



## FROM THE DEPARTMENT CHAIR

*Duane Covrig, PhD*

I love teams. They give us community and help us get more things done.



I was born on a team. My identical twin brother, Dennis, and I grew up in California public schools in the turbulent 1960s and 1970s. While we were rarely in the same class (our Baby Boomer schools were huge), we always shared the same school.

When we parted to go to different colleges to pursue different careers, it was a tough transition for me. I discovered that I was not very good on my own.

I missed my brother's practical approach to getting things started and done. With him at another school, I had to develop ways to cope with my insufficiencies. I had to find other teams to work with.

Thankfully, in time I met my wife, Lori, and we developed a strong team that has helped me for over 25 years.

"Without a team, I don't do very well." That was a sobering realization I had to learn and relearn many times.

When I came to Andrews University 10 years ago, that realization burned into me. While some universities can get away with faculty "doing their own thing," not here with what we are trying to do. I scrambled to learn how to

teach online (still learning that), read portfolios and guide dissertations. Teams were critical for all this. A department with six-eight faculty can't average ten-fifteen PhD graduates a year without strong teaming.

Thankfully, this newsletter introduces two new faculty to our team: Bordes Henry Saturne and Randy Siebold. We are so thankful they have agreed to come help us serve all of you. They bring amazing experience, skills, and gifts to our department. You will get to know them more over the next year. They plan to be in their offices by January. In this transition, Sylvia Gonzalez, who is retiring in December, will be changing her role on our team. The great news is that she was voted by the department and AU board to be an Emeritus Professor in our department. She will continue to team with us but in different ways. Congratulations Sylvia!!!! Please see her retirement reception announcement below.

Also, in this newsletter we have an invitation for those in our leadership program to strength their LLG teams. These teams are vital to the learning process; please let us know how we can help strengthen your team.

Teaming takes a balance of not thinking "more highly than [we] ought to think [about ourselves]" but also thinking well and soberly about our ability to contribute to a group. In that way, we can fit into each other, like body parts in a body: "For as we have many members in one body, but all the members do not have the same function, so we, *being* many, are one body in Christ, and individually members of one another." (Romans 12: 3-5). That is probably the most profound statement on teaming: "Individually, members of one another"—fostering individuality even as we foster a deep sense of our dependence on others.

As you grow your team at home, at work, or in your community, we hope the Department of Leadership community continues to be a place where a strong experience of teaming continues to support your development as a leader

## DEPARTMENT NEWS

### New Faculty

Our department has been undergoing some changes. We are happy to announce that Dr. Randy J. Siebold and Dr. Bordes Henry Saturné have graciously accepted our invitation to join us as our new faculty members!

Dr. Randy J. Siebold and his family are no strangers to Andrews University. For 14 years, from 1991 to 2005, Dr. Siebold was a faculty member in both the College of Technology and the School of Education. During this time, he consulted and presented both nationally and internationally in online course design, support and training. Then Dr. Siebold transitioned into academic leadership positions, first as principal at Broadview Academy (Illinois) and then as an Associate Superintendent of Education in the Michigan Conference, with his foci on technology, secondary schools, and school improvement. Most recently, since 2009, Dr. Siebold has been the VPAA at Weimar Institute (California), where he helped grow enrollment and led their transition to accreditation.



In 2000, Dr. Siebold received his Ph.D. in Instructional Systems Technology from Indiana University and held a graduate assistantship position working with NCTM (the National Council of Teachers of Mathematics) on the electronic version of what became known as *Standards 2000*. He also holds a Master's in Art as well as undergraduate degrees in Industrial Education and Mechanical Engineering Technology.

Dr. Siebold and his wife Brenda have been married 33 years and are parents of five children, three children-in-law, and one grandchild (on the way). This December they plan to return to their home in Berrien Springs.

For more than 30 years, Dr. Bordes Henry Saturné has been working as a full-time employee of the Seventh-day Adventist Church. He was the Director of *The Voice of Hope*, the Adventist Radio Station in Haiti. For 16 years, he served in New York City, as school principal, church pastor, and Greater New York Conference Director of Education and Superintendent of Schools. In that capacity, he provided leadership and supervision to 12 schools in the New York Metropolitan area.



From 2005 to 2011, Dr. Saturné served as The Assistant to the President for Administration and Vice President for Enrollment and Retention for Atlantic Union College, in Lancaster, Massachusetts. During that time he also taught New Testament Epistles and some graduate classes in Educational Administration.

In 2012, Dr. Saturné and his family moved to Thailand where, as an overseas missionary, he has been serving as *Vice President for Student Administration* and *Principal Lecturer* at the Asia-Pacific International University.

Dr. Saturné studied at the Haiti Adventist University, Atlantic Union College, and Strasbourg University (France). He is an ordained minister and a New York State certified School District Administrator. He believes that it is a privilege to serve God, the church and his community. He is happily married, for 26 years, to Lucette Henry Saturné, MSW. They have four children, one of whom, Sarah, is a business major at Andrews University.

## New Book

We are excited to share with you that Dr. Gustavo Gregorutti has co-edited (along with Jorge Delgado) a new book that has recently been published! *Private Universities in Latin America* discusses how private universities have become, and can be, more proactive in supporting research, and the implications of this for future institutional and national development. After providing a historical overview of how Latin American private universities have evolved to become successful research producers, Gregorutti and Delgado analyze specific institutional reforms carried out to overcome cultural resistance to change and implementation of policies related to teaching load, productivity requirements, patent generation, technology transfer, and funding mechanisms that support and stimulate faculty research activities.



### Congratulations, Bonnie Velez, MA!



Bonnie Velez successfully presented her portfolio for her MA in Leadership on October 16. Duane Covrig was her advisor and Shirley Freed her second reader. “Bonnie used the ‘seed to fruit’ growing process as the metaphor to talk about her leadership development,” noted Duane. “Her use of poetry and story made this a very cohesive and creative synthesis paper.” While Bonnie has fulfilled the requirements for her degree, she has decided to complete a research project she started with Dr. Covrig and Dr. James Tucker. The project, which she hopes to complete sometime in the spring semester, is titled “How Members in the Michigan Conference of Seventh-day Adventists Meet the Educational Needs of Their Children With Disabilities.” We wish you all the best, Bonnie! (Bonnie and Josue, her son, pictured with her portfolio committee).

### Faculty Experience

In 2013, the department used Supreme Court Justice Sonia Sotomayor’s book, *My Beloved World*, at our orientation. Members of our department were able to attend a lecture that Sotomayor gave recently at the University of Notre Dame. Dr. Sylvia Gonzalez, Dr. Erich Baumgartner, Dr. Janet Ledesma, and Evelyn Perez, who were all able to attend, share their thoughts about the experience:

“Sonia Sotomayor’s presentation was incredibly good. She was honest, candid, and awakened us to the realities of the Supreme Court.”

“She came across as very approachable, never losing sight of her poor beginnings. That is the reason she gives back to society by visiting schools and talking to children and young people that might follow in her steps. She is funny, outspoken, and according to her, loud and noisy as any Latina.”

When asked what minorities have to do to advance in the world of law, she responded: “Work harder than the others. People have low expectations of minorities and you have to prove them wrong.”

“One take-away was the composition of the Court: it is now six Catholics, three Jews, and no Protestants. All are from the East Coast, five from New York, none from the West Coast. There are some who as ‘originalists’ argue a plain reading of the Constitution, where each word has only one meaning. Others, like Sonia, and the other women (Ruth Ginsburg, and Elena Kagan, as well as to an extent Stephen Breyer,) are ‘contextualists’; they put context, and situations, and apply them to the present time.”

“We didn’t make it in time to get into the main hall, and had to go to the overflow room, but we stayed for a while by a TV screen in the lobby. As we were waiting, she suddenly showed up a few steps from us and thanked us for coming. In fact, when people got enthusiastic about seeing her in person and wanted to shake her hand, she did not hesitate to shake outstretched hands and talk to us as a group. The security guys actually got a bit frantic because the crowd really interacted with her immediately and deeply. This genuine initiative on her part to connect with us was only reinforced by the interview. Even though I have read her autobiography, I was inspired again by her down-to-earth persona, her humility, the wittiness and wisdom of her stories, and her ability to make us see the complex role of the Supreme Court in our democracy. I said to my wife on the way out, ‘The only thing that can top that is to shake hands with the President.’”

Thank you to all who shared these wonderful insights into an incredible opportunity.

## **Learning Groups**

A lot of our alumni and participants report that a strong social support network played a crucial role in helping them finish their programs. For Higher Education or Educational Leadership participants, that often meant a strong online connection with others or with their advisors or program directors. For Leadership participants, the leadership and learning group (LLG) was central.

Such support networks provide personal and social cohesiveness and community, a professional network outside of work, and a place to get guidance, feedback and accountability for timely completion of graduate work.

However, sometimes even social support groups need support!!!

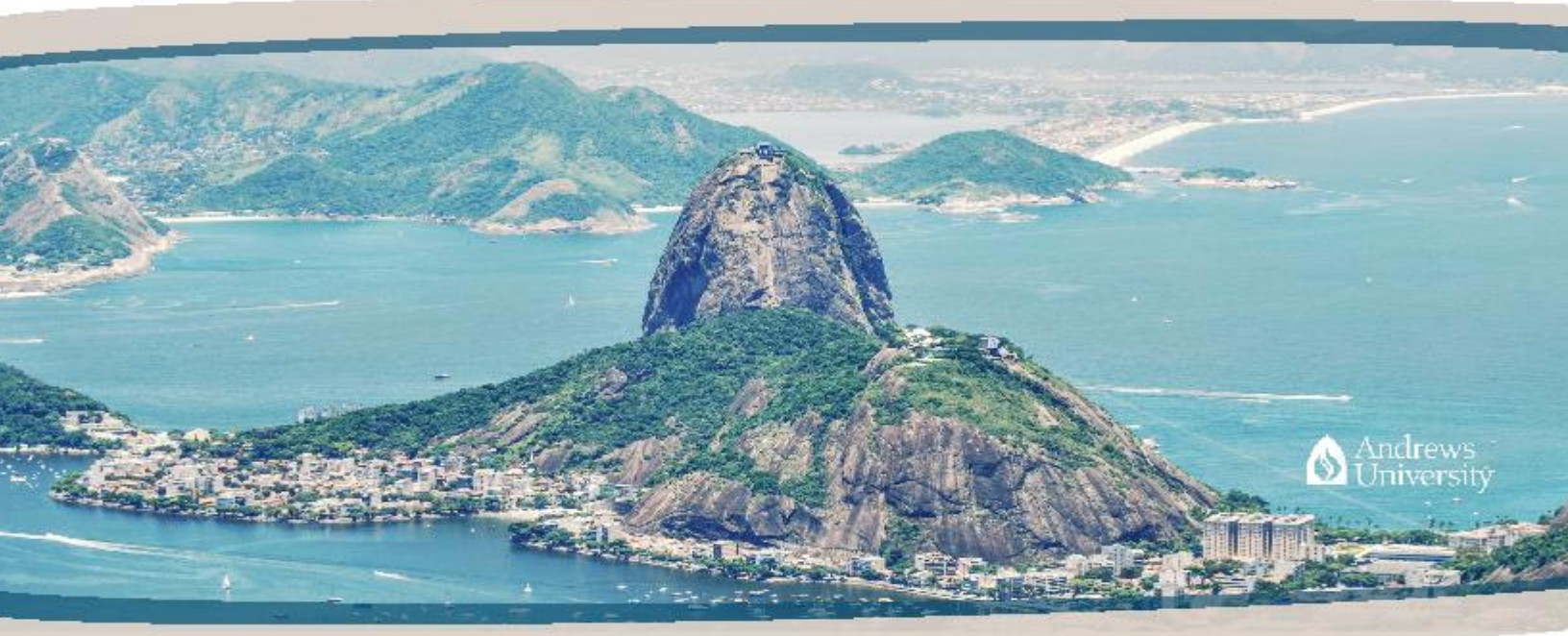
A few LLG groups report they are less active and productive than they would like to be. We noticed that one trend from five years ago has died off. That trend was for LLG groups to invite faculty to attend LLG meetings to help with content discussion, competency development, LLG processes and dynamics, or research-related issues. Typically staff or faculty would come to the sessions to provide training or facilitate discussion and process either in person or by teleconference.

Would such a visit help you and your group? If so, we are eager to come and help your LLG team. Meet with your LLG, firm up a need you might have and let us know (either through your advisor or our front office) and we will do our best to get you the team members you need to help you most.

# SOUTH AMERICA STUDY TOUR

Brazil and Argentina

July 24 – August 9, 2016



## ACTIVITIES & TOURS:

- Interaction with faculty and students of international universities
- Visiting college campuses of University of Buenos Aires, University of São Paulo, Federal University of Rio de Janeiro, Federal University of Amazonas, plus Adventist institutions.
- Exploring museums, historical places, sightseeing tours and attractions such as Sugar Loaf, Copacabana Beach, Ipiranga Museum, Amazon Jungle, etc.



## Courses Offered:

LEAD678 Higher Education Study Tour  
LEAD778 Higher Education Study Tour



## COST:

Register for 6 credits of LEAD678/778 or equivalent plus a tour fee of \$700 (Tuition includes airfare, hotels, and local transportation).



## CONTACT:

Robson Marinho, School of Education  
Email: [marinho@andrews.edu](mailto:marinho@andrews.edu)  
Phone: 471-3481



**Andrews University**  
**STUDY TOUR APPLICATION & AGREEMENT**

I, \_\_\_\_\_ (ID number \_\_\_\_\_),  
agree to participate in the study tour to South America, organized by the Leadership  
Department of Andrews University. As such, I will register for 6 credits of:

- Doctoral: LEAD778 Higher Education Study Tour
  - 6 tuition credits
  - \$700 Study Tour fee
- MA: LEAD678 Higher Education Study Tour
  - 6 tuition credits
  - \$700 Study Tour fee
  - Cost difference between 6 doctoral and master credits (\$167 x 6)

I understand that the tour will take place from July 24 to August 9, 2016, and, if for any  
reason I change my plans and cancel my participation after November 5 of 2015, I  
authorize my student account to be charged the non-refundable expenses, minimum  
US\$1,000.00. I also understand that the total cost of the Study Tour will be US\$7,128.00  
(6 doctoral credits) plus US\$ 700.00 tour fee charged to the student account. I agree to  
participate in all academic, social, and spiritual activities included in the tour.

\_\_\_\_\_  
Degree Program/Major (Guests skip this field)

\_\_\_\_\_  
Email

\_\_\_\_\_  
Telephone Number

\_\_\_\_\_  
Mailing Address

\_\_\_\_\_  
Participant's Signature Date

Please sign and return to Robson Marinho, email: [marinho@andrews.edu](mailto:marinho@andrews.edu)



The Department of Leadership invites you to  
a retirement reception honoring

*Dr. Sylvia Gonzalez*

Please join us on Tuesday, November 17th  
from 4:00 – 6:00 p.m.

in the Andrews University Badger Room

\*5:00 p.m. presentations and tributes begin

\*Refreshments will be provided

"Commit your actions to the LORD, and your plans will succeed." Pr. 16.3



## Retirement

After 20 years of service at Andrews University, and 12 years of service with our department, Dr. Sylvia Gonzalez has decided to retire. We invite everyone to attend her retirement reception. We also ask that if anyone would like to share any kind words or memories, please send them in to the department (if you are unable to attend the reception).

## Roundtable Schedule

Orientation will be held June 20-24, 2016

Roundtable will be held June 26-29, 2016

## Graduation Application Deadlines

The last day to apply for May graduation is January 14, 2016

## Registration for Spring Semester Deadlines

November 2, 2015 - January 13, 2016

## ALUMNI NEWS

As a department, we are incredibly proud of all of our graduates! It is always exciting for us to hear the good news that our graduates share with us. Below, three graduates from our Leadership Department, have shared their new successes!

Lisa Greco, PhD, a 2014 Leadership graduate, has been named Director of Corporate Relations for Bethel College.



This newly created position is an outgrowth of Bethel's Center for Customized Training, which has exceeded expectations. In addition to making connections in the area of customized training, Dr. Greco will develop various levels of workforce training and look for new growth opportunities for Bethel's Adult and Graduate Studies programs as well as the school's conference services offerings. She will also strengthen existing relationships, such as Bethel's partnership with Work One and AM General. Vice President of Adult and Graduate Studies Toni Steffensen Pauls, PhD, had this to say about Dr. Greco: "Lisa's work will allow us to more intentionally support our community, by serving adults who need workforce training but might not be in a position to begin a degree program. Our goal is to have educational opportunities for all adult students, no matter their current level of education." Indiana's Lieutenant Governor, Sue Ellspermann, heard about Dr. Greco's service to Bethel, as well as her life story; (Dr. Greco was a high school dropout who went on to complete college as well as two graduate degrees). The Lieutenant Governor sent Dr. Greco a personal letter congratulating her and commending her service to the state of Indiana. We join the Lieutenant Governor in her congratulations! Congratulations, Dr. Greco, on all of your accomplishments!



Anthony Stahl, PhD (Leadership 2014), has recently been named chief executive officer for Central Texas Medical Center (CTMC) in San Marcos, Texas. Dr. Stahl is leaving his positions as the administrator for Florida Hospital Heartland Medical Center-Lake Placid and vice president for the Florida Hospital Heartland Sebring and Wauchula campuses. All hospitals are part of Adventist Health System based in Altamonte Springs, Florida. Dan Jernigan, President/CEO of Adventist Health System had this to say about Dr. Stahl: "I believe that it is a sacred calling to lead as a hospital CEO. We are blessed to have Anthony answer that call, and we have confidence in his focus on our mission to extend the healing ministry of Christ to those we serve and especially in the San Marcos community." Ken Finch, CEO of Adventist Health System's Southwest Region and Board Chairman for Central Texas Medical Center, said this about Dr. Stahl: "I am looking forward to working with Anthony. His deep experience in leading employees, implementing effective quality and safety initiatives, and growing clinical services are all reasons why he is the perfect fit for CTMC." Dr. Stahl himself spoke of his experience: "The Leadership program in particular has influenced me in a profound way." Congratulations, Dr. Stahl, on all your accomplishments!



Mike Toupin, PhD, a Leadership graduate from 2014, has been named the Chief Advocacy Officer (CAO) for The Seed Company. Dr. Toupin will be giving leadership to the entire field of Advancement, which covers over 70 staff responsible for development, communications, marketing, and prayer. With a target of \$45 million for the year, the organization is growing! The promotion is to a C-level area of service and participation with the President's Executive Leadership (ELT) Team of five, CEO, COO, CFO, Chief Program Officer, and the CAO. The ELT gives oversight to the various domains but is ultimately responsible for "Enterprise Level" leadership regard The Seed Company's vision, goals, policies, programs, and culture. "The amazing thing is that it was not on my radar," said Dr. Toupin of this accomplishment. "I was totally happy serving in the global consulting role for the last year. This is an entire "grace" surprise from the Lord and our leadership. There is no doubt that the PhD process and Leadership Program have contributed significantly to my service path."

Congratulations, Dr. Toupin, on all your accomplishments!

## LEADERS ARE READERS

Back by popular demand, Dr. Sylvia Gonzalez takes us through another Leaders are Reader's journey.

*The Lost: A Search for Six of Six Million*, by Daniel Mendelsohn

I vowed never to read anything connected to the Holocaust. *The Diary of Ann Frank*, which I read at 13, was all that I ever needed or wanted. I haven't even seen the movie *Schindler's List*. Maybe the Holocaust is too raw for me.

So why I got *The Lost* is beyond me. And yet, the minute I started to read the dedication, and read the words *sunt lacrimae rerum*, I knew I was hooked.

Mendelsohn is a born storyteller. He takes a memory from his early childhood, a photo of six people a father, mother, and four daughters who disappeared during the Holocaust. (Interestingly, this family came from the same area in eastern Poland that my grandparents did). For 30 years he looked for clues that led him to many different countries, interviewing dozens of people. He moves between past and present, biblical texts and commentaries in a rich narrative. It gripped me from the beginning. Though the book is 512 pages long, I hardly noticed the length (OK, I like to read, but still...). It was an incredible read.

If I tell you more of the story, it could not do justice to the book. Mendelsohn has already won numerous awards for *The Lost*. He helps one see how the Holocaust happened in the psyche and the lives of the people caught up in this

time of turmoil. Mendelsohn doesn't shy away from probing questions nor from displaying his intense emotions during this quest.

Mendelsohn is a Jew who loves Greeks, in his own words. He is a classicist, a distinguished professor of classic literature in New York, and a frequent contributor to many scholarly publications. So, he tells stories the way the Greeks told stories, the way "my grandfather told stories. He would not do anything so obvious as to start at the beginning and end at the end, instead, he told it in vast circling loops, so that each incident, each character he mentioned. . . had its own mini/history, a story within a story, a narrative within a narrative, so that the story he told was not like dominoes, one thing happening just after the other, but instead like a set of Chinese boxes or Russian dolls, so that each event turnout to contain another, which contained another and so forth" (p. 32).

Mendelsohn writes like this, in constant spiraling that entralls the readers, the stories within stories, the narratives that lead to other narratives, and each is a surprise.

Sometimes when I read a good book I am tempted to read the end and then go back to where I am reading. This time I did not succumb to this temptation. I wanted to know the end when I got to the end. Finally, on the last page, I got to know what *sunt lacrimae rerum* means. It took me the full 512 pages to understand it!

This book carries an added bonus for our Leadership participants: it fits perfectly with the Social Systems competency. It's a glimpse of a social, economic and political upheaval, and what happens to entire nations and entire groups of individuals that are caught in their midst.

For me, what shone is the resilience and goodness of people all over the globe, the leadership of ordinary people.

**LEAD Newsletter Editorial Team**

**Editor:** Duane Corvig

**Assistant Editor:** Kevin Wiley

**Web Designer:** Leandro Oliveira

**Online Editor:** Becky Vajdic

**Contributors:**

Jay Brand, Erich Baumgartner, David Ferguson, Shirley Freed, Sylvia Gonzalez, Gustavo Gregortutti, Janet Ledesma, Evely Perez, Kezia Saint Louis