



**FROM THE DEPARTMENT CHAIR**  
*Robson Marinho, PhD*

**Goodbye, Little Emma**



The morning of October 21 left a lasting impression on the Leadership family. We gathered together to attend the memorial service of little Emma, the granddaughter of our colleague Dr. Sylvia Gonzalez. Family, friends, and the Andrews community were impacted by the story of 14-month-old Emma.

My wife and I feel blessed to have lived next door to Emma's family for almost a year while they temporarily shared the home of Emma's grandparents (Drs. Sylvia and Eduardo Gonzalez). I occasionally had the opportunity to talk with Emma's parents, Daniel and Wendy Gonzalez, and I remember their expressions of joy when Emma was born. As Emma grew, I remember seeing the proud grandma Sylvia walking around the neighborhood with both little Emma and her big sister, Cora. If I happened to be out for my exercise walk at the same time, Sylvia and I would stop to talk about faculty work—but Cora would make sure to get our attention focused on Emma.

Little Emma passed away in an accident last week, saddening the entire Andrews University family. As Emma's aunt shared during the memorial service, we will never forget Emma's contagious smile and her sweet nature. Let's pray for God to comfort the family. And in keeping with the words shared in the service, we can celebrate Emma's beautiful smile and the assurance that she "was loved every single day of her short life!"

If you'd like to support the Gonzalez family you can donate here:

<http://www.youcaring.com/memorial-fundraiser/gonzalez-family/250584#.VEbnKoPrmd.facebook>





## DEPARTMENT NEWS

### LEADERSHIP CONFERENCE COUNTDOWN:

Mark your Calendar

June 28 to July 1, 2015



### Leadership Enjoys Department Retreat















On the weekend of October 10-12, the LEAD Department participated in an exciting retreat at the Maumee Bay Resort, in Ohio. Faculty, staff, and family members enjoyed a weekend of community building through plenty of recreational activities, such as swimming in the indoor pool, hiking in the woods, mountain biking, simmering in the sauna, working out in the fitness center, playing golf (for some), and kayaking on the lake, thanks to Duane Covrig's kayaks! The Sabbath day was full of singing, worship, Bible games, and spiritual reflection. Dr. Jim Jeffery, Dean of the School of Education, inspired us with deep reflection and interactive discussion on the theme of "Authentic Leadership." On Saturday night, several participants enjoyed talking around a bonfire by the lakeshore. Faculty and staff alike expressed their appreciation for the opportunity to spend this relaxing time with family and colleagues!

## **LEADERSHIP PROGRAM NEWS**

### **Mike Toupin Defends Dissertation**



From left: Andrew Ring, Erich Baumgartner (chair), Mike Toupin and Gilles Gravelle

On September 24, Mike Toupin successfully defended his dissertation, titled “Major Gifts to the Seed Company: Who Gives Them and Why.” The Seed Company is an affiliate of Wycliffe Bible Translators and its partners. Mike himself spent more than 10 years in Ghana as a Bible translator, living with his family in a language group of about 30,000 without any access to the Bible in their language. He learned their language, helped to develop a written format for the language (he has published a grammar with an African university press), and led the team that produced a translation of the New Testament in Paasaal. For the last decade or so, Mike has led out in an amazing new venture to raise major gifts to finance translation projects for the last 3,000 languages in the world that have no part of the Bible in their native tongue. The Seed Company was specifically developed to create the financial basis for this vision.

A fascinating aspect of Mike’s study was the identification of a set of discriminating factors that predicted the involvement of higher-level donors. Here are a few interesting observations from his study: 90% of the highest-level donors have been on a mission trip with a faith-based organization. The higher the level of giving, the more important it is to have a direct relationship with the leadership and a sense of alignment with the mission of an organization. Perhaps the most significant finding was that major donors at all levels (Level 1, \$2,500-\$25,000; Level 2, \$5,000-\$50,000; Level 3, \$50,000 or more) highly value being part of a “community of participation,” a unique and purposeful giving community.

Mike’s committee consisted of Erich Baumgartner (chair), Isadore Newman (methodologist), Gilles Gravelle (The Seed Company insider and content expert). Andrew Ring, an internationally known linguist with 40 years of experience on the field who is now working with The Seed Company, served as the external examiner. Bible translation is a highly specialized venture which has attracted a great number of PhD-holding linguists. Congratulations, Mike! You definitely earned your PhD. We hope to continue to hear your enthusiastic stories of what God is doing around the world. God be with you.

## **Congratulations, Appiah Kwarteng, PhD!**





From left: Duane Covrig, Erich Baumgartner (chair), Appiah Kwarteng, Shirley Freed and Throstur Thordarson

On October 16, Appiah Kwarteng presented his portfolio, which was the final event of his PhD program. Appiah, who was born in Ghana, used the proverbial Ghanaian Sankofa bird to show how leaders who are called to lead into the future need to anchor their efforts in a more profound understanding of history. The Sankofa bird is often depicted as looking back carefully, guarding its egg, which represents its own future. Appiah made multiple applications to this history-future dynamic as he presented leadership competencies representing the effective teacher, change agent, consultant, and scholar. He integrated his presentation with a powerful statement (paraphrased from Hilary Clinton's book, *It Takes a Village*): It takes a village to raise a scholar. Appiah, who currently leads a Ghanaian church in Philadelphia and who was raised by a tribal chief family in Ghana, acknowledged the many individuals, communities, and influences in his life that have contributed to his development as a leader. Throstur Thordarson, one of the members of his Leadership and Learning Group, represented this support network that obviously is so important in the Leadership program. Appiah's panel consisted of Erich Baumgartner (advisor), Shirley Freed, and Duane Covrig. Congratulations, Dr. Kwarteng! We are proud of your accomplishments.

## **After Study Tour, David Morgan Returns to China**





Two years after participating in the Leadership Department's 2010 Asia Study Tour, David Morgan (MA, 2013) had an opportunity to travel to Asia, specifically Korea and China, in a project to recruit students for Blue Mountain Academy, in Pennsylvania, where he is the principal.

On September 22, David was invited to lead a teacher workshop for the top 200 educators, selected from 10,000 teachers, in the major school district of the city of Hangzhou, China. The sessions, which were held at the Wuhan Teacher Training Center, explored critical thinking and learning enhancement based on Bloom's Taxonomy.

David focused his presentation on helping students to "think outside the box." This is how he explains his strategy: "Each day I presented a variety of activities. The activities ranged from making and throwing paper airplanes to building towers with spaghetti, tape, string, and two marshmallows. Each activity (five in total) was followed by questions from Bloom's Taxonomy. Challenged to teach their students to think outside the box, the Chinese teachers asked rhetorically, 'How can we teach our students to think outside of the box, when we ourselves are standing in the box.'"

According to David, the starting point for his involvement with China was the 2010 Andrews Asia Study tour, the purpose of which was to compare the education systems of the United States and Asia. "In the study tour, we interviewed Chinese students and professors at three top universities in Beijing, Shanghai, and Hangzhou," he says. "The class conducted by Professor Marinho exposed us to the Chinese system and to the challenges of a new global world, so I am using what I learned on that trip to bring influence to over 250 top educators in this city. Without the tour, I would never have been given this opportunity!"

# EDUCATIONAL LEADERSHIP (K-12) PROGRAM NEWS







On Thursday, October 9, 2014, the EDAL faculty and staff engaged in a one day strategic planning session at the Fernwood Botanical Garden to focus on short and long range goals for the program. The team first reflected on what has been attained: accreditation by the denomination as well as NCATE, approval by the Michigan Department of Education, national recognition by ELCC, and identification as one of the top online programs in the country (see <http://www.bestcolleges.com/features/best-online-masters-education-programs/>). Team consensus at the meeting was that we should use the blessing of our accreditations and recognitions as opportunities to introduce our program to private and nonpublic school administrators. Toward that end, our initiatives in the coming year will focus on marketing and recruiting and in developing collaborative networks with school administrators in Southwest Michigan. We solicit your prayers in our quest to share our best kept secret: the EDAL program at Andrews University is exceptional!

### **Shirley Ann Thomas-Laurencin Receives Excellence in Teaching Award**



Shirley Ann Thomas-Laurencin (PhD participant) received the 2014 Excellence in Teaching Award on September 13, 2014, at Camp Berkshire, a camp and conference center operated by the Greater New York Conference of Seventh-day Adventists. Shirley-Ann is currently the principal at Whispering Pines Seventh-day Adventist School in Old Westbury, New York. Upon taking leadership of the school, she created a new vision for the school. After one year of her leadership, enrollment jumped from 35 students to 96 students, with a projection of 115-125 for the following school year.

Thomas-Laurencin's vision included the implementation of the "portfolio system," a partnership between students, teachers, and parents that enabled them to track student progress and create an individualized action plan. Her vision also included the introduction of more effective learning strategies and study skills, which have improved the students' scores on national standardized tests and mandated tests from the New York State Department of Education.

Shirley Ann has also made service a priority. Students are encouraged to complete a minimum of 50 hours of community service per school year. Those who do are rewarded with a certificate and, more important, a ministry beyond the mastery of their ABCs.

David Cadavero, special assistant for development and marketing at the Greater New York Conference, presented the award to Shirley Ann. "During my 46-year tenure in the Seventh-day Adventist school system, I have never observed such a dramatic turnaround in any institution," says Cadavero. "Shirley Ann is committed to educational excellence and will do whatever it takes to assure that students are receiving a top-notch education at the Whispering Pines SDA School." Congratulations, Shirley Ann!

## **NEWS & ANNOUNCEMENTS**

### **Dr. Brand Publishes New Article**

Dr. Jay Brand recently published an article in OfficeInsight, a newsletter for the interior design/interior architecture community. In his article Dr. Brand "outlines the dichotomies that many of today's human experience luminaries employ in support of their arguments." The entire article can be found on pp. 18-19 at the following link: [http://www.andrews.edu/sed/leadership\\_dept/news/jay\\_article.pdf](http://www.andrews.edu/sed/leadership_dept/news/jay_article.pdf)

### **International Leadership Association Conference (ILA)**

The 16th Annual ILA Global Conference, on the theme of *Conscious Leading for Global Change: Emergence of our Collective Realities*, will take place October 30 through November 2, 2014, in San Diego, California. The conference calls on leadership scholars and educators, business and community leaders, students, and young leaders to propose conference sessions that offer the finest leadership of your sector and across sectors. For more information, see <http://www.ila-net.org/Conferences/2014/index.htm>.

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