develop participants ethical decision making process with a focus on organizational and personal core values as primary ethical filters. The project included a comprehensive facilitator's guide, participant guide and PowerPoint slides. *Future Plans:* I own a OD consulting company and plan to complete my PhD and eventually teach at the college/university level.

Sara Headden, MA; Higher Education Leadership, University of San Diego; Title: "Understanding and Improving the Experiences of International Students at the University of San Diego." *Description:* Through collaborative action research, this project provided a venue for international students to share their experiences and concerns, and offer insight on what specific steps could be taken to improve the international student experience. *Future Plans:* Coordinator position in Student Affairs, focusing

on student leadership development.

James Patten, MA; Organizational Leadership, Certificate in Organizational Leadership, & Certificate in Human Resource Management, St. Ambrose University - Davenport Iowa; *Future Plans:* I hope to continue to inspire leadership and individual development through my work. I am also exploring writing opportunities on the inspiration of leadership.

Ashley Johnson, MS; Transformative Leadership, Bethune-Cookman University; Title: "A Root Cause Analysis of the Problems Identified by Leaders, Staff, and Students Related to the Low Customer Service Ratings of an HBCU Financial Aid Department." *Description:* Using an integrated theory of leadership and management which converges Transformative Leadership and Six Sigma process management, this action research thesis investigates the root causes of breakdowns in customer service specific to an office of Financial Aid at a Historically Black College and University. *Future Plans:* I plan to pursue my PhD in organizational behavior and industrial relations.

Beatriz AvitiaVargas, MBA; Public Administration, University of Phoenix; *Future Plans:* Pursuing a Doctoral In Organizational Leadership graduating in 2012.

Jorge Salcedo, MEd; Leadership Studies, University of Victoria, CA; Title: "A Process that Encourages Leadership Competences amongst Latino Undergraduate Students." *Description:* The purpose of my thesis was to find the competences that are needed in an educational process to encourage transformational leaders amongst undergraduates at Universidad de Monterrey (UEM), Mexico. *Future Plans:* To find a PhD

in Sociology in Canada in order to continue my research about culture and leadership.

Keith Blum, MA; Organizational Leadership minor in MBA, National University, La Jolla CA; Title: "Service Disabled Veteran Owned Business (SDVOB) Set a Side Purcurment goal Performance; A failure in leadership." *Description:* Governmet & Regulatory agencies leadership failed in increasing the government contract with Disabled Vetran Business over 8 year of less than 1.0 % dollars contracted; My Dissertation had direct impact with US Army procurment has elevated them from the bottom at 1.5% to 2.5 a 800 million dollar increase. *Future Plans:* Force increase with other DoD Agencies.

Jessykah Barron, MS; Leadership Education with a Specialization in Leadership Development, University of Nebraska - Lincoln; *Future Plans:* Student Affairs administrator/advisor.

Bachelor's Degree Recipients

Jesus N. Martinez, BS; Criminal Justice, John Jay College-CUNY; *Future Plans:* To start Master Of Public Administration in January.

Associate's Degree Recipient

Ahizechukwu Chigoziem Eke, Diploma; Medical Leadership, Nnamdi Azikiwe University Teaching Hospital, Nnewi, Nigeria; Title: "The Role of the Obstetrician as a leader in Sub-saharan Africa." *Description:* The Obstetrician stands in the gap in current day Africa, especially in recent times. We must fight together to curb the transmission of the HIV virus from mother to child. *Future Plans:* To promote medical leadership among my doctor colleagues.