



**FROM THE DEPARTMENT CHAIR**

***Robson Marinho, PhD***

**Mentoring Versus Coaching**

Recently Erich Baumgartner and I presented a series of workshops on mentoring and Leadership Development to a group of executives in South America. The first question that came up in one of the discussions was this: Is there a difference between mentoring and coaching? If so, what is the difference? The research literature has plenty of discussion on this topic and different authors have different approaches to this question. After discussing some of those approaches with the workshop participants, I referred to an online survey conducted by the Center for Coaching & Mentoring, which summarized the differences in six specific areas as follows:

	<b>Mentor</b>	<b>Coach</b>
<b>Focus</b>	Individual	Performance
<b>Role</b>	Flexible agenda	Specific agenda
<b>Relationship</b>	Self-selecting	Comes with the job
<b>Source of influence</b>	Perceived value	Position
<b>Personal returns</b>	Affirmation/learning	Teamwork/performance
<b>Arena</b>	Life	Task related

According to the findings of this survey, “mentoring is a power free, two-way mutually beneficial learning situation where the mentor provides advice, shares knowledge and experiences, and teaches using a low pressure, self-discovery approach” (Starcevich, 2009, published at <http://www.coachingandmentoring.com/Articles/mentoring.html>). On the other hand, coaching seems to be more task-oriented and more related to specific challenges and performance expectations at work. Both mentoring and coaching are important components of leadership development, but it is helpful to keep in mind the power-free and self-discovery nature of the mentoring relationship.

## DEPARTMENT NEWS

### Leadership Conference and Roundtable 2013



The Leadership Conference 2013 is being held in partnership with the Whirlpool Corporation and Lakeland Healthcare, who will join the event with their audiences. This year’s theme is **Leadership and Diversity**, and we will approach different professional areas, including a special discussion on the implications of diversity for business corporations. The keynote speaker will be Soledad O’Brien, from CNN, who has authored the acclaimed books *Latino in America* and *The Next Big Story: My Journey Through the Land of Possibilities*. Soledad will address current issues faced by minority groups in America and the implications of diversity for leadership in different areas.

#### Mark the conference dates on your calendar:

- Sunday, July 21, 7:00 pm: Onstage interview with Soledad O’Brien
- Monday, July 22, 8:30 am: Keynote speech by Soledad O’Brien



### **Pre-Conference Workshops:**

The conference will start with a series of pre-conference workshops on the topic of ***Spiritual Leadership***, beginning on Friday evening, July 19, and continuing Saturday and Sunday. The keynote address will be given by R. Scott Rodin, author of *The Steward Leader*. The Christian Leadership Center of Andrews University will coordinate the pre-conference workshops.

### **LEAD Department Enjoys Mentoring Retreat**















On March 29-31, the Department of Leadership enjoyed a pleasant retreat at the Yarrow Golf & Conference Resort, in Augusta, Michigan. Faculty, staff and family members gathered together for "A Mentoring Adventure," beginning with a golf mentoring session on Friday afternoon in which experienced faculty "golfers" mentored beginners on the basics of the game and on how to use the club to hit the ball. This team mentoring process was a great learning experience! The Sabbath day was full of spiritual reflection, interactive worship, singing, hiking, and indoor games after sunset. Various faculty and family members took the lead on different activities throughout the retreat. On Sunday morning, a golf tournament challenged experts and beginners together to complete a full nine-hole game—the winners were all who completed the game! Duane Covrig was the golf coach, assisted by other faculty golfers. Faculty and staff expressed their appreciation for the event. "This retreat meant so much to me and my family," said one of the participants. Another added this summary: "I am happy with the mentoring retreat legacy: I now feel like a golfer!"

## **LEADERSHIP PROGRAM NEWS**

**Congratulations Bill Auxier, PhD!**





On April 28, Bill Auxier (2013) successfully defended his dissertation: *The Relationship of Servant Leadership Attributes to Sales Performance of Salespersons in the Healthcare Industry in 2011*. This is a unique contribution to the field of servant leadership because for the first time this model of leadership has been related to financial viability. Bill became very proficient with descriptive statistics, hypothesis testing, discriminant function analysis, ANOVA, correlation coefficients, and tests like Wilks's Lambda and Box's M tests. One of the external examiners commented, "I've been in hundreds of defenses, and this one has been one of the best in terms how the candidate demonstrated knowledge and skill in understanding and working with advanced statistics." Sylvia Gonzalez was the chair for this dissertation, Tevni Grajales was the methodologist, and Gary Gifford was the third committee member.

## **Congratulations Stacy Horner, PhD!**

### **Dissertation Defense**





On March 26, Stacy Horner (2008) successfully defended her dissertation titled *“Relationship Between Trust and Perceived Value of Faculty Unionization Among Full-Time Faculty in Selected Michigan Community Colleges.”* Her dissertation committee consisted of Robson Marinho (chair), Isadore Newman (methodologist), and Sylvia Gonzalez (third member), in addition to the external examiner Dr. Naomi Ludman. Most of Stacy’s Learning Group members attended the defense and some participated with questions and comments. According to Duane Covrig, Stacy’s presentation style was “highly effective, with an outstanding ability to engage the audience and respond to questions.”

### **Portfolio Presentation**

Following her dissertation defense in March, Stacy Horner successfully completed her leadership program on April 5 by presenting her portfolio in the presence of several family members and her faculty committee, comprised of Robson Marinho (advisor), Duane Covrig (second reader), and Shirley Freed (third reader). Using a toolbox as her metaphor, Stacy pleased the audience by sharing professional stories of leadership achievements. Her star competency was “Implementing Change,” which she explored by describing some relevant changes implemented in her career as an academic administrator. The committee praised Stacy’s rich narrative style. Her family members interacted with the entire presentation, most notably her twin sister, Tracy, whose similarity to the presenter added fun to the occasion. Congratulations, Dr. Stacy!





# EDUCATIONAL LEADERSHIP (K-12) PROGRAM NEWS

**Congratulations Paul Mosheti, PhD!**



On March 26, Paul Mosheti successfully defended his doctoral dissertation. His title was *“Teacher Participation in School Decision-Making and Job Satisfaction as Correlates of Organizational Commitment in Senior Schools in Botswana,”* with Duane Covrig as the committee chair. Dr. Mosheti can make the amazing claim that he has four university degrees from Andrews University. His PhD will be awarded this year in Educational Administration, his EdS was secured in 2006, and his MA was finished in 2003. These three were completed while at the main campus at Berrien Springs. In 1989, before coming to the United States, Paul received his BA in religious education from Andrews University through Solusi College Campus in Bulawayo, Zimbabwe. Paul has years of teaching experience in Botswana, and also served there as a pastor-chaplain at Kanye SDA Hospital, in Kanye, Botswana. Congratulations, Dr. Mosheti! Thank you for making Andrews University your destination for your educational leadership training.

## HIGHER EDUCATION PROGRAM NEWS

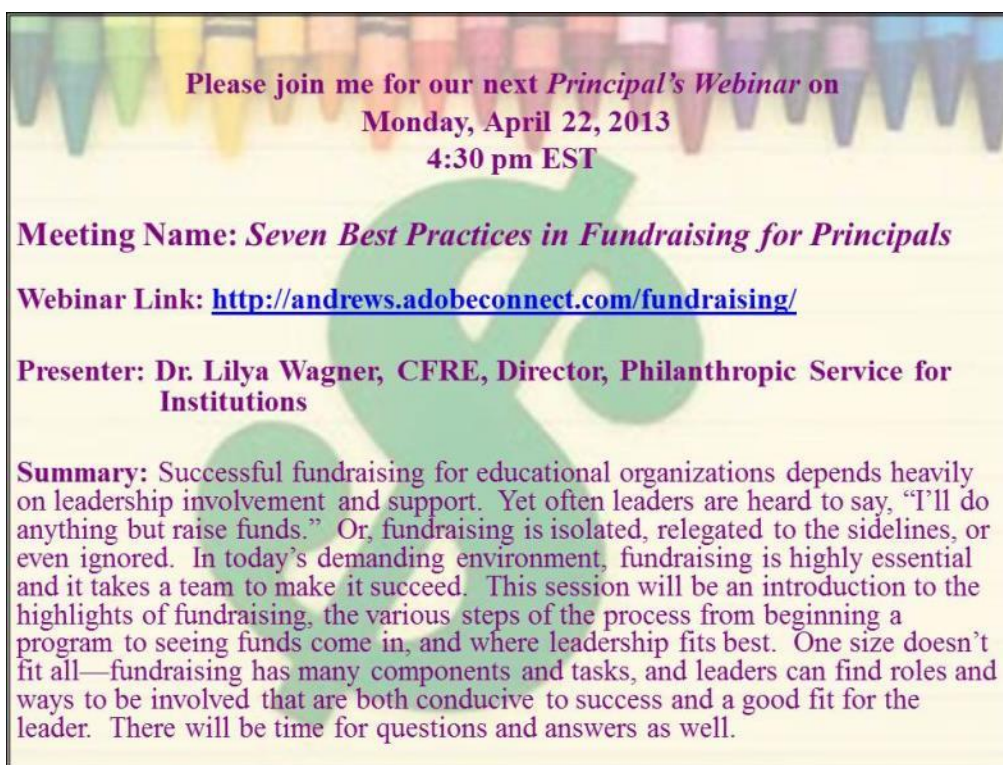
### Michael Ballantine Accepts New Position



Michael Ballantine, currently enrolled in the Higher Education Administration Doctoral Program here at Andrews University, has accepted a position as Department Chair of Languages at Pegasus Unicollge in Hanoi, Vietnam. Michael will continue his studies at Andrews through our online program and credits his enrollment in the program with securing this exciting opportunity. Besides teaching English at Pegasus, he will develop new curriculum for the department as well as for the K-12 English language programs at Pegasus’s sister institution Kinderworld. The greatest challenge for him will be to blend Eastern educational practices with Western educational practices, creating a hybrid system preparing young students for success in both worlds. With seven years of experience in Hanoi during the past decade, Michael is confident that the transition will go smoothly. He looks forward to reestablishing his relationships with Griggs University students in Hanoi.



## NEWS & ANNOUNCEMENTS



Please join me for our next *Principal's Webinar* on  
Monday, April 22, 2013  
4:30 pm EST

**Meeting Name:** *Seven Best Practices in Fundraising for Principals*

**Webinar Link:** <http://andrews.adobeconnect.com/fundraising/>

**Presenter:** Dr. Lilya Wagner, CFRE, Director, Philanthropic Service for Institutions

**Summary:** Successful fundraising for educational organizations depends heavily on leadership involvement and support. Yet often leaders are heard to say, "I'll do anything but raise funds." Or, fundraising is isolated, relegated to the sidelines, or even ignored. In today's demanding environment, fundraising is highly essential and it takes a team to make it succeed. This session will be an introduction to the highlights of fundraising, the various steps of the process from beginning a program to seeing funds come in, and where leadership fits best. One size doesn't fit all—fundraising has many components and tasks, and leaders can find roles and ways to be involved that are both conducive to success and a good fit for the leader. There will be time for questions and answers as well.

### Online Tutorial for IRB Applicants

Beginning **January 1, 2013**, applications for approval by the **Andrews University Institutional Review Board (IRB)** will require the inclusion of certificates of completion for the National Institutes of Health Online Training Tutorial, <http://phrp.nihtraining.com/>, for all principal and co-investigators listed on the IRB application. For applications submitted by student researchers, a certificate of completion for the faculty research advisor should also be included.

The tutorial will take an average of about two hours to complete and covers the basic ethical principles of **respect for persons**, **beneficence**, and **justice** that guide all research involving human subjects.

- **Respect for persons** indicates "first, that individuals should be treated as autonomous agents, and second, that persons with diminished autonomy are entitled to protection." Thus, respect for persons includes "the requirement to acknowledge autonomy and the requirement to protect those with diminished autonomy."
- **Beneficence** means to protect individuals from harm. Specifically, beneficence is the obligation to "(1) do not harm and (2) maximize possible benefits and minimize possible harms."
- **Justice** means there should be "fairness in distribution" both of the risks and the benefits of the research.

Upon completion of the tutorial, a Certificate of Completion is provided that will be valid for three years. More information is available on the Andrews University IRB Webpage, [http://www.andrews.edu/services/research/institutional\\_review/](http://www.andrews.edu/services/research/institutional_review/).

## **Summer 2013 Stats Course**

### **EDRM611 Research Methods and Stats for Education & Psychology II, Summer Intensive (3 credits)**

July 8-19, 2013, are the tentatively scheduled dates for this stats intensive (EDRM611), taught by Dr. Jimmy Kijai. I say tentatively since we just discussed it and it has not been officially added to the summer schedule, but please use these dates as you begin your summer travel plans.

#### **LEAD Newsletter Editorial Team**

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