Session One: Organizational Theory

Date: August 30, 2013

Place: Memorial Union, Room 3512

Guest Presenter: Dr. Jillian Kinzie, Associate Director, National Survey of Student Engagement, Indiana University, Bloomington, Indiana

ISU presenters: 1:00 p.m.
   ISU Panel
   Dr. Dianne Bystrom, Director, Carrie Chapman Catt Center for Women and Politics, Moderator
   Dr. Diane Birt, Distinguished Professor, Food Science & Human Nutrition
   Dr. Steve Freeman, Professor, Agricultural & Biosystems Engineering;
   Dr. Ingrid Lilligren, Professor and Chair, Integrated Studio Arts

Resource Materials: Bess & Dee, pp. 1-17
   Rhatigan & Schuh, “Small Wins”
Jillian Kinzie

Jillian Kinzie (Associate Director, Center for Postsecondary Research & NSSE Institute) coordinates the NSSE Institute project activities. Her PhD is from Indiana University in higher education with a minor in women's studies. Jillian comes to the NSSE staff from the faculty at IU where she coordinated the master's program in higher education and student affairs from 2000-2002.

She has more than a decade of additional experience as a research associate and administrative work in academic and student affairs.

Jillian is interested in understanding how institutions use student engagement data and other assessment results to inform improvement efforts in undergraduate education; differences in student engagement by gender, race-ethnicity, and first-generation status; and assessing the impact of programs and practices designed to support student success (learning communities, undergraduate research, service-learning, etc.).

She also hopes to continue learning more about emerging issues in teaching and learning; the educational mission of student affairs; MSIs; historically underrepresented students in higher education; women students especially, women in science, math, and engineering, and women's colleges; first-year student development and experiences; and college choice.

She has co-authored numerous publications, including Student Success in College: Creating Conditions that Matter (Jossey-Bass, 2005/2010); Continuity and Change in College Choice: National Policy, Institutional Practices and Student Decision Making, a monograph published by Lumina Foundation; and One Size Does Not Fit All: Traditional and Innovative Models of Student Affairs Practice (Routledge, 2008). She serves on the editorial board of the Journal of College Student Development and as an Advisory Board member of the Teacher Education Accreditation Commission (TEAC) and the National Resource Center for The First-Year Experience and Students in Transition.
Session Two: ISU’s Organizational Context

Date: September 20, 2013

Place: Memorial Union, Room 3512

Guest Presenter: Dr. Gerald Klonglan, Professor Emeritus, Department of Sociology
Iowa State University

ISU presenters: 1:00 p.m.
Dr. Cathann Kress, Vice President for Extension and Outreach
Mr. Joseph D. Murphy, State Relations Officer
Dean Luis Rico Gonzalez, College of Design

3:00
Dr. Elizabeth Hoffman, Professor of Economics

Resource Materials: The Land Grant Tradition, NASULGC (now APLU)
PDF will be mailed
Gerald E. Klonglan
BS Rural Sociology ’58; MS ’62; PhD ’63
Ames, Iowa

Gerald Klonglan has devoted not only his career, but his retirement to Iowa State University. Since retiring as associate dean for national programs and emeritus professor of rural sociology from ISU’s College of Agriculture and Life Sciences, he has broadened the scope of his service and involvement to the university and its alumni.

Klonglan has played an integral role in bringing alumni back to campus and engaging past graduates at reunions and special events. In addition to providing frequent tours for small groups and campus visitors, he is the ISU Alumni Association’s “go-to” tour guide each May during the Alumni Days 50-year class reunion. He helped organize a mini reunion for Farm House members at his own 50-year reunion in 2008, and in 2003 he organized the first-ever ISU sociology reunion, which was widely praised as a total success.

Klonglan is passionate about sharing Iowa State’s story – including its history. He has become an expert on George Washington Carver (1894, MS 1896). He also did extensive research to develop a presentation and slide show that chronicles the history of Iowa State College and Model Farm before the passage of the Morrill Act. The presentation is a treasure to the ISU community that has provided greater understanding of the university’s tradition, and Klonglan is always glad to volunteer his time to share it.

In addition to his work as a self-appointed ambassador for ISU, Klonglan is active in Rotary, chairs the Bethesda Tanzania Ministry Team at Bethesda Lutheran Church, and is co-founder of the nonprofit organization Empower Tanzania.

Klonglan and his wife, Eileen (’64 elementary education) are ISU Alumni Association life members and Cyclone Club members. They have two children: Jason Klonglan (’91 technical writing) and Suzanne Potts.
Session Three: The Myers-Briggs (MBTI) Type Indicator

Date: October 18, 2013

Place: Memorial Union, Room 3512

Guest Presenter: Dr. Jeanne Kummerow

Resource Materials: Provided by Dr. Kummerow
Jeanne Kummerow

Dr. Jean Kummerow is a psychologist, consultant, trainer and author in St. Paul, Minnesota. She specializes in leadership and management development, career counseling, and team building, consulting with individuals and organizations in both the for-profit and non-profit sectors. She is a leadership coach and coordinates the coaching consultants for the Blandin Foundation’s Community Leadership Program, a program designed to train leaders from Minnesota’s rural communities.

She trains professionals internationally on the use of psychological instruments, such as the Myers-Briggs Type Indicator® and the MBTI® Step II™. She co-authored the MBTI Step II Interpretive Report you will receive in the training as well as interpretive materials on the Step II including a User’s Guide and a chapter on “Leadership and the Step II” in Developing Leaders. She contributed the chapter on career counseling in the MBTI Manual. She is co-author of Introduction to Type® in Organizations, LIFETypes, and WORKTypes. She is the editor of and a contributor to New Directions in Career Planning and the Workplace that was given an “Outstanding Academic Title” award. The light-hearted Type Indicator for Pets is also one of her endeavors. She contributes to a blog (www.capt.org/type-for-life-blog) and the Journal of Psychological Type (JPT), and she is also on the editorial board of the latter publication. Her research on verifying type is considered the prototype for such studies. She has received several awards for her research and articles on type bias and on community leaders.

Previously she held positions as a consulting psychologist with a management-consulting firm, and as a counselor, instructor and research associate at the University of Minnesota. Her doctorate is in Counseling and Student Personnel Psychology from that same institution. Her BA is from Grinnell College in Iowa. She grew up in Urbana, IL, the home of the University of Illinois, where her 98 year old father, a professor emeritus in the Department of Biosciences, is still conducting research. She is a licensed psychologist in the State of Minnesota. She always looks forward to visiting Iowa to see the beautiful fields and her long-time friends, including Ames’ mayor, Ann Campbell.
Session Four: Leadership Theory

Date: November 15, 2013

Place: Memorial Union, Room 3512

Guest Presenter: Dr. Susan Komives, Professor Emeritus, University of Maryland, College Park

ISU presenters: 1:00
Dr. Jonathan Wickert, Provost

3:30 Panel
Dr. Pam Anthony, Dean of Students
Dr. Sarah Rajala, Dean, College of Engineering
Dr. Beate Schmittmann, Dean, College of Liberal Arts & Sciences
Dr. Wendy Wintersteen, Endowed Dean, College of Agriculture & Life Sciences

Resource Materials: Bess & Dee 829-835, 866-874; Wheeler 26-34 (PDF will be mailed to participants)
Susan R. Komives

Susan R. Komives is Professor Emerita of Student Affairs at the University of Maryland. She is immediate past president of the Council for the Advancement of Standards in Higher Education and a former President of the American College Personnel Association. She served as Vice President of two colleges and is the author of a dozen books or monographs including *Student Services, Exploring Leadership, Leadership for A Better World, and the Handbook for Student Leadership Development*. She was a member of the teams that wrote *Learning Reconsidered* and the ensemble that developed the Social Change Model of Leadership Development. She is a co-founder of the National Clearinghouse for Leadership Programs, a former senior scholar with the James MacGregor Burns Academy of Leadership, and a member of the Board of Directors of the International Leadership Association. She is the 2011 recipient of the University of Maryland Board of Regent’s Award for Faculty Teaching and the NASPA Shaffer Award for Academic Excellence as a graduate faculty member. A recipient of both the ACPA and NASPA outstanding research and scholarship awards, her research includes a grounded theory on Leadership Identity Development and the international Multi-institutional Study of Leadership. She is the 2012 recipient of the ACPA Life Time Achievement Award. She earned her M.S. and B.S. at Florida State University and an Ed.D. from University of Tennessee, Knoxville.
Session Five: Communications

Date: December 13, 2013

Place: Memorial Union, Room 3512

Guest Presenter: Dr. Denise Vrchota, Assistant Professor, Department of English, Iowa State University

ISU Presenters: 1:00 p.m.
Mr. John McCarroll, Executive Director, University Relations and staff from University Relations

Resource Materials: Bess & Dee pp. 317-353
Denise Vrchota

Denise Vrchota received her BA in English (UNI, 1971), an MA in Interdisciplinary Studies (English, speech, journalism, ISU, 1976), and PhD in Adult and Extension Education (ISU, 1989). She has been a member of the ISU faculty for 37 years in Communication Studies, an interdisciplinary undergraduate program. Her teaching specialties are conflict management, communication theory, nonverbal communication, small groups, and communication training.

Denise’s research areas are instructional communication, professional development, and communication in the disciplines, an area that examines the integral connection of disciplinary knowledge and oral communication genres.

Her knowledge of communication led to service as a consultant to the ISUComm initiative that resulted in the university wide communication curriculum mandate. She continues to work with faculty across campus to integrate communication with course disciplinary content.

Denise conducts strategic planning for academic units and facilitates department and college meetings. She offers communication workshops for the ISU community, such as the Dietetics Academy, and for external organizations such as the Municipal Professionals’ Institute. In 2010 she received a Women’s Enrichment Mini Grant (funded by the provost’s office) to offer Meeting Management workshops to ISU women. This year marks the fourth time she has had the privilege to participate in delivering the communication session for the Emerging Leaders Academy.
Session Six: Organizational Culture

Date: January 10, 2014

Place: ISU Alumni Center

Guest Presenter: Dr. George Kuh, Chancellor's Professor Emeritus, Indiana University, Bloomington, Indiana

Resource Materials: Bess & Dee 358-396

ISU Presenters: 1:00
Mr. Jeff Johnson, President and Chief Executive Officer, ISU Alumni Association

3:45 panel
Dr. Veronica Dark, Professor, Department of Psychology
Ms. Heidi Eichorn, Program Coordinator II, Engineering Administration
Dr. Pete Englin, Director, Department of Residence
LTC Rick Smith, Professor and Chair, Military Science and Tactics
George D. Kuh

George Kuh is Adjunct Professor at the University of Illinois and Chancellor’s Professor of Higher Education Emeritus at Indiana University (IU). George founded IU’s Center for Postsecondary Research and the National Survey of Student Engagement (NSSE) and related instruments for law students, beginning college students, and faculty. He directs the National Institute for Learning Outcomes Assessment (NILOA), co-located at Indiana University and the University of Illinois. At Indiana University, he served as chairperson of the Department of Educational Leadership and Policy Studies (1982-84), Associate Dean for Academic Affairs in the School of Education (1985-88), and Associate Dean of the Faculties for the Bloomington campus (1997-2000).

George has 375 publications and made several hundred presentations on topics related to institutional improvement, college student engagement, assessment strategies, and campus cultures. In addition, he has been a consultant to more than 350 institutions of higher education and educational agencies in the United States and abroad. His contributions have been recognized with major awards from various groups including the American Educational Research Association, Association for Institutional Research, Association for the Study of Higher Education (ASHE), Council for Adult and Experiential Learning, Council of Independent Colleges, National Association of Student Personnel Administrators (NASPA), and National Center on Public Policy in Higher Education. In 2011, NASPA named its award for Outstanding Contribution to Literature and Research after him. In addition, he received the Distinguished Alumni Award from the University of Iowa, Distinguished Alumni Award and Educational Leadership Award for Teaching from St. Cloud State University, several Teaching Excellence Recognition Awards from Indiana University, and Indiana University’s prestigious Tracy Sonneborn Award for a distinguished record of scholarship and teaching. A past-president of ASHE, George holds seven honorary degrees and serves on the Board of Regents at Luther College and the National Leadership Council for AAC&U’s LEAP initiative. George received the B.A. from Luther College, M.S. from St. Cloud State University, and Ph.D. from the University of Iowa.
Session Seven: Decision-Making

Date: February 7, 2014

Place: ISU Alumni Center

Guest Presenter: Dr. Walt Gmelch, Dean School of Education, University of San Francisco, San Francisco, CA

ISU Presenters: 1:00
Dr. Raj Aggarwal, Adjunct Professor, Electrical and Computer Engineering
Dr. Charlotte Bronson, Associate Vice President, VPRED
Dr. Tom Hill, Senior Vice President for Student Affairs
Ms. Pat Miller, Director, Lectures Program

Resource Materials: Bess & Dee 583-623
Walt Gmelch

Dr. Walter H. Gmelch is Dean of the School of Education at University of San Francisco. Formerly he was Dean of the College of Education at Iowa State University and served in the roles of Dean, Associate Dean, Department Chair and Professor at Washington State University. He also directs the National Center for Academic Leadership at Iowa State University. He earned a PhD in the Educational Executive Program from the University of California (Santa Barbara).

Dr. Gmelch has conducted research and written extensively on the topics of leadership, team development, conflict, and stress and time management. He has published numerous articles, books, and scholarly papers in national and international journals. He is author of three books on team leadership with Val Miskin (Chairing an Academic Department; Leadership Skills for Department Chairs; and Productivity Teams: Beyond Quality Circles), three on Academic deans, and two on management and stress (Coping with Faculty Stress and Beyond Stress to Effective Management). In 2004 Walt and fellow IAE member John Schuh edited the volume entitled the Life Cycle of the Department Chair.

Dr. Gmelch serves as editor of two journals and on the editorial board of several other journals including The Department Chair, Innovative Higher Education, Academic Leadership, and the Center for Academic Leadership Newsletter. Dr. Gmelch has received numerous honors including a Kellogg National Fellowship, the University Council for Educational Administration Distinguished Professor Award, the Faculty Excellence Award for Research, and the Education Press Award of America. In addition, he served in the Danforth Leadership Program and as an Australian Research Fellow.
Session Eight: Bringing about Change and Managing Conflict

Date: March 7, 2014

Place: Memorial Union, Room 3512

Guest Presenter: Dr. Larry Roper, Associate Chancellor, Oregon State University

ISU Presenter: Ms. Elaine Newell, Ombuds Officer, Ombuds Office

Larry Roper

Larry Roper has served as Vice Provost for Student Affairs at Oregon State University since 1995. He has an undergraduate degree from Heidelberg College, M.A. from Bowling Green State University, and Ph.D. from the University of Maryland. He has held numerous positions in student affairs, including Director of Housing; Associate Dean of Students; Coordinator of Multicultural Affairs; and Vice President for Student Affairs/Dean of Students. At OSU Larry has taught courses in Speech Communications, College Student Services Administration, and the Doctoral Program in Community College Leadership.

Larry’s Involvement in professional associations, include: Senior Scholar with the American College Personnel Association (ACPA); Board of Directors, member of Monograph Editorial Board, and a 4-year term as Journal Editor for the National Association of Student Personnel Administrators (NASPA). Larry currently serves on the Board of Directors for the National Associations of State Universities and Land-Grant Colleges.

Larry has more than 20 publications in the form of book chapters, journals and magazine articles, book reviews and monographs.
Session Nine: Financing Higher Education

Date: April 11, 2014

Place: Memorial Union, Room 3512

Guest Presenter: John H. Schuh, Director School of Education, Director, ELA, and Distinguished Professor, Iowa State University

Other Presenters: 1:00
David Biedenbach, Assistant Vice President for Financial Planning & Budgets

3:30 Panelists
Warren Madden, Senior Vice President for Business and Finance
Roberta Johnson, Director, Student Financial Aid
Lisa Eslinger, Senior Vice President of Finance and Operations, ISU Foundation

Resource Materials: Howard Bowen Article
John H. Schuh

John H. Schuh is program director for the Emerging Leader’s Program. As such he is responsible for content development and program delivery for this professional development experience for selected faculty and administrative staff. He assumed this assignment in January 2013. He is also Director of the School of Education at ISU.

John Schuh also is distinguished professor emeritus of educational leadership and policy studies at Iowa State University where he was department chair for six and one half years. Previously he held administrative and faculty assignments at Wichita State University, Indiana University (Bloomington) and Arizona State University. He received his Ph.D. degree from Arizona State. He served for more than 20 years as a reserve officer in the United States Army Medical Service Corps, being assigned to the retired reserve with the rank of major in 1991.

Schuh is the author, co-author, or editor of over 235 publications, including 28 books and monographs, 75 book chapters, and over 110 articles. Currently he is associate editor of the *New Directions for Student Services* Sourcebook Series after serving as editor for 13 years. Schuh has made over 260 presentations and speeches to campus-based, regional, national, and international meetings. He has served as a consultant to more than 80 institutions of higher education and other educational organizations.

Schuh has served on the governing boards of the American College Personnel Association, the National Association of Student Personnel Administrators (twice) and the Association of College and University Housing Officers (twice), and the Board of Directors of the National Association of Student Personnel Administrators Foundation. He is a member of the Evaluator Corps of the Higher Learning Commission of the North Central Association of Colleges and Schools where he also serves as a Team Chair for accreditation visits.

John Schuh has received the Research Achievement Award from the Association for the Study of Higher Education, the Contribution to Knowledge Award from the American College Personnel Association, the Contribution to Research or Literature Award and the Robert H. Shaffer Award for Academic Excellence as a Graduate Faculty Member from the National Association of Student Personnel Administrators.