

# THE ANTIOCHIAN

## *Leader*

FALL 2021

## RADICAL HOPE

is infused through every aspect of the PhD in Leadership and Change... from the **WHO** and **WHY** to the **HOW** and **WHAT**...



*Celebrating 20 years of courageous experimentation and bold aspiration*

ANTIOCH UNIVERSITY

GRADUATE SCHOOL OF  
LEADERSHIP AND CHANGE



Fall approaches and the Graduate School is busy and excited. Throughout this newsletter you'll find lots of information about our learning community including alumni, student and faculty updates, excerpts from my 2021 Commencement speech, and lots of news and announcements.

I am thrilled to share with everyone that **we are celebrating our 20th year**. Cohort 1 started in

January 2002. Now, with close to 300 graduates, 140 current students, extraordinary faculty and amazing staff, it is really hard for me to recognize the dream became an inspiring reality. I want to thank each and every one of you, the readers of this GSLC newsletter, for believing in us and trusting us. We are excited to be launching a special **“200 by 20”** campaign, to raise \$200,000 this 20th year. We are well on our way (p. 10).

We are also currently conducting our **10-year Comprehensive Review**, which involves data gathering, analysis, and lots of new learning. This is a critical juncture for us. First, as we pivot to our third decade, we have a generational shift as the founding faculty are or will be retiring in the next few years. Not only does this raise questions of succession planning but from a less transactional and more transformational lens, it raises the opportunities ahead to continue to be on the edge as an experimental and exemplary doctoral program. We have lots of interest in exploring these dimensions of our third decade. And this links with our second area of significant curiosity as part of this Comprehensive. Through a lens of listening to our alumni and students and faculty, looking at data from enrollment to graduation rates, from hiring to nurturing faculty, in what ways have we been successful as a pro-inclusive and anti-racist learning community, and where are our opportunities for further growth? We will keep you posted on our learning (pp. 8-9).

And then there's the faculty, **our amazing faculty**. As you all know by now, both Jon Wergin and Elizabeth Hollway, founding faculty, are phasing into retirement. And Carol Baron, who has been with the program close to 15 years, will also be retiring at the end of this year. So, in the past two years, two new Core Faculty have joined us, Beth Mabry and Harriet Schwartz, who have brought so much expertise and commitment to the program. And I'm pleased to report that we will be hiring two additional fulltime Core Faculty for next year. The search is well underway and as I write this column, we have over 450 applications. It feels so good to be so wanted! Finalist interviews will be held in March, hopefully at the first face-to-face residency in two years!

And that brings up my final thought for this column. I recognize the support for and disappointment caused by our decision to hold the Fall residency and this year's Commencement Ceremony virtually. I believe this was absolutely the right decision at this phase of the country's pandemic. I don't doubt it. But I also recognize the disappointment in many who were planning on walking at the Commencement Ceremony or meeting up with cohort members in Yellow Springs. We will do our best to make this up to you in some way in the future! In the meantime, you'll find an edited version of my Commencement speech (pp. 3-7).

Please know I'm thinking about you all and hoping you are safe and healthy, and finding ways to continue to 'win those victories for humanity.'

Warmly,

**Laurien Alexandre, PhD**  
Dean of Graduate School of Leadership & Change





# Commencement 2021

*I hoped we would  
be together today.*

*I hoped to send you off from  
Yellow Springs one last time.*

*I hoped that things would  
be so different by now.*

*And THAT's today's theme.  
**HOPE.***

It would be an understatement to say there have been moments these past few years when I have felt hopeless, from the devastating impact of racism and nativism unfolding across the streets in every city, county and country; to the existential threat of climate change as we watched interstates flood and towns burn; from the senseless individualism that is killing thousands a day in what is now a largely preventable plague; to conspiracy-inspired lies fueling a fundamental breakdown of our systems of government and community;

It's overwhelming.

Our standard refrain, "What Would Horace Do?" feels very Antiochian but so outdated and woefully inadequate in the face of all this.

I need to hope for something better.

And that's what I want to talk about today, **radical hope.**

My current journey into radical hope began with **Dread**. Seriously. David Theo Goldberg's new book, *Dread: Facing Futureless Futures*, set me on an intense four-month journey looking for hope in all the right places.

I want to share what I've learned and the ways in which hope is embedded throughout our program and the life paths of our graduates.

First, as a topic of study, I learned there are all kinds of hope – anticipatory and subversive hope, social and critical hope, present hope, educated hope, profound hope, good and bad hope, simple and complex hope, and so on. Anthropologists talk of ‘spaces of hope,’ linguists of ‘vocabularies of hope.’ I read philosophers old and new, theologians of every stripe, educators, psychologists - all of whom have unique ways to look at this concept called hope. And then there’s poets. Feminist activist and poet Adrienne Rich asked,

“What would it mean to live,  
in a city whose people were changing  
each other’s despair into hope?”  
What would it mean to be on the last page of  
the end of despair?”

Most of the time we think of hope in a privatized way.

Like, “I hope I win the lottery,” which is unlikely, improbable and all about me.

Or like, “I had hoped we would be together today.”  
But IF all those people who can, don’t get vaccinated or wear masks, then we won’t be coming together no matter how much you and I hope for the best.

The problem is that if hope only dwells in this personal space, it removes all responsibilities from the larger society.

We can hope all day for health care for all, a basic living wage, a level-playing field no matter one’s zip code ... you get where I’m going. It is just sort of a naïve optimism. And while I believe it is good to be optimistic ... it isn’t enough, and I’m not naïve. In the words of Cornell West, “I am in no way optimistic but I remain a prisoner of hope.”

Detaching hope from the wider world let’s those who hold power off the hook, and depresses those without a chance, you know, not a hope in the world.

So, if it’s not just wishful thinking, what is it?

Hope is THE precondition for individual resilience AND the inspiration for social struggle.

I’m dating myself I know, but I remember when civil rights icon, the Rev. Jesse Jackson, called out to the rainbow coalition to “Keep Hope Alive” by recognizing “our capacity to act and unite for the greater good” using “hope and imagination as weapons of survival and progress.”

“Keep hope alive,” he preached. Keep on dreaming. Keep on fighting.

Twenty years later President Obama campaigned on the *audacity of hope*.

We thought we had come far.

In some ways we did. But there were profound limits.

The great legal scholar Derrick Bell, who is considered one of the founders of Critical Race Theory, and I might add, husband to a program alum, talked about the intractable permanence of racism and the complicity of liberalism, when he noted of the Obama victory, “So many great moments promised much and, in the end, signified nothing except that the hostility and alienation toward black people continue in forms that frustrate thoughtful blacks and place the country ever closer to its premature demise.” Still, in the face of that, Derrick Bell never lost hope.

But is that where we are, a premature demise?

So many feel a hopelessness. I do.

Something is so terribly wrong in America.

Here, in one of the richest countries in the world, millions are unhoused and malnourished, cramming

into no-longer hidden nooks on every street corner across the land.

We're seeing attacks on voting rights to disenfranchise the young, those of color, progressives, that new majority, by any unconstitutional means necessary.

And, that basic woman's right to choose that I thought we had won decades ago is again fighting for its life. Our lives. Prochoice IS prolife.

I could go on but that will only get me too depressed. It feels hopeless. Will it never end?

And that's where **radical hope** comes in.

Radical hope is the counter weight to radical evil.

One of my favorite philosophers, Hannah Arendt, in her brilliant post-mortem on World War II and the reckoning with totalitarianism said that it was precisely the world's descent to such depths that led to new possibilities so that we would never allow ourselves to return to that abyss again.

Radical evil is countered by radical hope with its strength to face the future. That "Never Again" or that "Build Back Better" are a call to action – we will rise whenever it seems most impossible.

Even in the darkest times many choose to act ... and speak and write. And organize and dissent and disobey. Radical hope motivates radical action to

make the world freer, more equal, more democratic, more livable.

Radical hope is the basis for acting together. More than a personal mood or private feeling, it is the basis of collective social and political action. It is the WE as in WE shall overcome, it is the WE as in WE the people, and it is the WE in WE are in this together.

Radical hope is 'aimed' hope, directed to what some might consider a utopian future, based on an understanding of the past and a critical awareness of the present. The past is considered a resource for the present and for the construction of an imaginative future.

I'm not a psychologist ...nor a philosopher, nor a preacher nor a poet.

I'm a higher ed administrator running a doctoral program in leadership and change.

So, what does radical hope have to do with an Antioch education?

Paulo Friere, renowned Brazilian educator, writer, and global activist tells us, "We need critical hope the way a fish needs unpolluted water."

Basically, we can't live without it. We cannot improve the world. We cannot so much as start the struggle for justice without hope.

Naturalist Jane Goodall calls hope a human survival trait and says without it we will perish.

“  
Radical hope  
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weight to  
radical evil.  
”

One of the tasks of progressive educators, like those of us here at Antioch, is to create opportunities for students to hope AND act, no matter what the obstacles may be.

It's something called **pedagogies of hope**.

From bell hooks in *Teaching Community: Pedagogy of Hope* to David Hicks in *Educating for Hope in Troubled Times* or Keith Gannon's *Radical Hope: A Teaching Manifesto*, progressive authors explore ways to prepare students to navigate uncertain futures with hope. However, much of what has been written is for the K-12 or undergraduate classroom.

Let's unpack how this relates to the training of leadership and change scholar-practitioners.

My aspiration is that radical hope is infused in every fiber of our program, from the What and the How, to the Who and the Why.

The **WHAT** is the focus on the thorny seemingly intractable problems that need evidence-based imagination coupled with passionate agency to fight for the future. This is a doctoral program in leadership AND change.

It isn't just thinking about individual leaders or leadership from a critical lens, it is ALSO about doing, about change. Just thinking isn't enough. Radical hope is about acting.

Our students inquire into the 'wicked' problems of their organizations and communities and explore practices to redress inequities in transformative and not formulaic ways.

They develop a recognition that something is missing. Ahh, the gap. The gap in the existent literature. And the gap in actualized life. It got me thinking that we should more explicitly name certain curricular practices in our program to

reflect this frame. Like, remember your dissertation's Chapter 5, Implications for Future Study and Practice? What if we called Chapter 5, Hopes for a Just Future? Grounded in evidence, emboldened by values. The **HOW** is that radical hope doesn't go it alone. While there is of course individual achievement, the hope to get one's PhD, it isn't an isolated desire. We nurture learning communities of care, our version of rainbow coalitions, that practice mutual accountability and dialogue across difference.

Rather than isolated students competing for the star faculty member's attention in order to be the anointed mentee as is common in many doctoral programs, we position individual journeys within cohorts of peer learners.

I hadn't really connected this way of learning with the theme of today's talk until now.

There's something powerful about finding one's best self within community, a rainbow community like ours. In fact, not only does that cohort mutuality and accountability improve individual graduation rates, such that they are WELL above the national average, but it also builds a bold fellowship of kindred spirits with diverse experiences and unique lives committed to futures of justice.

Let me underscore the obvious – We do not always agree on the past, nor frame the present the same way nor necessarily have the same imagined future.

Yes, we are drawn to Antioch by its mission but we come as  
black and brown and white and mixed,  
and straight, gay and nonbinary,  
as community organizer and as CEO,  
as single mother and as grandparent.  
As midcareer professional and encore career retiree.  
We see the world differently and we live the world differently.

We challenge each other.  
We often sit with discomfort.  
Even as good-willed people, we sometimes lose patience and stop listening.  
How can she really think that?  
How can he not see his privilege?  
Can they really believe that \_\_\_\_?

I think we need to recognize that the very act of conversation in our highly polarized world is a radical act, often referred to as deliberative dialogue, which requires conversations imbued with collaboration, courage, and constructive contention.

Trying to bridge divides must start with truth. We must forcefully reject lies. Once there is agreement on basic facts– not delusion – there is an opportunity for conversation to brainstorm options, critique alternatives and dissent productively.

We’re going to have to figure this out somehow in some way and we don’t have a lot of time. It feels daunting.

And then, I turn to our learning community and I find hope. I see by your work and your commitment that we can do it and it is worth fighting for.

Then there’s the **WHO** and the **WHY**.

Students don’t come to this program simply because they hope to get a PhD, in other words, private hope. There are literally thousands of doctoral programs to choose from. They come because they want to make a difference. It is the powerful call of Antioch’s mission to ‘further social, economic and environmental justice.’

One of our program’s goals is “to teach and train our students to be public intellectuals for the common

good.” I want to rename the program goal, “To teach and train our students to make noise for radical hope.” Antioch kinda’ noise.

Rebecca Solnit, one of my favorite social commentators, says “Hope is not a lottery ticket you can sit on the sofa and clutch, feeling lucky. It is the axe you break down doors with in an emergency.”

Name the emergency – Climate change. Pandemic. Authoritarianism. Racism. Name it.

Radical hope is our axe and as scholar-practitioners – we use our words and our writings and our actions.

So, here’s my last words to you today, my dear radically hopeful graduates.

You have a special responsibility as Antiochians to ‘speak for hope.’ Radical Hope.

Publish. Broadcast. Podcast. Post. Blog. Vlog. Organize. Take seriously your voice for the common good.

Be bold. Not Silent.

Reinsert hope into public discourse, organization meetings, classroom conversations, community gatherings.

Call for radical transformation and provide both the evidence and the imagination for it.

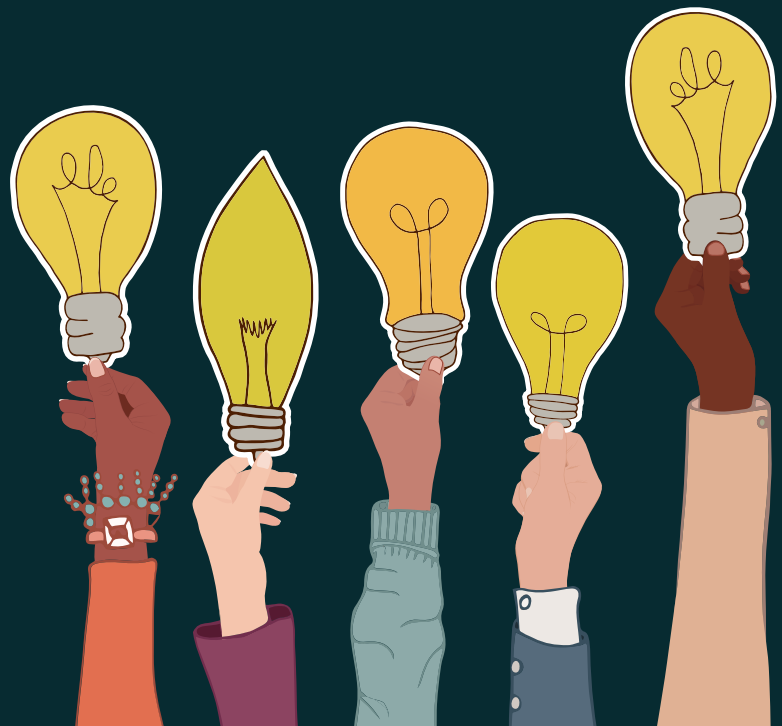
Speak out with your passion for justice. Win those victories for humanity as graduates of Antioch University. That’s what Horace would do.

**We ARE together today.** With you, I find HOPE.

***\*This article is an excerpt for Dr. Alexandre’s November 2021 Commencement Speech. [libguides-phd.antioch.edu/RadicalHope](http://libguides-phd.antioch.edu/RadicalHope) contains all the references mentioned in the speech.***

# comprehensive review tidbits

*It was 20 years ago today...* Or so the song goes. In reality, it was 20 years ago on a very cold January day in 2002 when Cohort 1 walked in the door of the Seattle campus and we began this PhD adventure. This is our 20th year. And we have much to celebrate.



We are conducting Antioch's required Comprehensive Program Review this year which gives us the opportunity to look back these past years in order to look forward to our third decade. Over the course of the coming months, we will be deep into the data-gathering phase, which will include pulling together enrollment and graduation numbers, administering surveys to alumni, students, and external members of dissertation committees, reviewing the curriculum pathways, and conducting a Delphi study with the core faculty. Once gathered, we will be reviewing the information and trying to make sense of it all. We hope to conclude the process, which involves one or more external reviewers by May/June 2022.

There are two major overarching areas of program curiosity as we do the work of the Comprehensive. We are embarking on this review at a very critical juncture for us. First, as we pivot to our third decade, we have a generational shift as the founding faculty all of whom have retired, or are/will be retiring in the next few years. Not only does this raise questions of succession planning but from a less transactional and more transformational lens, it raises the opportunities ahead to continue to be on the edge as an experimental and innovative doctoral program. This links with our second area of significant curiosity as part of this comprehensive. Through a lens of listening to our alumni and students and faculty, looking at data from enrollment to graduation rates, from hiring to nurturing faculty, in what ways have we been successful as an inclusive and anti-racist learning community, and where are our opportunities for further growth?

We will definitely share the program's Comprehensive Review document, what we've learned and how it addresses our questions above. And HEADS UP – if you receive a survey or are asked to participate and share experiences please do so, your voice will be heard in our review. Thanks in advance.



## Here's some of what we are already learning.

### FACT 1:

Our completion rates over the first 14 cohorts (meaning those that fall within that 7-year from admission to graduation) is extraordinary, ranging between 70-90% depending on the cohort. The national average of graduation rates for doctoral education in the U.S. is about 50%, with STEM programs being slightly higher and social science/humanities programs being lower.

### FACT 2:

We have an incredibly diverse student body and that richness continues across time and all years. White students are approximately 60% of the student body, African American students, in the lower 20% in the earlier years and more recently closer to 30%. LatinX students have hovered around 5-6%, Asian 2%. The percent of Native students has declined as has the percent choosing not to respond.

The percent of women in the program has increased from 64% in the first decade to closer to 77% in more recent cohorts.

The mean age has stayed in the mid-40s across all years.

### FACT 3:

There is no discernable statistical difference in time to completion or graduation rates between White and Students of Color. The mean is 5.5 years, with as many taking far less time as those taking more time.

### FACT 4:

Upon reaching candidacy, students complete a survey covering their experience in the program up to that point. An analysis of survey results since 2018 has shown that students unanimously feel that they are prepared to do their dissertation work; strongly support the importance of residencies and learning achievements to their learning; and are very positive about their relationships with faculty, staff, and cohort-mates.

### FACT 5:

We have 287 alumni to date. Close to 40% are/have been donors whether in the form of annual contribution once or each year, as well as and multi-year pledges. Again, this is far higher than the national average in terms of higher education alumni donors, which typically is closer to 10%!

## Now Accepting Applications!

Applications are accepted year-round. Early review of complete applications occurs after October 1st each year. Review of subsequent complete applications begins after February 1st each year and continues through mid-May and/or until the cohort is full. For more information contact [admissions.gslc@antioch.edu](mailto:admissions.gslc@antioch.edu)



# 200 by 20!

## Our Fundraising Campaign



The PhD in Leadership & Change is excited to officially announce our 2021-22 Campaign, our proactive effort to secure \$200,000 for the program’s scholarship funds during this anniversary year, our 20th!

Our record to date is off-the-charts amazing and we are hopeful you’ll think so and be willing to help us reach our goals.

Where to start? Since our first alumni donation in 2007, 14 years ago, over 105 individual alumni donors have contributed to one of our funds in one-time or annual pledges. That is nothing short of amazing given that, as of the writing of the newsletter, we have 287 graduates. Meaning almost 40% of our alumni have contributed from \$20 to \$25,000 in one-time donations to \$2,500 to \$50,000 in multiyear pledges.

Let’s pause for a second and process this. Thirty-seven percent of our alumni are donors. The average alumni giving rate during the 2017-2018 and 2018-2019 academic years was 8%, according to data that 1,451 ranked colleges, reported to *U.S. News* in an annual survey. Of course, there are a few colleges and universities that have higher percentages, like Harvard, Princeton, Williams where the averages are over 40%. I’m glad to share the spotlight with them.

We are also proud to share that since our first donation from a generous program supporter, we have actually raised over a million dollars. Approximately 20 new and continuing students, faculty and program friends a year benefit from our scholarship and research funds.

Our goals for this year is to raise “200 by 20,” meaning to raise \$200,000 in contributions during this 20th year.

Is it possible? We won’t know unless we try. But I’m thrilled to say we have already brought in \$75,000 in new dollars as part of this campaign. Some of these new commitments have gone to set up new tuition scholarships or research funds. We are thrilled to provide these funding opportunities to support current students in their doctoral journey. So, thank you one and all.

We will be reaching out the next few months to seek your support in this campaign.

### Around Antioch University

Exciting happenings about throughout Antioch University!

Learn more all about the wonderful news from our campuses and program here,

[antioch.edu/au-news/](https://antioch.edu/au-news/)



# 2 NEW RESEARCH FUNDS ESTABLISHED

## ***The Elizabeth Holloway Grounded Theory/Situational Analysis Research Fund***

has been established by Dr. Greta Creech (Cohort 17) to honor Dr. Elizabeth Holloway, one of the GSLC's Founding Faculty, and to support students conducting dissertation research utilizing Grounded Theory and/or Situational Analysis. This generous gift will benefit PhD in Leadership and Change students conducting approved dissertations to cover expenses associated with travel, meetings, software, data analysis, or transcription services. Dr. Holloway, served as Chair of Greta's dissertation, *Holding on to Who They Are: Pathways for Variations in Response to Toxic Workplace Behavior Among U.S. Intelligence Officers*, which explored the socio-psychological reasons for response to toxic workplace behavior among U.S. intelligence officers and the impact of those response patterns on the intelligence mission. Dr. Creech is an adjunct professor of Intelligence Studies at The Citadel. She also consults with senior leaders of U.S.-based start-ups and high-growth businesses on strategic planning and workforce development through her firm, Tundra Star, LLC.



It's a privilege to be able to honor someone you deeply respect while also fulfilling service to academic research. Elizabeth was an astounding advisor and dissertation chair, as well as a pioneer. She taught me that grounded theory and situational analysis not only add rigor and depth to scholarship. They're also hotbeds for emergent, follow-on research. I hope this fund will encourage Antioch PhD in Leadership and Change students to adopt either or both methods when their scholarship goals are compatible and position them for success on their journey



– Dr. Greta Creech

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## ***The Ethical Leadership and Social Justice Fund***

Antioch University's Graduate School of Leadership and Change (GSLC) is proud to announce the establishment of its newest research fund, The Ethical Leadership and Social Justice Fund. Made possible by a generous member of the PhD in Leadership and Change learning community and in partnership with the Oread Fund of the Community Foundation of New Jersey, this new fund supports students conducting dissertation research that explores ethical leadership for social justice, defined as anti-racist and pro-inclusive practices to create more equitable organizations, communities, and leaders. Learn more about GSLC's tuition scholarships and research funds here.



## GSLC Launches Two New Certificates

Antioch's Graduate School of Leadership & Change (GSLC) has added two new programs to its fully online Professional Certificate Series: **Advancing Conscious Leadership** and **Building the Resilient Organization**. Students will learn creative and just approaches to leadership and change over three 3-week-long courses. The certificates offer the interdisciplinary wisdom, critical leadership skills, and bold action focus that the Graduate School shares in its **PhD in Leadership & Change**. The new certificates join the recently launched **Leading for Inclusion & Racial Justice** and **Leading Transformative Change** programs. The start date for the first cycle of the courses is February 8, 2022, and the second cycle begins on September 6, 2022.

The **Advancing Conscious Leadership Certificate** is designed to help emerging and senior leaders cultivate a conscious leadership acumen and competence needed to meet many 21st-century business, social, and public sector challenges. Its tri-lens framework focuses on building authentic aptitude, relational competence, and adaptive capability. The framework encourages leadership practice that is bold, creative, and responsible. The certificate learning is informed by advances in neuroscience and how they impact conscious leadership development and practice. The three courses in this certificate include **Foundations of Conscious Leadership**, **Neuroscience & Conscious Leadership**, and **Leading Trustful and Creative Organizations**.

“With increasing demands across sectors for responsible, creative, and decisive actions on various fronts, we need leaders who approach their work from a conscious mindset,” said **Dr. Aqeel Tirmizi**, Professor of Leadership, Management & Service. “Conscious leadership is deliberately anchored around higher purpose and inspires action that is courageous, innovative, and practical.”

**Building the Resilient Organization Certificate** offers an approach to organizational resilience based upon the principles of “deep learning,” a mindset that embraces challenges to existing worldviews. A deep learning mindset sees environmental turbulence and the disorientation it creates not as a distraction but as a creative force for constructive change. The certificate will examine how to develop a deep learning mindset at three levels: individual, team, and the entire organization. Courses in this certificate include **Leadership Resilience through Deep Learning**, **High Performance Teams: Resilience and Creativity**, and **Building Resilient Organizational Cultures**.

“In today’s volatile environment, organizations must prepare for continuous and unpredictable disruption,” said **Dr. Jon Wergin**, Professor of Education. “While the COVID pandemic is the most dramatic example, other disruptions—advances in technology, economic and political instability, and climate change, to name three—require that organizations become more consciously resilient. In this certificate, participants will learn how to build resilience at three levels: the individual, the team, and the entire organization.”

# the ROI and the PHDLC

Inquiries often ask about the **Return on Investment** (ROI) for the time involved and the treasure spent in completing a PhD, *this* PhD. That is a totally understandable question. What measures should we use? New jobs? Expanded opportunities? Enriched professional lives? Personal transformation? Inspired Creativity? For us, the ROI is more than a formula calculating the correlation between doctoral tuition and job compensation although that, of course, is important.

At their Spring 2021 residency, Cohort 18 asked to hear from alumni who have non-academic career paths to share how their dissertation research aligned with professional opportunities and how their passion for justice and equity was impacted by their time and friendships in the program. Below are edited versions of these amazing stories of professional growth and personal transformation, their ROI.



**DR. G. MICHAEL DAVIS, PHD (C9)**  
CHIEF IN THE OFFICE OF RECREATION AND RELIGIOUS SERVICES,  
OHIO DEPARTMENT OF REHABILITATION AND CORRECTION (ODRC)

I've worked for the Ohio Department of Rehabilitation and Correction (DRC), the state's adult prison system, since 1998. My pathway into the correctional system wound its way through many ups and downs and twists and turns to include serving as a deputy communications chief, deputy warden in a prison, chief of the Office of Reentry and Enterprise Development, and I currently serve as the religious services administrator. I'm bicultural, I'm urban in that I'm from the southeast side of Columbus and I'm Appalachian, and that sort of intersection really led me into my work. The prison system is largely

populated by folks from those two groups, those from urban centers, primarily in communities of color, and from poor, rural and Appalachian whites.

I watched a lot of my friends go into the correctional system, that revolving door. Those experiences led me to want to intervene and advocate for people who've been hurt and harmed by crime. What sort of things are we doing to prepare people and communities to receive men and women from incarceration back to these often fragile environments? I wanted to really investigate that. I saw a lot of literature that told us about what happens as a result of mass incarceration and the

# the ROI and the PHDLC

coercive mobility of large swaths of the population from neighborhood into prison. But I didn't see anything that really spoke to what's going to happen when all of these people come back to under-resourced communities. I also saw that there was a tendency toward quantitative analysis and not a lot of space given to the power of story. My dissertation sought to apply both quantitative and qualitative methods so that it would be accepted in the field of criminal justice, but also push people to accept other ways of knowing and exploring.

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I feel capable and able to share, not just in a narrow space, but across the broad spectrum of ways to investigate and explore.  
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I recently had a conversation with a group of researchers and oh, I was pushing. I felt the Antioch spirit coming through as we challenged them on best ways to know, right? The lived experience. I've been in the room with governors and with people who, when they sleep, dream statistics. The training that I received, the modeling of how to walk the scholarly path, the modeling from the professors, the work of other alumni, I draw from that. I feel capable and able to share, not just in the sort of a narrow space, but across the broad spectrum of ways to investigate and to explore. And the PhD credential seems to get people to pause, to stop and listen to my voice.



**DR. KIRK ADAMS, PHD (C10)**  
PRESIDENT & CEO, AMERICAN FOUNDATION FOR THE BLIND

I became blind when I was five. I went to school for blind kids, then went to public school, got good grades, lettered in sports, and got a full scholarship to Whitman College in Washington. I was Phi Beta Kappa and Cum Laude. And then, as a young blind person, I could not find a job. I would send out my letter and resume, get a phone interview. Then I would go in for an in-person interview, walk into the office with my white cane, and I would get a polite we weren't able to select you. So I sold tax-free municipal bonds over the telephone on straight commission for 10 years, made a lot of money, got married and bought a house and have

kids. And then when I turned 30 I followed all the steps in *What Color is Your Parachute* and came out that I should be in a nonprofit leadership position, an agency devoted to creating opportunities for people who are blind.

That led me to Lighthouse for the Blind, as the development director and then I became the CEO, and was asked to join the Board for the American Foundation for the Blind. I was given the opportunity to be its CEO. There's only one AFB. It is a truly once in a lifetime opportunity to really make a difference. We use data and research to impact public policy and institutional practice.

# the ROI and the PHDLC

In my dissertation I wanted to understand what the opportunities were for blind individuals to succeed in corporate America. Seven out of 10 blind adults aren't working; 50 percent who are working work for non-profits or government. Their salary is \$14,000-\$16,000 less per year, with the same level of educational attainment. The band of occupations is narrower. The upward mobility is less. I had originally thought that I would do some sort of three-way talk with the blind employee, their supervisor, and coworkers. And you know what? What I came to realize was that blind people themselves are going to give the true data. They know what's working and what's not working and what the opportunities are and what the barriers are.

I settled on the ethnographic study. I interviewed a number of people who were self-identified as successfully employed in large corporations and found out that they had gotten there by journeying through rough country.

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Doing this research and having a PhD has added gravitas to my leadership roles.  
”

Doing this research and having a PhD has added a gravitas to my leadership role, which is an asset which helps me be more impactful in fulfilling our mission. We have a beautiful national board with chief accessibility officers from Google and Apple, and the chief human resources officer from Hewlett Packard.

I'm able to talk to them and help them to understand the dynamics in a way that not many people can do. I also am able to look at other people's research and data and statistics and understand how useful or meaningful that data and research is for us.



**DR. AMY CLIMER, PHD (C11)**  
CLIMER CONSULTING, LLC INNOVATION CONSULTANT

I work with teams and organizations teaching them how to be creative and innovative.

I also teach team development and leadership. In the last year, I've also been teaching people how to facilitate virtually. Not Zoom 101, but how to make virtual trainings and meetings engaging and interesting.

I started my consulting practice in 2009 and I started the Antioch PhD in 2011. One of the reasons I started the PhD is that I was a bit intellectually bored. I had a lot of questions about creativity in teams. I've applied

what I learned at Antioch to enhance my consulting practice.

My dissertation chair asked me, 'What can you do in your dissertation that's going to directly help your consulting practice when you graduate?' That question prompted me to develop an assessment scale that measures three elements teams need if they want to be creative together. The research and results have evolved into a model called the Deliberate Creative™ Team Model. I can't tell you how many times I've been talking to a potential client and I draw the model for them and briefly explain my research. Then, all of a

# the ROI and the PHDLC

sudden they're much more interested in working with me.

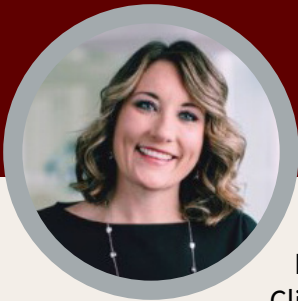
There's a level of credibility that comes with having a PhD; it's credibility from the outside, but there's also some internal credibility that I have felt. I'm confident in my own research and knowledge.

I also have had the privilege to collaborate professionally with several Antioch colleagues including Tami France and Kirk Adams. Kirk brought me in to one of the American Foundation for Blind Conferences. And Tami brought me in to do a program where I taught leaders at the Mayo Clinic the

Deliberate Creative Teams model. Those connections that emerged at Antioch have been wonderful.

“ There is a level of credibility that comes with having a PhD, credibility from the outside and some internal credibility as well.

”



**DR. TAMI FRANCE, PHD (C11)**  
LEADERSHIP DEVELOPMENT PRACTITIONER &  
EXECUTIVE COACH ASSISTANT PROFESSOR MEDICAL EDUCATION,  
MAYO CLINIC COLLEGE OF MEDICINE AND SCIENCE

I've worked at the Mayo Clinic for the past 10 years in leadership development. I run year-long leadership development programs. I'm an executive coach with physician leaders, administrative leaders, scientists, nurses, all of the most brilliant humans who bring patient care to people around the world every day.

My PhD is so helpful and relevant in the work that I do, in the life that I live, and with the people that I connect with everyday. It's this integration of deep expertise and deep knowledge in my PhD in Leadership and Change coupled with expertise in our specific fields and those stories and contexts that we bring to what we do, our capabilities, our methods, our talents, and our data. So being able to leverage



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our doctoral education and expertise with many options and many ways forward, I think has been a key for me to really leveraging my PhD.



My PhD is pretty tattered and torn right now because I've been using it a lot lately in my work with leadership development and executive coaching.



Gosh, my PhD is pretty tattered and torn right now because I've been using it a lot lately. As I shared, I do a lot of work with leadership development and I do executive coaching. I'm a people leader. I'm an international consultant for the Mayo Clinic. We opened a hospital in Abu Dhabi last year and I went and brought 100 nurses on a chartered flight from Rochester, Minnesota. We got into that hospital and did incredible work and served patients that were waiting for us on the other side of the world. Wow.

My dissertation was related to cross-cultural professional success. And now Mayo Clinic uses the model that I created as we send expats over to Abu Dhabi. They are physicians and administrative leaders, scientists, nurses, radiation radiology technicians. They are excited to go and I get to teach them my model, which is unbelievable to me, quite honestly.



**DR. SHANDELL MAXWELL, PHD (C14)**  
FOUNDER OF BYRD & MAXWELL COACHING  
INSTITUTE AND PRACTICE MANAGER AT COVINA ANIMAL HOSPITAL

I am a change management strategist, diversity advocate, and do lots of leadership and leadership development in different industries. I'm sort of a jack of all trades. I started in health care, both human health and veterinarian health, working in laboratories both in human and animal, back in 1998. From 2018 to 2020, I returned to veterinary management for a corporation where I got great experience with managing multiple hospitals and, more importantly, managing and leading people.

Currently I'm the practice manager at a veterinary hospital in Covina, California, which is comparable

to a COO in other industries. The veterinary industry is very White dominated, and so we are introducing more people of color to the industry and making animal health care more accessible. I'm speaking at different conferences within the industry about diversity, equity and inclusion and using storytelling to really share and to teach mainly our White owners, and to help young people with their misperceptions and preconceptions about what others can afford and how others care for their animals. As a hospital, we're very diversified and so we want to be a role model in the industry on what it means to actually practice diversity, equity, inclusion and to have those hard conversations.

# the ROI and the PHDLC

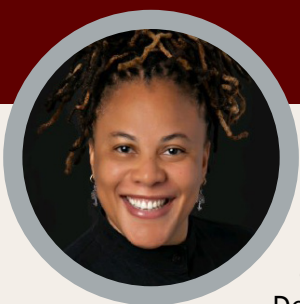
So where did all this come from with me becoming an activist and getting involved in diversity and equity and inclusion? In 2013 I created a film, "Black Behind the Orange Curtain," about Orange County, California. The black community is two percent of the population in Orange County. There's a lot of discrimination, microaggressions, racism, not only my own experiences, but others as well.

The community's response to my film and passion for social justice inspired me to apply to Antioch. I wanted to explore how the Black Church could help marginalized communities thrive, like during Civil Rights era. I needed to understand the power of stories and what am I doing because so many people were inspired and asked, 'What's next?' I was like, I don't know. And the PhD Program helped me answer

“  
I'm a mother,  
researcher, scholar,  
transformational leader.  
The PhD Program  
has helped me achieve  
many of my goals.  
”

that question. I launched a program called Care to Share as my Change Project in the PhD Program. That project was pivotal in my PhD journey because it helped me understand that I was so focused on the solution to racism and discrimination. I had to shift my mind to exploring the circumstances and consequences of racism and discrimination to support my research on religious racial socialization.

I want to be known as someone who inspires positive change in people. I'm a mother, researcher and scholar, and a transformational leader in the veterinarian industry. I'm doing speaking engagements. I'm a songwriter, filmmaker, community activist, African-American educator, and then an entrepreneur. The PhD Program has helped me achieve many of these goals.



**DR. NIKKI SMITH-KEA, PHD (C14)**  
FOUNDER AND PRINCIPAL, SMITH-KEA CONSULTING; CONSULTANT ON POLICE REFORM

This past May I started as an Executive-in-Residence at the Philadelphia Police Department advising them across a number of different areas including community engagement, police accountability, and officer safety and wellness. Prior to this, I worked as a criminal justice manager at a foundation that funded a lot of work in the criminal justice space. And before that, I worked in policy at the intersection of law enforcement, mental health, substance use disorder, and homelessness.

I'm also really passionate about diversity and gender, specifically inclusion in the policing space, which led me to dissertation on 'Saving a Seat for a Sister.' I wanted to understand the journey of women in executive leadership positions in law enforcement. I'm involved in a campaign called 30 by 30, which advocates to increase the number of women in law enforcement by 30 percent by the year 2030. There are 18,000 agencies in the US and currently there are only 12 percent women, which has been the case for over 25 years, and only three percent in executive leadership positions.

# the ROI and the PHDLC



My dissertation has opened the door to so much.




So, my life is not separate from my PhD. I am my Ph.D., it's a part of who I am. I am a lifelong learner. I consider myself a tempered radical. I push every button and boundary. The year I started in this program, I did a site visit to a very large police department, and we were talking about the intersection of law enforcement, mental health and substance use, and a male captain stood up and said, 'We're not doing that work. We're not social workers.' OK, so I'm a civilian, a woman and I'm Jamaican. When he said that, I patted him on his shoulder and said, 'It's the 21st century, you need to step into it.' The room went totally silent. If you understand policing 101, a woman should never speak up or out and worse, a civilian. At the end of

that meeting, two women who were at the same rank as the men walked by me and whispered, "Thank you." I wanted to understand why women never had a voice in policing. Research tells us there's less use of force with women, there's more community engagement, there's fewer lawsuits. But it's such a White male conservative profession it continues the way it is.

The PhD letters have made a difference. My dissertation has opened the door to so much for me because now I am able to speak at different engagements. I get to write blogs. I'm now writing grants and grant proposals to get funding to make change happen within a space that I genuinely think can change.

One last story. Don't think you need to go into your dissertation alone. Reach out to your support systems, whether it be relatives or friends or folks in the cohort. There are three of us, we call ourselves sisters now, from Cohort 14, because we stuck with each other for two years while writing and we checked in with each other every month. We defended a week apart all three of us. It has made such a huge difference just going through this journey.



**The Graduate School of Leadership and Change** supports the fight against global warming by offsetting the climate impact of all work-related air travel of program faculty and staff through annual donations that support projects involving renewable energy, energy efficiency, and reforestation.

# Student and Alumni Updates

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## COHORT 2

**Dr. Luane Davis Haggerty**, principal lecturer with the National Technical Institute for the Deaf Department for Performing Arts at Rochester Institute of Technology recently brought live theatre back to her community through this summer's production of *The Tempest*. Additionally, Luane published "Learning from Leaders-Deaf Theatre Innovations in the Time of COVID-19" within *HowlRound*, a free and open platform for theatre makers worldwide.

**Dr. Shana Hormann** has recently contributed to the new book entitled, *Role of Leadership in Facilitating Healing and Renewal in Times of Organizational Trauma and Change* (IGI Global, 2021) and presented a keynote entitled, "Strengths and Shadows: Susceptibility to Trauma and Building Resilience at the North Carolina Coalition Against Sexual Assault. Additionally, Shana has released her newest vlog entitled, "**Spirituality, Leadership, and Organizational Trauma**". The segment talks about the experience of leaders during organizational trauma and spirituality as the foundation for this work. Learn more about her work [here](#).

**Dr. Lisa Kreeger** was named Dean of the Capella University School of Nursing and Health Sciences.

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## COHORT 4

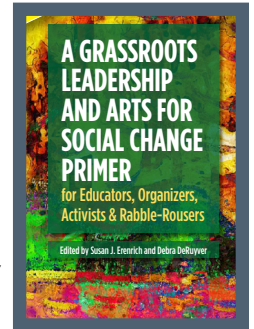
**Dr. Heather Forest** will perform *EARTHSONG* at the 2021 United SOLO theatre festival. This musical monologue about planetary ecology, offers insights into Mother Earth's cosmological, geological, and anthropological history, through storytelling, science, and song.

**Dr. Cara Meixner** will serve as Professor of Graduate Psychology at James Madison University (JMU), working with the University's new low-residency PhD program in Counseling and Supervision. Additionally, Cara was honored to be named the 2020-2021 Madison Scholar for JMU's College of Health and Behavioral Studies. This is the highest scholarly distinction awarded at JMU.

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## COHORT 5

**Dr. Susie Erenrich** has co-edited, *A Grassroots Leadership and Arts For Social Change Primer For Educators, Organizers, Activists and Rabble-Rousers*, a special project of the International Leadership Association. Additionally, a reprint of *Freedom Is A Constant Struggle: An Anthology Of The Mississippi Civil Rights Movement* (New South Books, 2021) has just been released. She also authored "The Peoples' Voice Cafe: Leading Horizontally and Collectively For More Than 40 Years" in *Reimagining Leadership on the Commons: Shifting the Paradigm for a More Ethical, Equitable, and Just World* (Emerald Publishing, 2021).



**Dr. Chip Espinoza** was named Interim Provost at Vanguard University of Southern California.

**Dr. Laura Santana**, a global leadership consultant, has affiliated with Greater China Center for Creative Leadership in a multi-year virtual project to identify, certify, and onboard new facilitators, coaches and associates for the Shanghai office. She conducted the New Coaching Orientation Certification, qualifying coaches with 800+ hours of experience on the CCL Coaching Methodology. The new faculty selection and onboarding of recruits is underway. Her publication "*Creating Coaching: The Quiet Revolution of Bob Dorn*," now published in Mandarin, serves as a cornerstone for new staff.

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**Antioch University** has had continuous accreditation by the Higher Learning Commission since 1927. Antioch University is authorized for operation in the state by the Ohio Department of Higher Education. To learn more visit: [antioch.edu/academics/accreditation](https://antioch.edu/academics/accreditation)

## COHORT 8

**Dr. Julie Johnson** has authored “Leadership and Leader Development: Perspectives from Museum and Academic Library Professionals” within *Curator: The Museum Journal*.

**Dr. Kate O’Neill**, in addition to her continued role as an Associate Professor of Management at the American University of Afghanistan, is now Technical Lead and Primary Investigator for Business with the United States Agency for International Development’s (USAID) Advancing Higher Education for Afghanistan’s Development (AHEAD) program. AHEAD’s Higher Education Networks aim to provide a mechanism for strengthening Afghan higher education capacity and to promote channels of communication and collaboration across the ecosystem of Afghan higher education. Despite recent events in Afghanistan, USAID and the American University of Afghanistan continue to support students and scholars unable to leave Afghanistan as well as those who have sought refuge across the globe through education for humanitarian assistance.

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## COHORT 9

**Dr. Mike Davis** was a panelist featured during the 2021 National Returning Citizens Virtual Conference. The panel entitled, “Faith Leading the Way” provided a discussion regarding the role of faith-based communities in support of citizens and their families through hospitality, partnership, and prayer. Mike is also the keynote speaker of Gallia County, Ohio’s Emancipation Celebration. The event is known as the longest, continuous running celebration of the historical legislation.

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## COHORT 10

**Dr. Lisa Berkley** had the honor of being one of the co-authors of Senate Concurrent Resolution (SCR) 18, titled “Compassionate California”, passed by the California Senate. Introduced into the Senate by Senator Dave Cortese, this resolution lays the groundwork for legislation and policy that may make us a compassionate country. Learn more about this resolution [here](#).

**Dr. Pam Ferris-Olson** took what she learned as a writer/journalist and her exploration at Antioch of the stories of women and their importance in forming connections to create Women Mind the Water (WMW). WMW explores the intersection of women and water through storytelling. In 2020 Pam launched the Women Mind the Water Artist Series, a podcast that engages artists in conversation about their work and invites them to talk about their personal connection with the ocean and how it influences their art. In addition to posting the podcast on her Women Mind the Water website, the podcast (video and audio versions are shared by the Museum on Main Street, an affiliate of the Smithsonian Institution and on iTunes and Spotify). WMW podcasts are globally recognized. Pam has been featured on podcasts as far away as Perth, Australia and she’s conducted interviews with artists on the Yucatan in Mexico and soon France and possibly Japan.

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## COHORT 11

**Dr. Abi Abrash Walton** was recently appointed to the prestigious Advisory Board of the **Columbia Center on Sustainable Investment**, a joint center of the Columbia Law School and the Earth Institute of Columbia University. Additionally, Abi is the 2021 recipient of The Association of Environmental Studies and Sciences Freudenberg Lifetime Achievement Award.

## *In Memoriam*



### **Dr. Bill Jacox**

“As a student, Bill was every professor’s joy: bright, energetic, and intellectually curious. But what I most remember about Bill is his boyish enthusiasm. I last heard from him in early 2020, when he wrote to say that he was approaching his 48th birthday and re-assessing his career goals. I was incredulous. “You’re almost 48???” I wrote back. I once called Bill a “searcher,” because he was forever looking beyond the status quo. I hope that in a life cut short, Bill was able to find at least a measure of what he was searching for.”

– Dr. Jon F. Wergin, **GSLC Professor of Education Studies**

“In his bare feet, sun hitting face. Bill was the challenger of thought...who always made you think of something from a different angle. His mind was adventurous, and his spirit ever growing and contagious.”

– Dr. Tera McIntosh (Cohort 9)

**Dr. Amy Climer** was designated a Certified Speaking Professional (CSP) by the National Speakers Association in July. It's a designation awarded based on skill, eloquence, and expertise on the stage. Less than 17% of all professional speakers earn the CSP designation.



## COHORT 12

**Bishop Dr. Daniel Kyei-Poakwa**, the Lead Pastor at House of Deliverance Church of God in Dorchester, Massachusetts, has launched *The Open Heavens Devotional Series*. This quarterly devotional series combines a variety of engagement points including daily scriptures and prayer points to provide a resource handbook for principles of excelling in a difficult world.



## COHORT 13

**Dr. Ashley Benson** has been named Dean of Student Engagement at Luther College in Decorah, Iowa.

**Dr. Maria Chavez-Haroldson** was just promoted to Regional Equity, Diversity, and Inclusion (EDI) Director for Willamette Education Services District in Salem, Oregon. Through established partnerships with the Student Success Act (SSA) Team (CFEIA) and the Regional Educator Network (REN), Dr. Chavez-Haroldson will continue to serve as an EDI consultant, facilitator, guide, and thought partner in the Willamette region. She will have immediate access and connection to leaders across the region seeking to explore and discover effective ways to put EDI into practice as they too, become EDI Practitioners in education.

**Dr. Leatrice Oram** has been named the Chief of Staff at Keene State College in Keene, New Hampshire. Additionally, Leatrice was featured on "The Curious Driven Outliers" podcast and was guest contributor to "Quietly Visible", a podcast created by Carol Stewart, executive coach and author of *Quietly Visible: Leading with Influence and Impact as an Introverted Woman* (Filament Publishing, 2020).

**Dr. Nate Woods**, Senior Customer Support Manager for GE Aviation in Africa, worked closely with the senior leadership of Hidayat Development Association to obtain a \$12,500 grant from GE Africa to empower 200 women to start their own businesses



and gain entrepreneurship skills. The program will include training on key topics such as marketing and finance, while providing access to microfinance loans. Ultimately, income in the hands of women benefits their children and families, while reducing poverty. He also worked with the GE Volunteers organization in Ethiopia to support the project as well. The program kicked off in March 2021 at a ceremony attended by the program leadership and participants, GE leadership, as well as local and federal government representatives. Additionally, Nate has accepted an invitation to join the Advisory Board of STEM Synergy, a 501(c)(3) registered organization that focuses on fighting poverty with STEM education, technology transfer and social enterprises in Ethiopia. Through his expertise and experience, Nate will help advance the mission and vision of the organization by contributing to technical and resource development.

## COHORT 14

**Tawana Davis** had the opportunity to be host for the award-winning series, *Healing the Healers II Domestic Violence Awareness* and was featured in the Washington Post's religious op-ed entitled, "Breaking the Silence: Clergy Address Pandemic's Surge in Domestic Violence". Additionally, Tawana presented "Domestic Violence and the Classroom: Stories and Strategies for Religious Educators" at the global Religious Education Association Conference.



**Dr. Atim Eneida George** completed her Postdoctoral Fellowship with the University of California's Santa Barbara (UCSB) Center for Black Studies Research (CBSR). Atim's principal research at CBSR is entitled *Black Mothers Matter!*. This past May, she presented "*Respect: Making Your Mess, Your Message: What I Learned About Courageous Truth-telling from Gender-based Violence*" as part of her role at CBSR. The University of Mauritius will publish the eponymous book chapter in October 2021. Atim recently facilitated a series of biweekly workshops entitled *Nzima*.<sup>\*</sup> The workshop was designed to serve Black students at UCSB and co-create a sacred space where interested students could come for affirmation and renewal. The online space afforded students and staff opportunities to share their stories and draw upon contemplative practices such as breath work and guided meditation to promote health and wellness. Additionally, Atim designed and delivered a 5-week seminar entitled "Black Women, Intergenerational Trauma, and Healing" which was developed for undergraduate transfer students under the auspices of Discovery@UCSB, the seminar examined the complexities of misogynoir, the intersection of gender and racism. Graduate School of Leadership and Change cohort mates, Dr. Y. Falami Devoe and Rev. Tawana Davis were featured speakers on a panel addressing issues ranging from the Black Lives Matter Movement to the meaning of womanism.

**Dr. Angela Quitadamo** has accepted the position of Dean of Retention and Completion at Cape Cod Community College.

**Dr. Jeanine Soucie** is a newly recognized Dedoose Certified Trainer making her one of the first people in the world to hold the distinction. The team behind Dedoose is a group of professionally trained social-science researchers using psychological and anthropological research methods working at the cutting edge of mixed method research design, implementation and qualitative analysis.

**Dr. Nikki Smith-Kea**, Founder and Principal of Smith-Kea Consulting, is now additionally Executive in Residence at Philadelphia Police Department and Stoneleigh Fellow at Stoneleigh Foundation. Learn more about her work [here](#).



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## COHORT 15

**Dr. Kenny Alexander** has published *Persistence: Evelyn Butts and the African American Quest for Full Citizenship and Self-Determination* (Orange Frazer Press, 2021).

**Dr. Courtney Davis Olds** was recently named President-Elect of the Academy of Religious Leadership. Courtney was also selected, in addition to GSLC alumna Dr. Atim George (Cohort 14), to participate in the 2021 International Leadership Association Women and Leadership Colloquium.

**Dr. Krissy Van Winkle** will be working as the California Global Education Project Coaching Project Director at the University of San Diego (USD) School of Leadership and Education Sciences in the Jacobs Institute for Innovation in Education in addition to teaching Spanish at North Tahoe High School.

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## COHORT 16

**Dr. Betty Johnson** has just published a new book based on her Antioch dissertation research ([video here](#)). Entitled, *Making Virtual Work: How to Build Performance and Relationships* (Bridging The Difference LLC, 2021), the book is filled with the voices of her research participants' straightforward recommendations for relieving the emotional exhaustion of virtual meetings, what's commonly called "Zoom fatigue." The book is endorsed by a host of thought leaders whose work underpins Dr. Johnson's research, and the disarmingly simple solution offered in the book is especially timely in these unprecedented times. Founder and President of Bridging the Difference, LLC, Dr. Johnson has 30+ years' experience in leadership and change consulting and coaching with private, public, and non-profit client organizations. Her proprietary methods include Align to

Transform<sup>®</sup>, Intentional Meetings<sup>®</sup>, Mindful Influence<sup>®</sup>, and Team to Win<sup>®</sup>. All are grounded in scientific research, focus on helping people reach their highest potential, and generate measurable business results.

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## COHORT 17

Mississippi University for Women has announced **Mea E. Ashley** as director of student life.

**Larry Bingaman** received an Honorary Doctorate Degree of Humane Letters from Southern Connecticut State University (SCSU) at their School of Business commencement ceremony. The degree conferral was authorized by the Connecticut State Colleges and Universities System Board of Regents, and presented to Larry for demonstrating conscious, purpose-driven leadership at the Regional Water Authority and in the community, and for championing the creation of a landmark Public Utility Management Degree program aimed at addressing critical workforce needs with SCSU and Gateway Community College. Additionally, Larry recently became one of the first 100 founding members of the Conscious Capitalism Senior Leader Network, which is composed of business leaders who believe that organizations can be a powerful force for good. Larry's conscious leadership journey began six years ago when he established the Connecticut Chapter of Conscious Capitalism, Inc. and served as president and board chair before becoming chair emeritus in 2019.

**Roz Cohen** has been asked to present "Creating a Sense of Belonging in Your Organization" at the Business Research and Intelligence Network's January 2022 Workplace, Diversity, Equity, and Inclusion Summit in January 2022.

**Stacey Guenther** was named one of three finalists for Academy of Management's Management, Spirituality, and Religion (MSR) special interest group's 2021 Most Promising Dissertation Proposal Award for her proposal entitled, *A Phenomenological Inquiry into Group Beingness*. The award is made annually to doctoral students beginning the formulation of their dissertation topics, and/or currently performing dissertation-related research. Stacey has also been named a Fetzer Scholar for MSR, which is awarded to 20 doctoral candidates and new faculty members each year and includes membership and tuition to all MSR meetings and events for one year. The purpose of the MSR Most Promising Dissertation Award program is to honor and assist doctoral candidates working in the domain of Management, Spirituality, and Religion (MSR) to develop quality dissertations that can integrate management with spirituality and/or religion, and also reflect novel and/or significant evidence-based theoretical and/or applied contributions to the field. As an emerging discipline of scholarship within the Academy of Management (AOM), MSR seeks to encourage quality doctoral dissertations as a springboard to ongoing contributory research and inquiry.

**Kader Gumus** was promoted to Corporate Director of Information Technology and Data Management at RELI Group Inc. in June 2021. RELI Group provides extensive expertise in information technology (IT) and business services supporting federal government programs in health IT, IT security and IT Program and Project Management.

**Kathy Hoffman** was appointed to the advisory board of the Tombolo Institute for Design Thinking at Bellevue College. In this role she joins other professionals from the private and public sectors in shaping the design thinking program at the college. She also authored three chapters concerning cannabis law in the *Cannabis Law Deskbook* (AGA and Thomson Reuters, 2021), a joint collaboration with The Attorney General Alliance and Thomson Reuters. As chief legal officers, the State Attorneys General offer a unique insight into cannabis law and policy. Cannabis law has rapidly emerged as an international issue. Beginning in 2020, the Attorney General Alliance saw the need to develop a resource that not only offered guidance to practitioners, but would also be adaptable to new developments — statutory or decisional. Thus, the *Cannabis Law Deskbook* was born. This book offers a broad and in-depth accounting of the complexities found in the ever-evolving field of cannabis law. The *Cannabis Law Deskbook* will help readers navigate the myriad of federal, state, and local laws governing the burgeoning cannabis and hemp markets. The contributing authors of this book are subject matter experts: public sector attorneys and regulators from over a dozen state and local jurisdictions across the U.S. The book is scheduled for release in mid-October, 2021. Kathy's contributions pertain to cannabis packaging and labeling, regulatory structures and process, and cannabis business licensing structures.

**Dr. Etta Jackson** published “How to Think about the UN’s Sustainable Development Goals: A Primer” within *NonProfit Quarterly*. Etta has additionally authored a series of books including, *Unveiling the Secrets of the Feminine Principle* (Lapis Communications, 2018) which can be found here.

**Dee Nicholas** presented “Slow Engagement and Widening the Frame - Emerging Models of Social Innovation and Design Culture” at the Cumulus International Association of Universities and Colleges of Art, Design and Media Design’s Conference this past spring.

**Nicole White** has published “Parental Perspectives on Research for Down Syndrome” in the *Journal of Applied Research in Intellectual Disabilities*.

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## COHORT 18

**Kelly Bleach** has been awarded a research grant from the Social Security Administration’s (SSA’s) Analyzing Relationships between Disability, Rehabilitation and Work (ARDRAW) 2021 Small Grant Program. This one year grant is awarded to graduate-level students to conduct supervised independent research designed to foster new analysis of work, rehabilitation, and disability issues, which may develop innovative and fresh perspectives on disability. Kelly’s project is entitled “How People Who are Blind or Visually Impaired Experience Relationships in Text-Based Workspaces”. Given the fact that companies are increasingly turning to text-based communications to recruit, hire, and manage a distributed remote workforce, the project is particularly timely and will examine the impacts of these practices on people who are blind or visually impaired including challenges, opportunities, potential isolation, stereotyping, stigmatization, relationship building, networking, and employment success. This investigation will result in development of emergent theory and a model that can advance policies and practices for employers and for employment training and support programs in vocational rehabilitation agencies and employment networks. The research builds upon Kelly’s interest in investigating promising practices for leveraging technology to advance employment for people with visual impairments and is in direct alignment with her commitment to the mission of the American Foundation for the Blind, where she has worked for more than 25 years, and the Vision Loss Alliance of New Jersey, where she is a board trustee.

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## COHORT 20

**Louis Alloro** is working with the City of Palmdale and the people of Antelope Valley, California over the next year to build a robust Wellbeing Coalition, which is currently being formed to bring solutions to the mental health, homelessness, and other challenges the region faces with greater vision, vitality and collective impact. Learn more about this impactful work [here](#).

**Antioch  
University  
Mission**

Antioch University provides learner-centered education to empower students with the knowledge and skills to lead meaningful lives and to advance social, economic, and environmental justice.

**To learn more visit [antioch.edu](https://antioch.edu)**





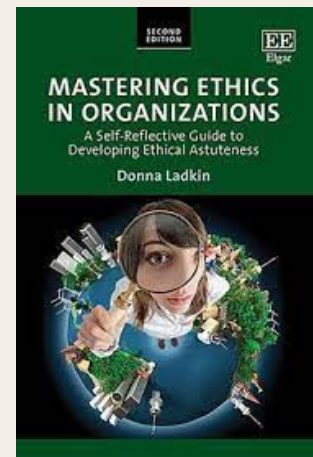
**DRS. LAURIEN ALEXANDRE AND JON WERGIN** were recently interviewed for and quoted in *The Chronicle of Higher Education's* special publication, "Rethinking Tenure: Abolish, Strengthen or Replace It?" (Section 1, New Tenure Models for Changing Times, p. 8). The editor and author, Alex Kafka wanted to know more about the PhD in Leadership and Change as an example of an alternative that puts a premium on interdisciplinarity, shifts relations of power, and can attract exemplary senior scholars choosing to leave tenure for a different approach.

Professor of Leadership and Organizational Behavior, **DR. LIZE BOOYSEN** has co-authored "Identity (Re)Construction of Female Adolescents with Substance Use Disorders" in the *International Journal of Environmental Research and Public Health* with PhD in Leadership and Change alumna Dr. Danielle Treiber (Cohort 15).

Professor of Organization Learning and Development, **DR. MITCH KUSY** has co-authored an article with Dr. Renee Thompson of the Healthy Workforce Institute. The article, "Has the COVID Pandemic Strengthened or Weakened Health Care Teams? A Field Guide to Healthy Workforce Best Practices," was published in the June, 2021 issue of *Nursing Administration Quarterly*. The article addresses the lessons leaders can learn from the coronavirus-2019 (COVID-19) pandemic that can help them strengthen and sustain a healthy, professional, and supportive workforce culture during a crisis and beyond. Additionally, Mitch will be one of the keynote presenters at the two-day Diversity Leadership Alliance national conference in November. To be attended by over 800 leaders worldwide, Mitch's presentation is entitled "Eroding Toxic Behaviors and Building Workplaces of Respect, Dignity, and Well-Being". In this address, he will integrate strategies within the context of these uncertain times of racial injustices, political divides, and pandemic polarities.

Professor of Leadership and Ethics **DR. DONNA LADKIN** has just published *Mastering Ethics in Organizations* (Edward Elgar Publishing, 2021).

Professor of Relational Practice and Higher Education, **DR. HARRIET L. SCHWARTZ** (Cohort 5) has delivered keynote and other invited talks based on her book *Connected Teaching: Relationship, Power, and Mattering in Higher Education* (Stylus Publishing, 2019) for a number of faculty professional development programs including those hosted by: Simmons University, The College System of Tennessee, Lipscomb University, and Rutgers University - New Brunswick Graduate School of Applied and Professional Psychology. She has also been interviewed for several podcasts including **Think UDL (Universal Design for Learning)** and an episode of *The Tapestry* with Antioch alum Dr. Froswa Booker-Drew (Cohort 10), discussing relationships and race.



Professor of Leadership, Management, and Service, **DR. AQEEL TIRMIZI** was a recent guest presenter for The International Humanistic Management Association. His presentation, entitled "Responsible Leadership in Practice" focused on understanding key competencies of Responsible Leadership practice and discussing ways to strengthen individual Responsible Leadership practice.



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# ANTIOCH UNIVERSITY

**GRADUATE SCHOOL OF  
LEADERSHIP AND CHANGE**

900 Dayton Street

Yellow Springs, OH 45387

877.800.9466 | [admissions.phdlc@antioch.edu](mailto:admissions.phdlc@antioch.edu)

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