



## FROM THE DEPARTMENT CHAIR

*Duane Covrig, PhD*

My wife Lori gave me an early Christmas gift. It was one of those gifts that fit me perfectly—an illustrated children's book called *What Do You Do With an Idea.*—I love it.



She bought it at a gift shop while we were shopping in St. Armands, near Sarasota, Florida, last week during an early Christmas vacation. She was facing a tough nursing schedule through the holidays and our daughters had just finished a science-rich semester in college. I was still dog-paddling as a new department chair, so a trip to some hot sun seemed a good plan.

It was great. I see now why snow birding is popular!!

Walking through a touristy-gift-shop town on a sunny Florida day near Lido Beach was exactly what we needed.

While I was sitting on a bench waiting for them to finish up at one last shop, she brought me the book. I read it out loud to the family and we all laughed and smiled. It was what I needed to remind me of the amazing gifts I already have...

Gifts of people—family and friends.

Gifts of places—Michigan to live in and Florida to visit for sun.  
Gift of books and reading.

But also, it was the gift of an idea—like the one spoken of in this book—that needed me to nurture and grow it. An idea to give me vision and to call out of me creativity and build into me endurance.

What is your idea that is calling you to keep pushing forward? How did you nurture that idea last year? How could you plan to nurture it more this next year?

Hopefully, we can help. Check out the courses for spring semester and the early announcement of two special summer courses offered outside our department. See which ones promise to help you most in reaching your goals.

## **DEPARTMENT NEWS**

### **Spring Graduate Courses (Main group courses)**

EDAL 570 Principles of Educational Supervision  
EDAL 660 Planning and Operation of Educational Facilities  
EDAL 676 Administration of Academic Services  
LEAD 638 Issues of Leadership Theory  
LEAD 644 Leadership and Organizational Dynamics  
LEAD 880 Dissertation Proposal Development

EDRM 704 Design and Analysis Survey is now available to online students. Please contact Kezia with any questions about this class.

### **Special Summer Courses**

We have two courses that will be offered outside our department this summer that may require special advanced planning:

COMM 600 Leadership Communication—Summer intensive (date to be announced, but likely a two-week intensive in early-to mid-June).

EDRM 611 Research Methods and Statistics (to be offered in a four-week period in June).

## NEWS & ANNOUNCEMENTS

### Congratulations, Ndalakwa Masanja, PhD!



Ndalakwa Masanja successfully presented his portfolio to doctors Gregorutti, Marinho and Brand on November 3, 2015. Ndalakwa's competency areas included Self Development, Interpersonal Development, Leadership and Organizational Development, and Research Development. His portfolio was organized around the increasingly international stage for higher education and its growing global challenges. He interpreted his own journey in the PhD program in Higher Educational Administration as a case study in these international developments, featuring cross-cultural competence, ethnic diversity, and global perspective and understanding. He is currently finishing Chapters 4 and 5 of his dissertation, focusing on the influence of financial incentives on international students' choice of private universities in southwest Michigan.

## Congratulations, Thomas Gyuroka, PhD!



Thomas Gyuroka has successfully defended his dissertation titled: “What do Pastors in German-Speaking Europe Perceive as Important Leadership Competencies in Order to be Effective Pastoral Leaders?” This massive 550-page study involved two phases—first, Thomas conducted focus groups to identify possible competencies of highly effective pastors, then he tested the resulting list of competencies by inviting all German-speaking pastors in Austria, Germany, and Switzerland to rate the competencies from four different perspectives. One of the interesting findings of Thomas’ study was the fact that pastors seem to rate whatever they are good at as important for leadership while ignoring the majority of competencies dealing with actual leadership issues like clarifying vision and aligning people in order to effect communal change. Thomas is a pastor in Vienna, Austria. He has been invited by his denomination to implement his recommendations for pastoral leadership training through continuing education seminars and experimenting with new ways of internship for new ministry graduates serving as interns. He is exploring ways to transfer “folio thinking” into the pastoral training mindset. His dissertation committee consisted of Erich Baumgartner (chair), Jerry Thayer (methodologist), and Stanley Patterson (member). Congratulations, Thomas!

## Study Tour

### Last Call for the Brazil-Argentina Study Tour 2016!

For those considering the International Study Tour 2016, this is the last opportunity to apply! The Tour will visit universities in Brazil and Argentina. It is a unique cross-cultural opportunity for academic and professional growth, which can be included in your course plan as an elective course.

**Tour Date:** July 24 to August 8

**Activities:** Interaction with faculty and students of universities in Rio de Janeiro, São Paulo and Buenos Ayres, plus sightseeing attractions.

**Cost:** Just register for 6 credits of LEAD678 (MA) or LEAD778 (PhD)—Tuition includes airfare, hotels, and local transportation.

**Contact and Applications:** Robson Marinho ([marinho@andrews.edu](mailto:marinho@andrews.edu) or [269-471-3481](tel:269-471-3481))

**APPLICATION DEADLINE:** December 30, 2015 (Please contact Robson as soon as possible).

## **Student Experience**

We have received word from Christiane Theiss, a 2011 PhD in Leadership participant from Switzerland. She happened to be at the ASI conference in Budapest, Hungary, several weeks ago during the very weekend when the first wave of refugees arrived and found shelter at the main train station in Budapest. Imagine their horror when they watched a lady giving birth on the floor of the station. Members of ASI, an association of Adventist Christians, immediately went to work. Some offered ASI Europe financial resources, but Christiane sensed that God was calling her to use her leadership skills to become one of the organizers of a volunteer team on the Greek island of Lesbos to assist the care of the hundreds of migrants who wash ashore daily. They converted a bus into a mobile clinic, equipped it with medical supplies and medicine, and staffed it with a medical team. It was sent to Lesbos' northern beach where it arrived on October 12. A collaboration of the Greek SDA Mission and ADRA International, this team has already welcomed and ministered to thousands of refugees from Syria, Iran, Iraq, Pakistan, and Somalia after their life-threatening passage in dinghies from the Turkish mainland.

Christine says, "We provide medical first aid and change soaking wet babies and toddlers." Why do they do it? To express God's love to those in need, regardless of their religion, nationality, ethnicity or any other category that so easily divides us on this planet. Their plan is to continue their work on Lesbos until spring.

No wonder your dissertation has taken a bit of a backseat during the last couple months. We are praying for you, Christiane!

## **Job Opportunity**

For anyone who is interested, a new job has opened up within the Adventist Health System. Please use the following information to apply:

Adventist Health System (AHS) is seeking a new Senior VP /Chief Human Resources Officer. They are seeking to identify Adventists who are senior HR executives at large corporations (25,000+ employees) that want to be involved with AHS as they launch a major new HR strategic initiative. Individuals are encouraged to contact Ed Fry at FaithSearch Partners, Inc.: [713-304-6870](tel:713-304-6870), [edfry@faithsearchpartners.com](mailto:edfry@faithsearchpartners.com), or [www.faithsearchpartners.com](http://www.faithsearchpartners.com).

## **Roundtable Schedule**

Orientation will be held June 20-24, 2016

Roundtable will be held June 26-29, 2016

## Graduation Application Deadlines

The last day to apply for May graduation is January 14, 2016

## Registration Deadlines for Spring Semester

November 2, 2015 - January 13, 2016

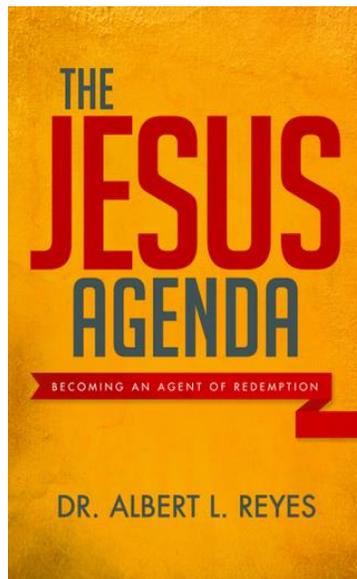
## ALUMNI NEWS

Dr. Albert Reyes, PhD Leadership 2009, has written a new book. Congratulations Dr. Reyes, on such a wonderful achievement!



*The Jesus Agenda*, a new book by Dr. Albert Reyes, Buckner International president and CEO, makes a case for globally active faith from Jesus' first sermon in His hometown of Nazareth as recorded in the gospel of Luke. "I used to think serving vulnerable children, orphans and seniors was not my job or within my scope of ministry," Reyes said. "In my mindset, social ministry and evangelism were mutually exclusive. As I have grown as a follower of Jesus, I've come to realize that the practical impact of the gospel and the gospel message of salvation cannot be separated." For many Christians in the West, lives of relative wealth and comfort have yet to reconcile with intense suffering and poverty commonplace domestically and abroad. Despite what economic

and social disparities exist, for the West, the world is increasingly interconnected and travel is more affordable than ever before. That, according to Reyes, is the impetus for a tremendous responsibility. "How would your profession or vocational skills benefit the poor, those in prison, the physically challenged, and those who are oppressed in your community? You have been placed where you are for a reason," Reyes said. "You have a role to play in someone's redemption story." *The Jesus Agenda* parallels biblical narrative with present day stories from the international scope of Buckner's work with families and orphans in the U.S. and around the world.



## LEADERS ARE READERS

We are pleased to have a new contributor for our Leaders are Readers section. Garth Woodruff, a doctoral student in Leadership and Assistant Professor of Horticulture and Landscape Design here at Andrews University, shared with us his thoughts on a fascinating book! Thank you, Garth, for your excellent contribution!

### *First You Have to Row a Little Boat: Reflections on Life & Living*, by Richard Bode

“I sat in the center of the dinghy, facing the stern, my destination somewhere behind me, a landfall I couldn’t see. I had to judge where I was headed from where I had been, an acquired perception which has served me well – for the goals of my life, and especially my work, haven’t always been visible points of light on shore that looms in front of me” (p. 13).

As leaders, academics, and advancing professionals we find ourselves deep into books. Most are technical or discipline specific. But, sometimes we read for escape, to know ourselves better or to simply feel entertained. Bode’s book, *First You Have to Row a Little Boat*, does all three for me. I first read it many years ago, circling back every so often for a refresher. As a sailor myself, Bode’s waterside life-lessons helped me personally and professionally.

In 20 very short chapters, Bode tells the story of growing up on Long Island, an adopted son of an uncle and connects his maturing around the water and sailing to his development. The book grows out of a disappointment in not teaching his own children how to sail; writing the lessons down was his way of sharing what sailing taught him. His word pictures float with deep meaning, showing how sailing shaped his worldview and how its lessons can help others guide their lives.

I have shared this book with many people, including Duane. He and I have chatted often about the application of many of Bode’s chapters, especially “The Shortest Distance Between Two Points Is a ZigZag Line.” Bode recounts his attempts to fetch the destination of a distant beach in his small blue sloop, which happens to be straight up wind. He can’t head directly for his goal but rather must tack back and forth. This rich metaphor says much about the politics and patience of goal attainment, our own struggles with the apparent tangential directions of our leadership and our graduate work.

This book is a word pleaser and offers individual grounding and rich application to leadership and professional work. It’s a light sailor’s tale that in short order creates a great foundation for spiritual, environmental, and intrinsic leadership. “God gave the wind. It might blow from the east, west, north, or south. It might gust; it might fall off to practically nothing. It might leave me dead becalmed. I didn’t pick the wind; that was imposed by a power far greater than myself. But I had to sail the wind—against it, with it, sideways to it; I had to wait it out with the patience of Job when it didn’t—if I wanted to move myself from where I was to where I wanted to go” (p. 3). Is that not just how we feel many days in our leadership work?

I highly recommend this little book. In leadership, as in sailing, our context and our realities, like the weather, change, and so must our adjustments to these forces outside “our little boat.” This book is a reminder, of those lessons needed to live and lead, and also of the sheer enjoyment we can have as leaders, as we set our sails and learn to direct our course and help those around us.

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