

Faculty Research, Publications, and Promotion

Journal articles:

Hite, L. M. & McDonald, K.S. (2008). Issue overview: A new era for career development and HRD. *Advances in Developing Human Resources*, 10(1), 3-7.

McDonald, K.S. & Hite, L.M. (2008). Creating a career culture: Connection and collaboration. *New Horizons in Adult Education and Human Resource Development*, 22(2), <http://education.fiu.edu/newhorizons>.

McDonald, K.S. & Hite, L.M. (2008). The next generation of career success: Implications for HRD. *Advances in Developing Human Resources*, 10(1), 86-103.

Montesino, M. & Sherr, M. (2008). A challenge to diversity in the United States: Two points of view on immigration reform. *The International Journal of Diversity in Organizations, Communities and Nations*, 8(3), 75-84.

Book Chapter:

Mansour-Cole, D. (2008). Going beyond leadership style: When and how do we lead change? In J. Nemiro, M. Beyerlein, L. Bradley & S. Beyerlein (Eds.). *The handbook of high performance virtual teams: A toolkit for collaborating across boundaries*. San Francisco: Jossey-Bass.

Book Review:

Hite, L. H. (2008). Review of *Managing diversity: People skills for a multicultural workplace* (7th ed.). *Equal Opportunities International*, 27(6), 573-574.

Promotion:

Linda Hite was promoted to rank of professor.

Faculty Grants

Hite, L. Gender & Diversity in Management (OLS 454). DECCO grant, \$6286.50.

Montesino, M. Studying organizational leadership/followership in the Dominican Republic. IPFW 2008 Mid-career Faculty Support Program, \$5,000.

The mission of the Division of Organizational Leadership and Supervision (OLS) is to integrate theory and practical application in developing leaders for roles in the dynamic organizational environment of the 21st century.



Chair's Corner

Greetings from Organizational Leadership and Supervision and welcome to another edition of Leadership News. While 2008-2009 has proven to be a turbulent time for many, it has been a time of growth for the division. For example:

- Our fifth annual GLO camp (Girls Leading Others) enrolled our largest and most diverse group of campers to date.
- Our master's program continues to grow with approximately 35 active students. In May the first four students graduated with their MS in Organizational Leadership and Supervision. Our congratulations to them and all of our graduates!

• OLS employed its first Graduate Teaching Assistant, Sharene King, who is currently teaching two classes, OLS 375 (Training Methods) and OLS 320 (Customer Service and Commitment). Be sure to read the column written by Sharene about some of her experiences in the division.

• The number of grants awarded to OLS faculty grew this year as well. A listing of these grants is included in the Faculty Accomplishments column in this newsletter.

In addition, the division has been fortunate to have Robert Abel teach our human resource management courses this year. Bob brings a wealth of HR experience to the classroom which the students greatly appreciate. More information about Bob is included in this issue.

On behalf of the faculty and staff, I wish you well and encourage you to stay in touch. We like to hear from our alumni!

— Kim McDonald, Chair

Dear Friends,



I am very pleased to announce that the Division of Organizational Leadership and Supervision now is part of IPFW's College of Engineering, Technology and Computer Science. Many of the courses within the OLS undergraduate and graduate programs will be of immense value to our majors and other disciplines, and the OLS faculty will provide expertise in project management, human resources, virtual teamwork and many other areas not otherwise represented in the College, thereby strengthening both our educational and research efforts.

I welcome all OLS faculty, staff and students to the College and I fully expect that this new partnership will be mutually beneficial to all members of ETCS.

Very best wishes,
Gerard Voland, Dean



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Congratulations to Te Shauna Russell - the 2009 Swinehart Scholarship Recipient!

**The Remnant Trust at IPFW presents:
Controversial Documents That Have
Changed History**

Experience the power of the word.
Read it. Touch it. Feel it. Ponder it.
Apply it.

IPFW hosted the Remnant Trust for the spring semester of 2009. The Remnant Trust makes available a world-class collection of manuscripts, first- and early-edition works in original form, such as the Declaration of Independence, the Magna Charta, and the Federalist Papers. The Remnant Trust is comprised of over 900 manuscripts, books, pamphlets, and related documents on subjects related to individual liberty and human dignity.

IPFW exhibited more than 50 documents from this collection.

For more information, please visit:

<http://remnanttrust.ipfw.edu> or
<http://www.theremnanttrust.com>

**OLS 324 + Remnant Trust Documents
= Unique Learning Opportunity**

The Remnant Trust exhibition at IPFW presented a unique learning opportunity for OLS 324 (Advanced Word Processing, Desktop Publishing & Presentation Graphics) students to use their leadership and technology skills to create multimedia projects based on the Remnant Trust documents.

The first goal of the project was to have each student research and then write a paper based on information about the quintessence of a document. As future leaders and change agents, this project challenged students to analyze how they could incorporate aspects of these documents into their modern leadership skill set. The second goal was to have each student develop a very specific research poster summarizing their research paper. The final and ultimate goal was to have each student develop an engaging multimedia presentation based on their paper that included text, audio, and graphics. By using an e-learning software authoring tool, the content and history of the Remnant Trust documents instantly become more interactive and appealing to a 21st century audience.



Sharene King

How did you become a Research Assistant in OLS?

One semester, before classes began, I was talking with another student at the campus bookstore about the cost of books. At the time, I was purchasing my books for my first semester of graduate school and was trying to figure out how to budget my costs for the semester. She indicated to me that she was a research assistant for the sociology department and that her work through that department helped to pay for the cost of her books and tuition. After giving some thought to my current situation (and to my post-graduate resume), I thought that working for the OLS office would be a great idea! I went to the OLS office and spoke with Kim McDonald about my situation and asked if there was anything I could do to help around the office. A couple of weeks later, Kim approached me with the research assistant position.

What is your educational background?

I currently hold a B.S. in Organizational Leadership and Supervision; my minor is business. I anticipate graduating with my M.S. in Organizational Leadership in December 2009. In addition, I will also complete my Certificate in International Studies in December.

What are your duties?

The duties can vary by professor. Some request letters to be typed and mailed to request research scales and measures. Others ask for research to be found and delivered through our extensive library system. I have made phone calls to other universities to locate resources. Recently, I have assisted professors, who are currently conducting research, to write articles, process survey results, and translate research notes. But my favorite tasks have been those that help build and strengthen my computer skills by making charts, graphs and writing reports. It's not uncommon to multi-task several requests at once. The key is keeping a positive attitude and putting forth your best effort every day.

What's your favorite part of the job?

One of the tasks requested by the OLS staff is to locate certain articles and research in the Organizational Development and Behavior fields. I'm not sure if the professors in the OLS office know this, but I typically print two copies- one for them and one for me. I enjoy reading the research they've asked me to locate.

What have you learned (that you didn't know) by being a research assistant?



I am amazed at the amount of research that has been and is currently being conducted by our professors in the OLS office. Did you know that they have published over 31 works since 2004? I am

currently in awe and inspired by what they have accomplished. They constantly challenge and encourage me to find my passion and are willing to share their knowledge and experiences with me.

What other duties and/or classes have you taken and taught this year?

Last August, I applied for the first OLS Graduate Teaching Position (GTA). What a rewarding challenge it has been! I am currently instructing two classes, OLS 320: Customer Service and Commitment and OLS 375: Training Methods. Instructing has been one of the most humbling and rewarding experiences I have had. I enjoy getting to know our students and learning from the experiences they bring into the classroom. What I like best of all is the anticipation before each class. I think about the attitude and environment I want to create in the classroom and try to plan in a bit of fun. I think the true reward is getting people to realize that OLS is applicable in the real world and that with the right tools, the 'real-world' work can be fun.

What are your plans for the future?

I am so excited and hopeful for the future! This next year will bring many opportunities to share my skills and experiences on a global level. This summer, I will be studying culture, language, contemporary issues and politics at Seoul Women's University in South Korea. I will also be volunteering at GLO: Girls Leading Others, a week-long camp at IPFW for girls aged 12-17 teaching them leadership, communication and technology skills.

Upon graduation this December, I plan to work for a global, humanitarian organization like the Peace Corp., International Labor Organization, U.S. Agency for International Development, or other non-governmental organization (NGO). I anticipate taking organizational leadership to a global level, mixing it with my passion for international cultures and finding ways to bring people together toward a common cause.

GLO: Girls Leading Others turns six years old... and is going strong! GLO: Girls Leading Others is an outreach program for girls going into the 7th - 12th grades, and is run by OLS students and staff.

This past year GLO has been featured at the Diversity Showcase, and also at a Service Learning workshop for IPFW faculty. Our service learning course, OLS 399/590 Leadership Development, which creates and manages much of the GLO curriculum was closed within the first three days of registration!

Perhaps the most exciting new twist to GLO: Girls Leading Others is our membership of the National Girls Collaborative. The National Girls Collaborative is a resource for youth outreach programs that specialize in the STEM disciplines (Science, Technology, Engineering and/or Math). At the inaugural meeting of the Great Lakes Division of the National Girls Collaborative, it was pointed out that our GLO: Girls Leading Others focus on leadership and technology was an ideal match for some of the challenges other outreach programs face in attracting girls to the STEM disciplines.

We are now accepting applications for participants and volunteers to help with the 2009 program June 22-26. For more information or an application call 481-6420 or email Dr. Dina Mansour-Cole, GLO Director.

What About Bob?

We were very fortunate to find Mr. Robert Abel to serve as a Visiting Faculty member this year and next year. Maybe some of you have seen his name



on the class schedules or have been privileged enough to have had him as an instructor? He has taught several courses this year and we have been hearing a lot of positive feedback from his students. We've asked Bob to introduce himself to our OLS community at large.

Tell us about your professional life; where did you work and what positions did you hold?

Since my graduation from college in the early 1980's, I have worked for several companies and have held a range of positions in the HR field. For the last 20 years, I was employed

by Zimmer Inc. where I started as a Compensation Specialist, and progressed to what was most recently, the V.P. Human Resources, Americas and Global Brand Management.

I have had the good fortune of varied and challenges throughout my career. One of my accomplishments at Zimmer before I left was that I led the design and implementation a strategy for developing a "marketing leadership pipeline", instituting global competency and career progression standards in order to increase staff quality and improve marketing effectiveness worldwide.

Among my most significant achievements within this program was the inception, development and implementation of the Marketing Leadership Institute. In partnership with the University of Chicago, the Institute has graduated over 150 leaders in marketing, sales and business development during the past two years.

Why did you decide to pursue a faculty position at IPFW?

It's something that I always wanted to do. After 20 years at Zimmer, I decided that with one life, and one career, there had to be room for new adventures. I am finding out that that assessment was a pretty good one. One thing I always wanted to do was teach full-time at the college level. The IPFW opportunity came at a perfect time.

Which courses do you teach and what's your favorite part of teaching?

I teach courses in HR Issues, Strategic Staffing, Compensation Management, and Interviewing Strategies in Organizations. My favorite part of teaching is when the lights go on, and students engage in discussion and debate about topics that they find interesting and relevant to them. There is a big difference when a student has 'just getting through this' in mind, versus when they see that the journey itself toward completing the class can be so much more enjoyable and rewarding. That's when it really gets good. I have had the good fortune of having really spirited classes (because of really spirited students) where I've challenged them, and they've challenged me, but in the end we all learned a lot.

Any surprises or disappointments during your time at IPFW?

Well, a number of good surprises, and no disappointments to speak of. The main surprise was that though I knew a bit about IPFW, I didn't appreciate the extent of what the campus has to offer. The quality and extent of the programs and resources is incredible. It a great school with so much to offer.

Are you involved with any other schools, professional societies or community projects?

I have been a member of the Ball State MBA Advisory Board for over 3 Years, and I am also a guest lecturer there from time to time. As an example, I was there in February and gave two talks. The first was on Organizational Behavior and Practical Concerns, and the second lecture was about Strategic HR Management issues.

I was recently on the Girl Scouts of America Advisory Board providing HR guidance as they reorganized their districts in Northern Indiana and Southern Michigan.

I am currently supporting the Warsaw-based Cardinal Center (serves children and adults with disabilities), and providing HR expertise into how they best organize and relocate 600 employees and other considerations of feasibility and change management.

At IPFW, I am assisting the student chapter of SHRM (Society of Human Resources Management) and have taught SHRM classes throughout my career with my next session in May for the Northern Indiana Human Resources Association where I will be conducting a for credit course on 'Marketing HR'.

For many years, I have volunteered in my local community. Some current and past opportunities that I've had the pleasure to serve as a volunteer: Animal Welfare League, Meals on Wheels, Knights of Columbus, Salvation Army, Habitat for Humanity, Cub Master for 5 years, and coached Baseball and Soccer.

MAKE A DIFFERENCE!

Yes, I want to make a difference in the quality of education at IPFW!

○ OLS Swinehart Scholarship Fund —
Please make your check payable to I-P Foundation. *Note "OLS Swinehart Scholarship" on the memo line of the check.*

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