Welcome! This year’s Organizational Leadership and Supervision newsletter highlights beginnings, departures, milestones, and ongoing endeavors. We welcome two new faculty members: Paresh Mishra, whose hobbies range from music to marathons; and Kim O’Connor, who returned to Fort Wayne after pursuing her education in West Lafayette and New Orleans.

It has been said that “all good things must come to an end,” and this June we will experience that as we bid farewell to our friend and colleague, David Clevenger, OLS advisor since 2000. Read Dave’s own reflection on his June retirement, presented with his typical good humor (check out his Texas bowtie in the photo). Also in this issue, we celebrate the milestone 10th anniversary of the Girls Leading Others (GLO) summer leadership program, directed by Dina Mansour-Cole. We are pleased to commemorate ongoing achievement with our two featured alumni, John Arnold, M.S. ’12 and Kelly Sinn Detter, B.S. ’10, who share how they are using the knowledge and skills they developed through their studies in organizational leadership to further their professional growth. Please keep in touch. We enjoy hearing from you and welcome your continued involvement with the department.

Linda Hite, Chair

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John Arnold
Director of Quality,
Fort Wayne Metals Research Products Corporation

Fort Wayne Metals is a local manufacturing company that supplies raw materials and components to medical device companies throughout the world. Its dedication to innovation and continuous improvement enable it to be a desired partner in the development and production of medical devices intended to improve patients’ lives.

John Arnold is responsible for product quality and regulatory activities worldwide. He obtained an M.S. in OLS with an emphasis in leadership in December 2012.

What made you decide to pursue a master's degree in OLS? IPFW’s OLS program has a great reputation. The program’s commitment to issues facing organizations have has helped prepare several local leaders. Of particular interest to me was the program’s leadership and organizational development content. I felt that these courses would help me prepare Fort Wayne Metals to meet the local and global challenges it faces.

What did you personally gain from earning a degree? Do these skills help you in your duties as director of quality at Fort Wayne Metals? Although there were many good parts of the program, I enjoyed the leadership and organizational design aspects. My leadership and organizational design skills improved as a result of the class work. I use these improved skills on a daily basis.

Do you have recommendations for future students who are considering a master's degree in OLS? A master’s degree in OLS is a great asset. Its combination of group work, classroom lectures, and research allows students to explore some of the issues facing today’s organizations. If a person’s job requires them to lead an organization, then they should consider a master’s degree in OLS.

Is there anything you’d like to mention about your family, or hobbies, etc.? Pursuing a master’s degree is no easy task. In my case, I would not have been able to complete the degree without the support of my family.
Why did you choose OLS as a major?
I've always admired successful and strong women in the workplace and aspire to be one myself. The OLS program provides many classes that cover a vast array of real-life topics and scenarios. Yes, math and science are important foundational pieces; however, digging in and understanding how business works really piqued my interest. Classes such as team dynamics, compensation and benefits, interviewing, training, understanding change, and leadership techniques have all contributed to my knowledge of the workplace today and have given me the foundation to be a successful businesswoman. Now it's gaining that professional experience and putting it all to practice; learning is continual.

How did you hear about co-op?
My mother worked at IPFW and had told me that I needed to get more information about the program. As a freshman, walking onto a new college campus, entering a new environment, and meeting new people was pretty intimidating and outside of my comfort zone. In addition to that, my mother was pressuring me to get involved with co-op and I didn't think I was ready for a professional work experience. Furthermore, I quickly learned that in order to grow as an individual you've got to push those limits. Education is important, but it is very difficult to get a job in your area of study with that alone. You need experience to pair with the education, and co-op is the way to go!

What did you do on your co-op experience?
I was a co-op for 2 ½ years and worked closely with a group of HR professionals while being exposed to associate relations issues, planning events and activities, developing trainings for supervisors and management, and assisting associates with insurance, benefits, and payroll.

How did you turn your co-op into a full-time position?
I had (and still have) a boss who has fully been committed to my development as an HR professional. She is someone that I have and always will turn to for advice, coaching, and direction. In fact, I recommend that everyone find that person in their professional careers—someone who can be looked up to and that you can learn from and aspire to be one day.

Do you have any recommendations for current OLS students?
I can't stress enough how important it is to have professional experience paired with education. Doing this will make the transition from college to real life much smoother.
Dave Clevenger…
we will miss you!

About a week ago I heard a very suspicious tapping on my wall that seemed to be coming from the office next to mine. My office is located on the second floor of Neff Hall, Room 288A to be exact. Room 288A is flanked by the office of our chair, Linda Hite, which is south of my office and our computer professor, Brenda Groff, whose office lies directly to the north of mine. I know this south and north stuff because I was once a Boy Scout. Anyway, I could tell the tapping was coming from Brenda’s office. Also, I recognized the tapping had a strong resemblance to Morse code, which I was familiar with from my time in the Boy Scouts and some time I spent as a CIA operative (but I’m not allowed to talk about that).

I was not surprised to hear the code coming from Brenda’s office, however. It was rumored that Brenda had spent some time with the CIA or SPCA or FFA or something like that. Listening very carefully to the code that was being tapped on my wall I was able to decipher that 1.) Brenda was putting together the OLS newsletter, and 2.) because I will be retiring at the end of this school year, would I submit to an interview to be published in the newsletter?

This is all very exciting. After all I’ve never before retired. And the only recent interview I’ve had was with an Indiana State Police officer just south of Anderson, Ind. Of course I would submit to a departing interview! Who would they get to do the interview, I wondered? I suggested to Brenda that Bob Costas would be acceptable, or may Katie Couric. Yeah, Katie Couric would be nice, or maybe Geraldo Rivera. Rivera is kind of old, so we would have something in common. Rivera would be fine. No, I’m thinkin’ Reba McEntire. Yes, it has to be Reba. After all, we have so much in common (she sings country music, I listen to country, she has red hair, I used to have hair). But apparently we don’t have the budget for Reba or any of the others. Budget or not, I will only submit to an interview with someone with whom I am comfortable, and since Bob, Katie, Geraldo, and Reba are not available (strictly a budget issue, I’m told) the only person that I will allow to interview me is … well, me. So here goes.

DC: “Dave, how long have you been an advisor in OLS?”

DAVE: “I have been the OLS advisor since March 2000. I believe I am the first and only ‘professional’ advisor that OLS has ever had. By definition a ‘professional’ advisor is a person whose main function within the university is advising students. When I leave in June I will have spent over 13 years as the OLS academic advisor.”

DC: “How did you decide to take this job?”

DAVE: “Well Dave, it’s like Harry Potter’s wand. Remember it’s the wand that chooses the wizard, not the wizard that chooses the wand. I believe it was kind of the same way with the OLS academic advising position. I was working for OLS as an adjunct faculty member when OLS opened the advising position. You might say I was in the right place at the right time, but I believe the job decided to take me. I have been in training/teaching for most of my working career (except for the CIA which I can’t talk about). So, when the advising position was made available to me there was no decision to be made.”

DC: “Have you ever been asked a question you couldn’t answer?”

DAVE: “I … I … ah, … I’m afraid I don’t have an answer for that.”

DC: “Dave, what has changed in your tenure here?”

DAVE: “The first major change for me was from ‘tidy whities’ to boxers.”

DC: “TMI, Dave. We want to know about changes in the way you advise.”

DAVE: “Sorry. The software we used to manage student records was very cumbersome to use when I started advising. With our current software, Banner, we can keep more accurate records for our students. When I started with OLS I was one of the first ‘professional’ academic advisors. So, for a few progressive programs such as OLS, Education, and SPEA (now Public Policy), advising was changing from faculty advisors to ‘professional’ advisors. I believe this was a good change for both students and faculty. I’m now seeing this in reverse as advising is gradually moving back to the faculty for many of the schools within IPFW. The bottom line is that the basics of academic advising, i.e., determining what a student needs and then communicating it to them, really haven’t changed over my 13 years here.”

DC: “What will you do after life at IPFW?”

DAVE: “I’ll probably do what I allow the students in my classes to do on occasion, and that is, ‘take a mental break’. In all honesty, I plan to not do anything for a while and just see what comes up. Although I will be doing that in Texas, where there is no #@$%@# sleet, snow, and ice.”

DC: “Dave, do you have any parting words of wisdom for us?”

DAVE: “I’ve never been associated with ‘words of wisdom.’ Anyone who knows me will certainly tell you that it’s true. What I will suggest is for advisors get to know their advisees. This sounds like a very big task but it really doesn’t take much effort to find out a little bit about those you advise, and in turn, it makes a relationship with the advisee much more meaningful. Also, I would suggest that advisees take the time to get to know their program requirements and to be prepared when they meet with their advisors, i.e., to have a ‘plan’ ready to discuss with the advisor or to have a list of questions that they want to ask their advisor. There is a lot to get done in the short time we (advisors) have set aside for advising. Advising time is precious and we need to make the most of it.”
Welcome to Two New Faculty Members

Paresh Mishra’s research examines the role of emotions in management and leadership. More specifically, he has made innovative use of experimental research techniques to study workplace envy—a powerful emotion that has significant effects on people’s behavior in organizations. Mishra’s research has also examined several factors that encourage/discourage helping within organizations. He has published in leading journals such as the *Journal of Applied Psychology* and *Academy of Management Best Paper Proceedings*. He has also written for non-academic periodicals such as *HRM Review* and writes on varied topics on his blog, udyma.blogspot.com. Prior to joining academia, he worked with the public school system in Atlanta, Ga., and Tata Motors—the largest automobile company in India. In his spare time, Mishra likes to write poetry, compose and perform music, and run marathons.

**Kimberly O’Connor**  
Assistant Professor, Organizational Leadership and Supervision

We are pleased to announce that Kimberly O’Connor has accepted a tenure track faculty position in OLS beginning fall semester 2013. She is currently serving as a visiting instructor for the 2012–2013 academic year. She earned a Bachelor of Arts in both psychology and sociology with a minor in history from Purdue University in 1998. In 2002, she earned a Juris Doctor from Loyola University. Her research interests are in employment law, ethics, constitutional law, and Internet law. She is currently teaching OLS 26800: Elements of Law, OLS 37600: Personnel Law, and OLS 56500: Contemporary Employment Practices and the Law. She also serves as the faculty advisor for the student chapter of the Society of Human Resource Management at IPFW.