



FROM THE DEPARTMENT CHAIR

Robson Marinho, PhD

What does Diversity Mean?

When we talk about diversity, we think mostly of ethnicity, race and gender. These “labels” make us miss the point that diversity is the essence of life. Think, for instance, of personality, learning styles, religion, music, generational differences, tastes, preferences and so many other nuances of life that make us unique and diverse! The Leadership Conference this summer will provoke our thinking about the richness of being unique and valuing our differences! Since it is difficult to describe diversity with words, I invite you to reflect on diversity through the images below.













DEPARTMENT NEWS

Conference 2013 Highlights and Countdown: 36 Days Left!

July 21-22, 2013



The countdown for the Leadership Conference 2013 has started and we now have 36 days left! As you plan your participation, here are some highlights of the conference this year:

1. Soledad's Book: The conference registration includes a free copy of the book *The Next Big Story: My Journey Through the Land of Possibilities*, by Soledad O'Brien.
2. The conference will approach different professional areas, in partnership with Whirlpool Corporation and Lakeland Healthcare, who will join the event with their audiences.
3. Here is a summary of the program:
 - Sunday at 7:00 pm: Onstage Interview with Soledad O'Brien—Leadership and Diversity
 - Monday at 8:30 am: Keynote Speech: "Diversity: On TV, Behind the Scenes and in Our Lives," Soledad O'Brien
 - 10:00: Q&A and Book Signing
 - 12:00: Lunch
 - 1:00: Plenary Sessions, addressing diversity in business corporations and healthcare

- 3:30: Diversity Action Plan by participants and group sharing

Pre-Conference Workshops



The conference registration also includes free participation in the pre-conference workshops on Steward Leadership. Featuring a keynote address by R. Scott Rodin, author of *The Steward Leader*, these workshops begin on Friday evening, July 19, and continue Saturday and Sunday. The pre-conference workshops are coordinated by the Christian Leadership Center at Andrews University.

LEADERSHIP PROGRAM NEWS

First Leadership Graduate Certificate Awarded





The Department of Leadership awarded its first Leadership Graduate Certificate. Sylvianette Ballesteros has the honor of being the first candidate to receive the certificate. She completed the certificate with an outstanding presentation of her portfolio to the entire faculty on June 5. Her advisor, Dr. Duane Covrig, celebrated her achievement and had the privilege of presenting the certificate. In a professional capacity, Sylvianette has been an Enrollment Coordinator at Andrews University and is now moving to California to pursue further studies and advance her career. She noted that her experiences at Andrews have engendered a passion for interacting with undergraduate students, particularly those whom she has personally recruited. Her research interest involves exploring the experiences of minority students on college campuses.

Sung Kwon Defends Dissertation



Sung Kwon, National Director of Adventist Community Services in North America, successfully defended his dissertation on May 29. In his study, Sung evaluated the effectiveness of the Non-Profit Leadership Certification Program (NLCP) that he started seven years ago to support a massive organizational change effort in the over 1200 community centers in North America. Sung used a pre-experimental design to do a pre- and post-test of a participating cohort. He then designed an ex post facto study for all those who had participated in the past few years and to compare their responses with those who had not participated in the program. Among the surprise findings was the fact that knowledge scores first seemed to drop immediately after the course. When he compared the results with those who had participated in the program some time ago, the knowledge scores increased again. This seems to show that programs sometimes help people realize how much they don't know, a fact that has been demonstrated in other studies as well. Sung will present his portfolio in July and hopes to graduate in August. Congratulations, Sung, on a work well done! The chair was Erich Baumgartner, Isadore Newman was his methodologist, and Gaspar Colon, Director of the Center for Metropolitan Ministry at Washington Adventist University, was the third committee member.

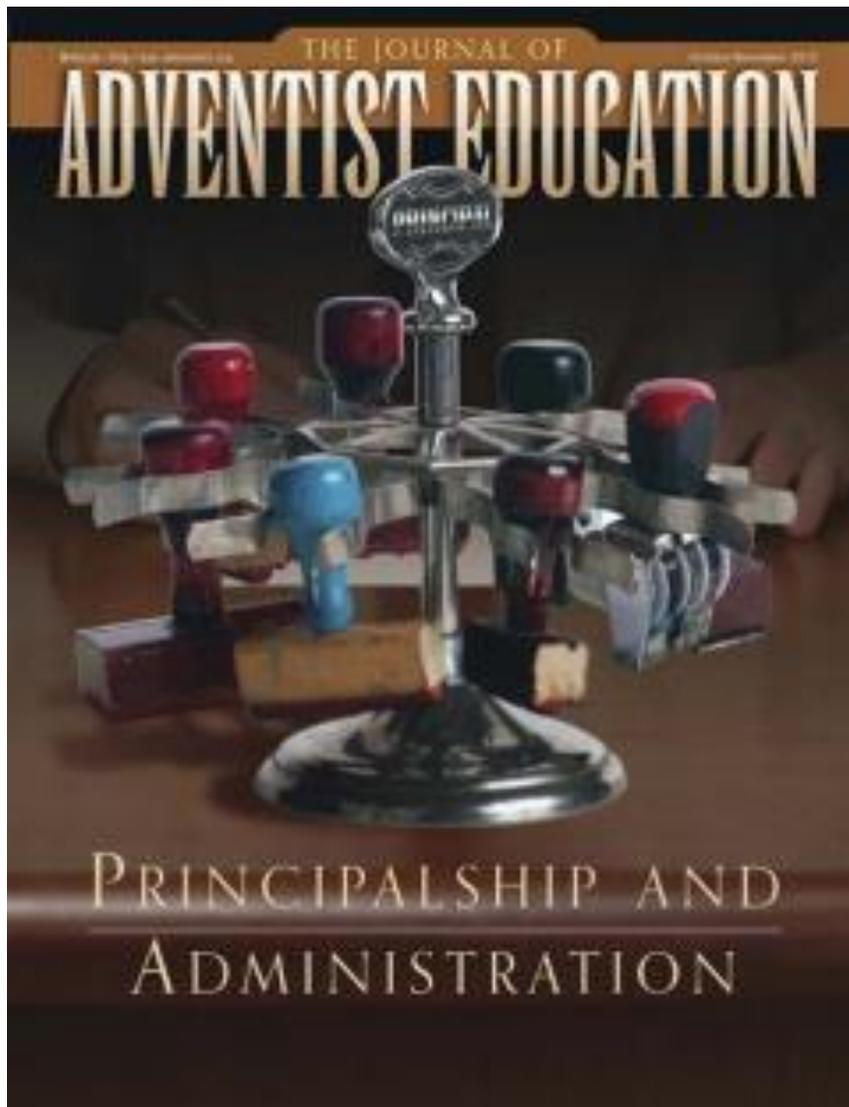
Undergraduate Leadership Certificate Celebration



The Undergraduate Leadership Program proudly conferred nine certificates and one minor on the evening of April 17, 2013. To date, this has been the largest group to graduate from the program. Some of the work represented included major projects in curriculum development at the college level, publishing of art, ministry on campus as well as internationally, student government, and more. The Undergraduate Leadership staff is looking forward to another round of students finishing projects this coming fall semester.

EDUCATIONAL LEADERSHIP (K-12) PROGRAM NEWS

Janet Ledesma Edits Award-Winning Journal Issue



The *Journal of Adventist Education* recently won the Distinguished Achievement Award for Whole Publication Design for its theme issue “Principals and Administration” (Oct/Nov 2012) from the Association of Educational Publishers (AEP) on June 4. Janet Ledesma, associate professor of leadership and coordinator of the Educational Leadership program, guest edited and coordinated this issue. Janet spent most of the spring semester of 2012 assembling articles, arranging for peer review, conducting research, and performing editorial duties, including writing a guest editorial.

Janet worked closely with Journal of Adventist Education editor Beverly Robinson-Rumble and leadership graduate Evelyn Savory in constructing the issue.

At the 2013 AEP Awards Gala in June in Washington, D.C., Robinson-Rumble accepted the award, accompanied by Lisa Beardsley-Hardy, General Conference Director of Education, and Harry Knox, *JAE* art director. The *Journal of Adventist Education* also placed as a finalist in three other categories: Learned Article, Whole Publication Design, and Feature Article.

The *Journal of Adventist Education*, begun in 1978, is a resource for Christian K-12 teachers, university professors and administrators of all levels. The journal publishes eight issues a year, and includes practical and theoretical articles on praxis, pedagogy and integrating faith in the classroom.

NEWS & ANNOUNCEMENTS

Online Tutorial for IRB Applicants

Beginning **January 1, 2013**, applications for approval by the **Andrews University Institutional Review Board (IRB)** will require the inclusion of certificates of completion for the National Institutes of Health Online Training Tutorial (<http://phrp.nihtraining.com/>) for all principal and co-investigators listed on the IRB application. For applications submitted by student researchers, a certificate of completion for the faculty research advisor should also be included.

The tutorial will take an average of about two hours to complete and covers the basic ethical principles of **respect for persons**, **beneficence**, and **justice** that guide all research involving human subjects.

- **Respect for persons** indicates “first, that individuals should be treated as autonomous agents, and second, that persons with diminished autonomy are entitled to protection.” Thus, respect for persons includes “the requirement to acknowledge autonomy and the requirement to protect those with diminished autonomy.”
- **Beneficence** means to protect individuals from harm. Specifically, beneficence is the obligation to “(1) do not harm and (2) maximize possible benefits and minimize possible harms.”
- **Justice** means there should be “fairness in distribution” both of the risks and the benefits of the research.

Upon completion of the tutorial, a Certificate of Completion is provided that will be valid for three years. More information is available on the Andrews University IRB Webpage, http://www.andrews.edu/services/research/institutional_review/.

Summer 2013 Stats Course

EDRM 611 Applied Statistical Methods I, Summer Intensive (3 credits)

July 8-19, 2013, are the scheduled dates for the Stats intensive by Dr. Jimmy Kijai. Registration is open for this course. Please use these dates as you begin your summer travel plans.

LEAD Newsletter Editorial Team

Editor: Robson Marinho

Assistant Editor: Kevin Wiley

Online Editor: Olivia Spence

Contributors:

Shirley Freed, Janet Ledesma, Erich Baumgartner, Duane Covrig, Sylvia Gonzalez,
David Ferguson, Enoc Lopez, Subir Dass, Marji Bates, Maria Elizabeth Huaranga