



FROM THE DEPARTMENT CHAIR

Robson Marinho, PhD

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Diving into Diversity

In a recent trip to the Middle East, I had an opportunity to dive into the most cross-cultural experience I have ever had. In preparation for the Higher Education Study Tour in 2014, I had a chance to interact with students, faculty, staff, and people in general from Egypt, Qatar and the United Arab Emirates. As I asked many questions about their culture, academic experiences and lifestyle, I realized that I was reflecting deeply on diversity, which made me immediately think of the relevance of our Andrews Leadership Conference and Roundtable next week. What a great opportunity to explore the meaning of diversity for our lives! I invite you to take advantage of this conference to dive into the many nuances of diversity as we discuss the implications of diversity for our different leadership roles. Enjoy the conference!





DEPARTMENT NEWS

Conference and Roundtable Countdown: 3 Days Left!

July 21-22, 2013

Welcome to the Leadership Conference 2013! Please check the Schedule:



The pre-session with Scott Rodin begins on Friday, July 19th, at 7:00 pm in the Howard Center, and continues until Sunday, the 21st, at noon. Topic: The Steward Leader—Transforming People, Organizations and Communities.



- **Sunday at 7:00 pm:** Onstage Interview with Soledad O'Brien—Leadership and Diversity
- **Monday at 8:30 am:** Keynote Speech: “Diversity: On TV, Behind the Scenes and in Our Lives”—Soledad O'Brien
- **Monday at 1:00 pm:** Plenary Sessions addressing Diversity in Healthcare, and also Coping with Personal Tensions
- **Monday at 5:00 pm:** Transition to the Leadership Program Roundtable

Interview: Dr. Jay Brand, New Faculty Member



The Leadership Department is pleased to welcome Dr. Jay Brand as our new full-time faculty member, beginning August 1, 2013. Dr. Brand holds a PhD in Experimental Psychology from the University of Louisville, in Kentucky, and has plenty of experience in teaching and research. He has taught full time at Loma Linda University and La Sierra University and has been adjunct faculty at different universities nationwide. In the last 15 years, Dr. Brand has worked in the corporate sector as an organizational psychologist, working in Ideation at Haworth, a global manufacturer of corporate office interiors. He will be teaching, advising and chairing dissertations for our participants. The Leadership Department will be enriched by his academic and corporate experience, and it is our pleasure to welcome him back to academia! In the interview below, Dr. Brand shares his personal and professional background.

LEAD: Please tell us about your background: where were you born, and what would be a vivid reminiscence from your childhood?

Jay: I was born at Washington Adventist Hospital in Takoma Park, Maryland; I've lived in every Southeastern state except Texas, Louisiana & Arkansas, along with Kansas, Indiana, New Jersey, California and now Michigan.

Here's a childhood memory (an excerpt from a book I'm writing, *A Personal Journey from Science to Faith*):

One afternoon while as a fifth-grader I attended elementary school at Bass Memorial Academy, our teacher, Mrs. Rosalynd Chastain, posed this challenge: Define 'sentence'. Too wise merely to allow rote production of a textbook definition, she simply chalked the words, "Fish swim" on the blackboard and dryly asked, "Is that a

sentence?” I couldn’t remember ever seeing so brief a collection of words dubbed a *sentence*, even though I learned to read exploring the erudite lives of Sally, Jane, Dick and Spot, so I quickly asserted, “No!” In masterful Socratic style, Mrs. Chastain’s subsequent series of queries blew the dust out of every nook & cranny in my childish lexicon, orchestrating the mesmerizing realization that those two words—*alone*—were indeed an adequate, defensible sentence, consisting of a complete subject and predicate!

Though I still lacked labels for such related concepts, that earliest of mental kaleidoscopes included the constituent features of grammar, syntax, psycholinguistics, symbolic representation, and even mathematical variable-substitution. The sheer joy of examining ideas as sufficient ends in themselves burst upon my awareness with an enthusiasm unencumbered by any trace of later cynicism. A life-long passion for reading and learning ensued; indeed, that dawn of understanding continues to reverberate in my imagination--over 45 years later!

LEAD: Please describe your academic journey and majors from college to doctorate?

Jay: BA: Southern Adventist University (then Southern Missionary College), majors in English and Psychology and a minor in Religion.

MA & PhD: University of Louisville, Experimental Psychology. Major: Human Perception & Performance, minor in Cognition.

LEAD: What was the topic of your dissertation and how did you select it?

Jay: “Attentional Strategies in Partial Report.” I was interested in attention as the selective, volitional control over information processing resources; ultimately, the philosophical debate between “free will” and “determinism” motivated me.

LEAD: You are coming from a business corporation. Please describe your corporate experience and tell us what attracts you back to academia.

Jay: As a cognitive/organizational psychologist, working in Ideation at Haworth, a global manufacturer of corporate office interiors, I have worked on workplace research, workplace strategy, organizational change and development, human factors and ergonomics, creativity and innovation, and general R and D.

Corporations, particularly global ones, offer a dynamic variety of challenges. However, their *raison d’être* never varies from the single, all-consuming goal to make money. Thus, regardless of their source or quality, ideas are never ends in themselves but a means to an end—profit. I prefer an environment where ideas are indeed ends in themselves, although I will always believe that great ideas can be used by corporations to establish, maintain and nurture their success.

LEAD: Why did you choose Andrews University and what are your expectations and plans in the Leadership Department?

Jay: As a committed Seventh-day Adventist Christian, I consider Andrews University to be one of two premier international SDA academic institutions; I taught for almost a decade in the other one, and since I now live in Michigan, I rejoice at the chance to join the faculty at Andrews. In the Department of Leadership, I expect to continue my life-long pursuit of academic excellence and continuous learning, mentoring and being mentored by faculty & student colleagues. Because I have spent the last 15 years translating academic knowledge to define and solve real human-centered problems, I am excited about contributing to our department's unique, competencies-based degree programs. The proverbial gap between the "ivory towers" of academia and the "real world" (business, administration, leadership, personal growth and spiritual development, church growth/evangelism, learning/education) continues to exist to the detriment of both, and I applaud any attempt to remedy this unnecessary chasm; our department integrates academic rigor and authentic relevance, lighting a new path to a better future.

LEAD: Please share one turning point of your life?

Jay: Another excerpt from *A Personal Journey*, describing the decision to add a Psychology major to my English major:

Nonetheless, the opportunity at last to understand my own nature through the science of psychology beckoned as the mere subjective communication of writing and literature could not. Psychology seemed to reflect and explain the introspection in which I had existed all my life. One evening as I left the closing bookstore with a bag of expensive textbooks, the setting sun slowly illuminated a poster pressed against the glass, featuring Spinoza's quote: *To be what you are and to become what you are capable of becoming is the only end in life*. I lingered, momentarily entranced; the scene hung suspended in my awareness. Perhaps meaningful beyond what any event deserves, in that instant I determined to add a psychology major to my curricula!

LEAD: What is your personal and professional vision for the future?

Jay: To know and understand the God of love that Jesus Christ revealed; to serve God and people as He did; to learn as long as I live.

LEAD: A favorite book?

Jay: Always the one I'm reading. . . .

LEAD: A favorite hobby or something unique about yourself?

Jay: Bible study, reading, writing, travel, music, birding.

LEAD: Please introduce your wife.

Jay: Michelle D. Brand (Esh), BS, Interior Architecture, Andrews University; graphic designer, gardener, gourmand, wonderful companion through life's journey.

LEAD: Who is a leader who inspires you?

Jay: Jesus Christ, Mahatma Gandhi, Martin Luther King, Jr.

LEAD: In one sentence, what would be your message for your future students?

Jay: If at first you don't succeed, try, try again. Or, in other words, read Carol Dweck's book, *The New Psychology of Success*.

LEADERSHIP PROGRAM NEWS

Congratulations Jeffrey McMaster, PhD





Jeffrey McMaster (2002) successfully defended his dissertation on June 25, 2013, thus completing all the requirements for the PhD in Leadership. The title of his dissertation was “The Influence of K-12 Christian Education on Leadership Development.” His committee members were Shirley Freed (chair), Erich Baumgartner, and Janet Ledesma. The external examiner was Leadership PhD graduate Bradley Sheppard (1995 cohort).

Anthony Stahl Defends Dissertation





July 8, 2013, was a triple-header—three dissertations were successfully defended on that day!

Anthony Stahl (2008) successfully defended his dissertation entitled, “Exploring the Relationship Between Adventist Hospital Board Chair Leadership Behaviors and Effectiveness.” His committee members were Duane Covrig (chair), Isadore Newman, and Shirley Freed. The external examiner was Dr. Loren Hamel, a local hospital administrator. Congratulations, Dr. Stahl!

Barbette Weimer-Elder Defends Dissertation





Barbette Weimer-Elder (2009) also successfully defended her dissertation on July 8. Her title was "Actions, Practices, and Workplace Conditions That Characterize High-engagement Work Groups in a Hospital Environment." Her committee consisted of Shirley Freed (chair), Leadership graduate Joan Ulloth (1995 cohort), and Jo Manion. The external examiner was Gene Milton (1999 cohort). It was really, really satisfying to see our graduates contributing in this way! The following day, July 9, Barbette presented her portfolio to Shirley Freed (her advisor), Janet Ledesma and Gene Milton. Congratulations, Dr. Barbette Weimer-Elder!

Sandra Walther Defends Dissertation



Completing the July 8 triple-header was Sandra Walther (2000). Sandra successfully defended her dissertation, “Are Women Aware? Factors Related to Women’s Knowledge of Risk, and Preventive Factors in Breast Cancer.” Her committee consisted of Duane Covrig (chair), Isadore Newman, Shirley Freed, and Cynthia Archer-Gift. Her external examiner was Leadership graduate Joan Ulloth (1995).

Cheryl Harris Kisunzu Appointed Provost



Cheryl Harris Kisunzu, PhD, RN, executive dean, and director of nursing at Mountain View College, Dallas, Texas, has been appointed provost of Washington Adventist University (WAU), effective August 2013.

She has held senior level positions in academic and administrative leadership, including grant administrator at Eastfield College, Mesquite, Texas, and at different times has had responsibility for nursing, the life sciences, and human resources at William Rainey Harper College, Palatine, Illinois. She has also taught at the community college and university levels for 14 years.

“I am excited about incorporating Dr. Kisunzu into the WAU leadership team,” said President Weymouth Spence, EdD. “I believe that her appointment will provide the stability, vision and energy that will help WAU meet the current and future needs of our students.”

Kisunzu holds a PhD in Educational Leadership from Andrews University, an MS in Nursing from Rush University, Chicago, Illinois, and a BS in Nursing, also from Andrews University.

See full story at <http://www.wau.edu/latest-news/671-cheryl-harris-kisunzu-appointed-provost>

EDUCATIONAL LEADERSHIP (K-12) PROGRAM NEWS

From Adversity to Resilience to Joy





This month we want to highlight three of our most recent graduates in the Educational Leadership program at Andrews University: Carolyn Francis, Cristina Posadas, and Linden Hislop (2013). In the attached article, you can read their detailed story, including personal and professional experiences, why they chose Andrews University to finish their MA degree in Educational Leadership, lessons they learned in the midst of adversity as a result of the closure of Atlantic Union College (the program from which they were just about to graduate), their major “take-aways” about the EDAL program at Andrews, advice they would like to share with incoming and enrolled EDAL students, advice for the EDAL faculty and staff as they work with their students, and finally, now that they have finished their program and graduated, what is next for them professionally.

The full article is available at:

http://www.andrews.edu/sed/leadership_dept/news/pdfs/adversity_resilience_and_joy.pdf

LEAD and EDAL 2013 Orientation Soars

The EDAL faculty and staff welcome 17 new participants who have joined us for the EDAL Orientation (LEAD 630-101), which started on Monday, July 15, 2013. They are receiving their orientation alongside participants of all programs in the Leadership Department. In addition to the registered EDAL students, we also welcome students from our new partnership with the Atlantic Union Conference.

As previously communicated, here is the **EDAL Reading List**:

1. Sotomayor, S. (2013). *My beloved world*. New York, NY: Knopf.
2. National Policy Board for Educational Administration. (2011). *Educational leadership Program standards: 2011 ELCC Building Level*. Alexandria, VA: National Policy Board for Educational Administration. Download at:
<http://www.ncate.org/LinkClick.aspx?fileticket=zRZI73R0nOQ%3D&tabid=676>
3. Rath, T., & Conchie, B. (2008). *Strengths based leadership: Great leaders, teams, and why people follow*. New York, NY: Gallup Press. Strength-based test.
4. Whitaker, T. (2012). *What great principals do differently: Eighteen things that matter most*. Larchmont, NY: Eye on Education.
5. Whitaker, B., Whitaker, T., & Zoul, J. (2012). *What great principals do differently, eighteen things that matter the most, 2nd edition*. Larchmont, NY: Eye on Education.

NEWS & ANNOUNCEMENTS

International Leadership Association (ILA)

The 15th Annual ILA Global Conference, on the theme of “Leadership for Local and Global Resilience: The Challenges of a Shifting Planet”, will take place Oct. 30 - Nov. 2, 2013, in Montréal, Canada. The conference calls on leadership scholars and educators, business and community leaders, students and young leaders to propose conference sessions that offer the finest leadership of your sector and across sectors.

For more information, see: <http://www.ila-net.org/>

Registration Update

Registration for summer semester is in full swing... Thanks to those who have already registered, and we encourage the remainder of you to complete this requirement. Remember, LEAD600 Annual Conference constitutes full registration although it is 0 credits. Registration for additional courses is available, as usual, per your advisor's agreement.

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/.

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