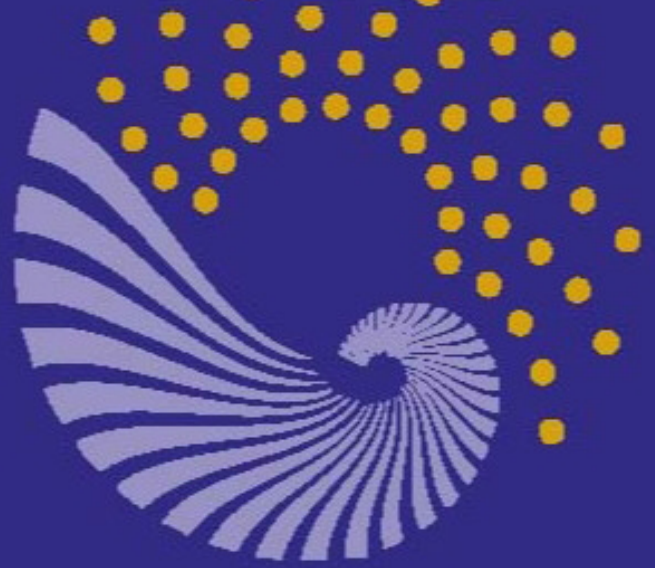


Alumni Newsletter

SCHOOL OF
Strategic Leadership Studies

Fall 2015



A letter from the Director

Greetings SSSL Alumni,

Thank you! You are each encouraging our current students with the successful completion of your PhD as well as inspiring prospective students to inquire about the School of Strategic Leadership Studies. Every prospective I have had the pleasure of speaking with this year has indicated that they reviewed your profiles and were impressed with the research you completed as well as the positions you hold.

It is exciting to pull a dissertation off the shelf in Lakeview Hall and say to our current PhD students “review this one for some key insights”. You are the pioneers creating the legacy of successful graduates who embody the mission, vision and values of James Madison University and the School of Strategic Leadership Studies. Take a look at our newest students and I’m sure you will agree our school’s future is bright.

Continuing your legacy of success and working to secure vibrant opportunities for future SSSL graduates, I invite you each to consider [a donation to our foundation account](#). The SSSL foundation funds will be used to partially support student travel to present at conferences and student research costs. Thank you to those who have given in the past! Financial gifts are important to be sure. Equally important is your continued personal connection to the School of Strategic Leadership Studies. Networking is a key part of building careers so please keep us posted on professional and personal life events. Dr. Lori Pyle, our first graduate, has agreed to work with me in developing an alumni network. Look for more information and ideas in our next alumni newsletter. Send any ideas you have too! One opportunity to reconnect is coming up soon as you are invited to our Graduation Celebration on December 19th at noon. Come see our new home on Newman Lake and catch up with friends and faculty.

Wishing you and yours a wonderful winter season
and happy New Year!

Karen A. Ford



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What's New?

SSLS Adds New Concentration, Welcomes New Faculty Member & Students

The School of Strategic Leadership Studies began accepting applications for the new [Organizational Science & Leadership concentration](#) during the 2014 Fall Admissions Period. The curriculum includes courses in Organizational Theory, Strategic Organizational Design, Organizational Policy and Accountability, and a research component. All concentration courses will be instructed by SSLS's newest faculty member, Assistant Professor of Leadership Studies Dr. Adam J. Vanhove.

Dr. Vanhove joined the SSLS faculty in July 2015 as the Assistant Professor of Leadership Studies. Dr. Vanhove earned a Ph.D. from Colorado State University in Industrial/Organizational Psychology. His primary research interests include Human Resource Management, Occupational Health, and Research Methods. Before joining SSLS, Dr. Vanhove was a lecturer of the Department of Management at the University of Nebraska-Lincoln. Dr. Vanhove and his wife Alisa "have had a wonderful time exploring the Shenandoah Valley and have found both Harrisonburg and JMU to be very welcoming."

For recent publications and more information about Dr. Vanhove, visit the [faculty profile](#) page on the SSLS website. Dr. Vanhove is teaching a section of Multivariate Statistics for SSLS students this semester, and will be teaching LEAD 750 Organizational Science & Theory this coming spring.

The new concentration grew SSLS's student body significantly, adding seven new students from diverse educational and professional backgrounds. New student profiles can be found on [page 3](#), as well as on current students page on our website.



Dr. Vanhove says that he "looks forward to working with the first cohort of students. I have no doubt they will ensure our program's first steps towards establishing a fantastic reputation in the regional, national, and international community of leadership experts!"

SSLS Has Moved!

SSLS relocated to Lakeview Hall, formerly the WVPT building, in June 2015. Lakeview Hall also houses two other departments: [The Center for Assessment and Research Studies](#) and [4-Virginia](#). In addition to gaining more offices and general use space, SSLS has gained it's own classroom and computer lab! In terms of proximity this move was very beneficial for our students as many of the Graduate Psychology courses that are part of the interdisciplinary SSLS curriculum are taught in Lakeview Hall. Lakeview Hall also has a great meeting and event space with a gorgeous view of Newman Lake. If you are ever in the area, please stop by for a visit and check out the new space!



New Students

Nonprofit & Community Leadership

Samiullah "Sami" Nuristani

Additional degrees:

M.P.A., JMU; M.Sc. Public Policy and Administration, JMU

Current Employment:

Doctoral Assistant, College of Business



Eric O. Smith

Research interests:

Nonprofit Effectiveness and Efficiency to Increase

Instructional Funding

Additional degrees:

M.A. Theology and Religion Studies, Lipscomb University; B.A. English and Political Science, University of North Carolina at Charlotte

Current employment:

Doctoral Assistant, Hart School of Hospitality, Sport and Recreation Management, JMU

Postsecondary Analysis & Leadership

Matt Lovesky

Additional Degrees:

M.S. in Kinesiology (CRL track), JMU; B.S. in Education, Slippery Rock University

Current Employment:

Assistant Director of Aquatics & Safety, University Recreation, JMU; Adjunct HTH 100 instructor, JMU



Zachary Yoder

Additional Degrees:

M.Ed. Secondary Education, JMU; B.S. Biology/Teaching Certification, Messiah College

Current Employment:

Director of Retention & Adjunct Faculty for Education Department, Eastern Mennonite University

Organizational Science & Leadership



Tiffany Asenath-Marie Brutus

Research interests:

human development, the psychology of motivation intergenerational relations, specifically concerning Millennials and Y generation transition into corporate environments, organizational structure and culture as it relates to compensation, and work/life balance

Additional degrees:

B.S. Health Science, JMU; M.S. Public Health Sciences, JMU

Current employment:

Assistant Director of Student-Athlete Services, JMU



Tisha McCoy-Ntiamoah

Research interests:

Transition theory, military personnel transitioning to the civilian workforce

Additional degrees:

M.A. College Student Personnel Services, University of Maryland-College Park; B.S. Business Administration, University of Kansas

Current employment:

Professional Director of MBA Programs, JMU

Alyse Lehrke

Research interests:

Work-life intersections, women's leadership, and leadership training and coaching

Additional degrees:

M.A. in Communication with an individualized emphasis in personal formation and leadership from Spring Arbor University; B.A. in Communication from Regent University

Current employment:

Founder & Director of Write Foundations, adjunct instructor for Spring Arbor University

Doctoral Assistant at The Graduate School, JMU



Andy Miller

Additional degrees:

M.Div. Eastern Mennonite University; M.S. Agricultural Economics, Iowa State University; B.A. International Agriculture, Eastern Mennonite University

Current employment:

Director of Cross-Cultural Program and Instructor of Business & Economics at Eastern Mennonite University



Adam Lindberg

Additional degrees:

B.A. in International Studies and French, Randolph-Macon College; M.Ed. in College Student Personnel Administration, JMU

Current employment:

Associate Director of Fraternity & Sorority Life, JMU



Kristin Sowden

Research interests:

first generation college student experience, female professional identity development, faculty development

Additional degrees:

M.Ed. College Student Personnel Administration Program, JMU; B.A. English and Secondary Education, College of New Jersey

Current employment:

Academic Advisor of Integrated Science and Technology, JMU

Milestones

Congratulations to our latest Ph.D.s!

Kofi S. Adimado, Ph.D.



Nonprofit & Community Leadership
Dissertation title:
Exploring nonprofits in the social economy:
The social enterprises phenomena

Dissertation Committee Members:
Karen A. Ford, DSW of SSLS (chair)
Margaret F. Sloan, Ph.D. of SSLS
William J. Ritchie, Ph.D. of College of Business

Kevin M. Meaney, Ph.D.



Postsecondary Analysis & Leadership
Dissertation title:
The impact of college leadership experiences
on long term well-being

Dissertation Committee Members:
T. Dary Erwin, Ph.D. of SSLS (chair)
Karen A. Ford, DSW of SSLS
Keston Fulcher, Ph.D. of Graduate Psychology,
The Center for Assessment & Research Studies

SSLS will host a reception in celebration of Kevin and Kofi immediately after Commencement
Saturday December 19 (noon-2pm)
Lakeview Hall 1104
RSVP to Brooke
rhodesbm@jmu.edu

Upcoming Events

**Saturday December 19th, 10:00am
Commencement**

JMU Convocation Center

Reception will immediately follow in Lakeview 1104

**Friday February 19, 2016, 4-7pm
SSLS Research Forum**

Lakeview 1104

Interested in presenting completed research?

Contact Brooke: rhodesbm@jmu.edu

ABD!

Graduating in May 2016:

Sam Nickels (Nonprofit)

Dissertation title:

"Leadership, social capital, and empowerment in a civil society mental health program population in El Salvador"

Theresa Reimbold (Nonprofit)

Dissertation title:

"The Relationship Between Religiosity and Volunteerism-Building a Global Religiosity Index utilizing the World Values Survey"

Comp Day!

Here's who is taking the comprehensive exam this coming January:

India Harris (K-12)

Abbott Keesee (K-12)

Paul Morgan (Postsecondary)

Call for Papers

[Servant Leadership: Theory & Practice](#)

[Call for Papers and Reviewers](#)

Deadline: Jan. 4, 2016

[The 17th Annual Midwest Scholarship of Teaching and Learning \(SoTL\) Call for Papers](#)

Deadline: Jan. 25, 2016

[International Leadership Association](#)

[Call for Papers for the 18th Annual Global Conference](#)

Atlanta, GA

Deadline: Feb. 16, 2016

[2016 Summer Washington Strategic Leadership Conference](#)

Greenbelt, MD

Deadline: May 15, 2016

Accomplishments

Publications

Dr. Margaret F. Sloan

Grizzle, C. & Sloan, M.F. (2015). Nonprofit Accountability in Emerging Capitalization Structures, *Public Administration Quarterly*.

Grizzle, C., Sloan, M.F., & Kim, M. (2015). A Look at the Factors that Influence the Size of Nonprofit Operating Reserves: Can NPOs Afford Not to Have an Operating Reserve?, *Journal of Public Budgeting, Accounting, & Financial Management*.

Sloan, M.F., Grizzle, C., & Kim, M. (2015). What Happens on a Rainy Day? How Nonprofit Human Service Leaders Create, Utilize, and Maintain Operating Reserves, *Journal of Nonprofit Education & Leadership*.



Dr. Karen A. Ford



Dr. Daisha M. Merritt

Sloan, M.F., Ford, K.A., Merritt, D.M. (2015). Shifts in Practice Based on Rapid Re-Housing for Rural Homelessness: An Exploratory Study of Micropolitan Homeless Service Provision, *Contemporary Rural Social Work* (Volume 7 No. 2), pp. 127-134.

Dr. Adam J. Vanhove

Adam J. Vanhove, Mitchel N. Herian (2015), Team Cohesion and Individual Well-Being: A Conceptual Analysis and Relational Framework, in Eduardo Salas, William B. Vessey, Armando X. Estrada (ed.) *Team Cohesion: Advances in Psychological Theory, Methods and Practice* (Research on Managing Groups and Teams, Volume 17) Emerald Group Publishing Limited, pp.53 - 82

Vanhove, A. J., Harms, P. D., & DeSimone, J. (in press). The abbreviated character strengths test (ACST): A preliminary assessment of test validity. *Journal of Personality Assessment*.

Vanhove, A. J., & Harms, P. D. (in press). Reconciling the two disciplines of organizational science: The comparability of findings from lab and field research. *Applied Psychology: An International Review*.



Lisa Akers (Nonprofit)

Kellams A, Savla J, Akers L, Eberly T, Boutsalis G, Sriraman N. The Impact of a Physician Performance Improvement Project for Maintenance of Certification on an Important Clinical Outcome: Exclusive Breastfeeding. *Journal of Continuing Education in the Health Professions*. 2014; 34(51):S30-31. <http://onlinelibrary.wiley.com/doi/10.1002/chp.21233/abstract>



India Harris (K-12)

Harris, India. (2015) *The Time Is Now: The Critical Role of Educator Advocacy*. Virginia Educational Leadership, Volume 12. <http://publications.cattstonepress.com/i/504243-journal-2015>



Paul Morgan (Postsecondary)

Morgan, P. (2015). Integrity in higher education. *University Magazine*, 4, 20.

Paul also did the welcoming remarks at the 2015 Victory Awards, a conference and gala celebrating the accomplishments of Latin-American journalists, politicians, business people, and nonprofit leaders from around the world.



Don't forget to [like us on Facebook](#) to stay up to date on the latest accomplishments of our faculty, current students, and alumni!

Paul Mabrey, III (Postsecondary)

Mabrey, P., III. (in press). The CEDA-Miller Center War Powers Debates: A Case for Intercollegiate Debate's Civic Roles. *Speech and Debate as Education for Citizenship*. Penn State Press.



Aaron Noland (Nonprofit)

Noland, A., Richards, K. (in press). Servant Teaching: An exploration of teacher servant leadership on student outcomes. *Journal of the Scholarship of Teaching and Learning*.

Noland, A.K. and Richards, K. (2014). The relationship among transformational teaching and student motivation and learning. *Journal of effective Teaching* 14(3) 5-20. http://uncw.edu/cte/et/articles/Vol14_3/Noland.pdf Brigham, M. P., &

Noland, A. K. (2014). Making humanitarian advocacy less "abstract and remote": Kony 2012's representation of an agent-centered approach. *Florida Communication Journal*, 42(2), 51-67. <http://eds.a.ebscohost.com/ehost/pdfviewer/pdfviewer?sid=e-1b80eef-9c2d-41f9-8cdbc34b78b60822%40sessionmgr4005&vid=4&hid=4203>



Congratulations, Dr. Sloan!

Dr. Sloan was awarded tenure and promoted to Associate Professor of Leadership Studies in August of 2015.

Dr. Sloan has also been selected by the Office of International Programs to participate in JMU's Faculty Member in Residence program. She will be teaching a course in U.S. and Spain nonprofit structures in the summer of 2017 in Salamanca, Spain.

Congratulations, Dr. Sloan!



Dr. Ford's Dissertation Continues Janie Porter Barrett Legacy

Dr. Karen A. Ford collaborated with Dr. Justin Haynes of Randolph-Macon College to tell the story of the life of transformational leader Janie Porter Barrett through a play, *"Palace of Delight."* Ford wrote a piece about Barrett's life, influence and leadership that accompanied the playbill for the October performance of the play at R-MC. The show will ultimately go on the road with stops across the state, including JMU.

Dr. Ford was recently invited to speak about her dissertation and Janie Porter Barrett at Howard University in December.



Research



Dr. T. Dary Erwin

Dr. Erwin is involved in a collaborative research project investigating college student well-being and outcomes with Dr. Keston Felcher (Graduate Psychology, Center for Assessment and Research Studies, JMU) and Dr. Herb Amato (Associate Vice Provost, JMU).



Paul Mabrey, III (Postsecondary)

Paul is engaged in several collaborative research projects including studies on debate pedagogy impact, a pedagogy piece on teaching professional digital communication (collaborator Professor Jackie Rufo); evidence based decision making using assessment data for the college policy debate community (collaborator Dr. Keith Richards from ECU); data driven climate study at JMU resulting in several different projects (Dr. Matt Lee and graduate students collaborators); and rhetorical criticism as method of accountability for postsecondary strategic planning with SCHEV as case study.



Dr. Ford & Terry Fernsler (Nonprofit)

Terry and Dr. Karen A. Ford are working on a survey of collaboration among small to mid-size nonprofit organizations.



Lindsay Miller King (Postsecondary)

Lindsay's Structural Equation Modeling (PSYC 830) project is entitled "Examining Entrepreneurial Intent as a Subscale of Entrepreneurial Development: Do Additional Items Really Measure Up?"



Aaron Noland (Nonprofit)

Aaron is working on exploring how slacktivism (token acts of support for a cause) influence intention to further engage in social causes. Another project in progress is examining how slacktivism impacts bonding and bridging social capital in college students.

Aaron also has an article in revise and resubmit with Dr. Keith Richards from East Carolina University observing the role of servant leadership in college instructors and how servant teaching impacts student outcomes.



Lisa Akers (Nonprofit)

Lisa is currently working on independent research exploring the revenue streams and expenses of nonprofit hospitals. Lisa is now SSLS's Docotral Assistant! Her responsibilities include administrative duties for the Alliance for Nonprofit Partnerships and SSLS research assistance.



Jonathan Stewart (Postsecondary)

Jonathan's Structural Equation Modeling (PSYC 830) project is entitled "Comparing some CFA models of Meaning in Life."



Alyse Lehrke (Organizational)

Alyse is in the beginning stages of a case study on work-life intersections at a company that is entirely virtual based.



Adam Lindberg (Organizational)

Adam's LEAD 700 research project is on subordinate perception of United States Military Academy (West Point) graduates' leadership.

DuMerville Continues Diversity Work at Harvard



Natasha DuMerville of our Postsecondary concentration accepted a position at the Harvard University Administrative Fellowship program in June of 2015.

Natasha has been advising Harvard Divinity School student groups and facilitating "vital conversations" regarding race and racism and other dimensions of diversity. Topics of discussion for this semester

included disability, gender socialization, and social justice advocacy and allyship. Natasha has also been working to develop a grant proposal in support of faculty gaining student research assistants to help develop more inclusive curricula. Natasha's main focus as of now is completing a racial climate survey for the divinity school.

Dissertations in Progress

- Natasha DuMerville (Postsecondary)
- India Harris (K-12)
- Kim Hartzler-Weakley (Nonprofit)
- Paul Leaman (K-12)
- Sam Nickels (Nonprofit)
- Chris Rehm (K-12)
- Theresa Reimbold (Nonprofit)

Alumni Connection



Donovan Branche, Ph.D. (2014)

Current employment:

Assistant Professor of Healthcare Administration,
Mary Baldwin College

Dr. Branche taught Introduction to Healthcare Administration, Healthcare Policy/Politics/Law, and Healthcare Research Methods in the Healthcare Administration program this semester. She will also be teaching Healthcare Ethics regularly.

Jody Fagan, Ph.D. (2014)

Current employment:

Professor and Director of Scholarly Content Systems, Libraries & Educational Technologies, JMU



Dr. Fagan is currently conducting research involving the creation of a discovery tool research agenda. She regularly teaches library instruction at JMU.



Eric Korn, Ph.D. (2015)

Current employment:

President and CEO,
American Firearms Training Corporation

Check out Dr. Korn's article "[The South Carolina Tragedy, Common Ground, the Entrenched Mind of the Gun Debater and the Path Forward.](#)"

Stephen Lambert, Ph.D. (2014)

Current employment:

Philanthropy Researcher & Analyst,
Susquehanna University in Pennsylvania

Dr. Lambert has some great posts on philanthropy and donor relations on his [LinkedIn profile](#). Give them a read!



Dr. Lambert's current research involves finding the best predictive models for ultra rare donor behaviors. Ultra rare events are notoriously difficult to predict and the problem is compounded by non-linear and missing data in donor databases. Penalized likelihood logistic regression, artificial neural networks, and classification trees are of primary interest at the moment. Gift officer trust of predictive analytics vis-a-vis relational fundraising is a secondary project.



Nicholas Langridge, Ph.D. (2014)

Current employment:

Vice President for University Advancement, JMU

Dr. Langridge recently presented his dissertation research and findings to students at Virginia International University in October.

Daisha M. Merritt, Ph.D. (2015)

Current employment:

Lecturer, Department of Public Policy & Administration University of North Carolina at Chapel Hill



Dr. Merritt presented a paper at the annual ARNOVA conference in November:

• [Identification and Remittances: Does Integration Hinder Immigrant Giving to the Country of Origin?](#)



Ken Newbold, Ph.D. (2014)

Current employment:

Provost, Goshen College in Indiana

Keep in Touch!

Please contact Brooke (rhodesbm@jmu.edu) with updates on professional and scholarly accomplishments! Sharing and celebrating your successes and ongoing research is important to the entire SLS community!

Alumni Connection

(continued)

Lori Pyle, Ph.D. (2013)

Current employment:

Associate Chair,
The Madison Collaborative, JMU



Through the JMU-hosted summit series, "Cultivating the Globally Sustainable Self," Dr. Pyle is in the beginning phases of a research idea related to authentic leadership with collaborators from other institutions.

Nicholas Rau, Ph.D. (2014)

Current employment:

Associate Director,
Student Center Complex,
University of Miami



Dr. Rau is currently researching connecting student employment to alumni giving. Dr. Rau & Dr. Erwin also co-authored a publication:

Rau, N.E & Erwin, T.D. (2015) Using Student Engagement to Predict Alumni Donors: An Analytical Model, *Journal of Nonprofit Education and Leadership*, 5 (2), 101-111

Jennifer Rau, Ph.D. (2014)

Current employment:

Ombudsperson &
Assistant to the Vice President for
Student Affairs,
University of Miami



Dr. Rau will be presenting a workshop entitled "Strength, Courage, and Confidence Required: The Multiple Roles of Assistants to SSAOs & Specialty Administrators" at the NASPA 2016 national conference.

Laura Hunt Trull, Ph.D. (2015)

Current employment:

Lecturer
Department of Social Work, JMU



Dr. Trull regularly teaches Social Policy, Introduction to Social Work and Interprofessional Rural Health.

Dr. Trull is collaborating with Dr. Maria deValpine (JMU) developing the Communities of Interests Poll. She is also working with the Health Policy Collaborative (HPC): An Interprofessional Initiative to be the Change for Health in all Policies with numerous collaborators.

We're Growing!

As of May 2015, SSLS has 11 alumni working in 5 states!

Florida

Jennifer Rau (University of Miami)
Nicholas Rau (University of Miami)

Pennsylvania

Stephen Lambert
(Susquehanna University)

Indiana

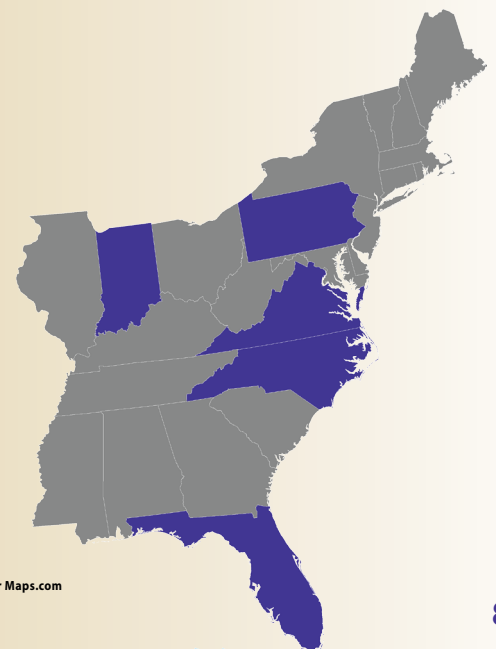
Ken Newbold (Goshen University)

Virginia

Donovan Branche (Mary Baldwin College)
Jody Fagan (JMU)
Eric Korn
(American Firearms Training Corporation)
Nicholas Langridge (JMU)
Lori Pyle (JMU)
Laura Hunt Trull (JMU)

North Carolina

Daisha M. Merritt
(University of North Carolina at Chapel Hill)



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