Often, the greatest challenge facing an organization is recognizing and acting on opportunity rather than solving a problem. -Peter Ginter

PROGRAM NEWS -BRIGITTE STEINHEIDER

This is the first ODYN newsletter summarizing all the exciting developments in our program. Look for this annual newsletter as a celebration of our collective accomplishments and a continuing connection for our ODYN family.

The 2006/2007 academic year has been exciting in so many ways. We had a record number of graduates – 19 in total, with another 30 or so students currently enrolled. This number will swell even more with the Fall enrollments, as we anticipate at least another 15 students...

(continued on page 3)

STUDENT AND ALUMNI NEWS -TODD HEINRICHS

Congratulations to all of our recent graduates! If you’ve seen the plaque outside of Brigitte’s office, you know that we now have over 33 graduates. We just keep growing! During our time taking classes in the ODYN program, we have made great friends, shared unforgettable experiences and made some tremendous business contacts. Plus - we all have a couple of really good stories. Currently we are starting to discuss some ideas regarding an Alumni Association. This would be more than just an E-mail directory or an excuse to get together periodically for dinner. We all have a wealth of practical business experience. This was maximized during our time in classes and we would like to find creative ways to continue that exchange of information and shared knowledge...

(continued on page 2)

FACULTY NEWS

Brigitte Steinheider has had a very busy year. She chaired 14 capstone projects during the last two semesters, the most original of which was probably Jaye’s, who proposed massage therapy for nurses to help them cope with stress. Brigitte tried it out herself here on campus – and it worked! Her research on Participative Leadership in Police Organizations has been recognized nationwide and she was invited to present at...

(continued on page 8)

Jennifer Kisamore has been focusing on publishing as she will be up for tenure in 2008. Research articles that were accepted or published this year included, academic integrity of business students, meta-analysis considering faking by job applicants on personality measures used for selection, lower bounds of credibility intervals in meta-analysis, and a paper on the moderating effect of political skill on job burnout. Jennifer’s research has also been...

(continued on page 8)

Dayle Aldridge came to Tulsa from Norman one year ago. She has a background with federal and state government as well as corporate and academic experience. It has been a busy year for Dayle, having taught 6 courses and advised students who completed their Capstone projects and received their Master’s degree. The year has definitely been a whirlwind for Dayle with moving to Tulsa, new course preparations, and getting...

(continued on page 8)

If you have questions or comments about this newsletter, submissions for future issues or are interested in working on future issues of the newsletter please email Jennifer (editor) at jkisamore@ou.edu.
These discussions are starting. Your input is wanted and needed. If you have ideas or want to stay involved in the ODYN program, please contact any of the faculty or contact me at jtheinrichs@earthlink.net. For those of you not aware, OU Tulsa has a Student Association under the acronym OUTSA. This student body helps determine how some of the funds that come from student tuition and fees are spent. Some of this money has been used to do things like redecorate the cafeteria, add a new TV to the cafeteria, etc. OUTSA has also assisted in getting additional computer stations in various locations on campus. Some of the funds that OUTSA oversees are ear marked directly for our program - so if you have any ideas how we could improve ODYN student life, let us know. For example, OUTSA funded the BBQ at the ODYN new student orientation last Fall. Because one of your two representatives to OUTSA has just graduated, we need to look for a replacement. Dana White is going to remain active, but we will need to look for a second representative. Please let Dana White, Todd Heinrichs, or one of the faculty know if you are interested in serving in this role.

OU-Tulsa Spring 2007 Convocation:
(Row 1) Martha Zapata, Shae Washington, Corey Carolina, Talia Shaufl, Cleta Smedley, Saskia Bayerl (Row 2) Brent Sadler, Greg Pape, Kevin Fuselier, Lori Frederick, Jennifer Palmer, Steve Stafford, Todd Heinrichs, Carlos Diaz
Convocation was held on May 8, 2007 at TCC’s Performing Arts Center.

ALUMNI EMAIL DIRECTORY

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<td><a href="mailto:Jeffrey.Branz@Williams.com">Jeffrey.Branz@Williams.com</a></td>
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<td><a href="mailto:jtheinrichs@earthlink.net">jtheinrichs@earthlink.net</a></td>
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<tr>
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<td><a href="mailto:mmason24@cox.com">mmason24@cox.com</a></td>
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<td>Walton, Emily Long</td>
<td><a href="mailto:emily@awestruckinnovations.com">emily@awestruckinnovations.com</a></td>
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<td><a href="mailto:bwiles@swcapsvs.com">bwiles@swcapsvs.com</a></td>
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<td><a href="mailto:mizroblayer@cox.net">mizroblayer@cox.net</a></td>
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STAY IN TOUCH!

Keep up to date on program news throughout the year! Visit the ODYN website at: http://tulsagrad.ou.edu/odyn/

Also, be sure that we have your most up-to-date contact information including current phone number and both email and snail mail addresses. For email, current students should be sure to check their OU email regularly or have their OU email forwarded to an account they check regularly. To update your contact information, please email Todd (alumni) at jtheinrichs@earthlink.net or Heather Bryson (current students) at heather.bryson@ou.edu.
will be added from an extremely qualified applicant pool. But the quantity of our graduates isn’t nearly as impressive as the quality of their achievements. For instance, one of our ODYN students have been accepted into a Ph.D. program (Saskia), others will present at scientific conferences (Martha and Tago), several have received promotions within their organizations (David, Lori, Michael and Sharon), and a number have found new positions with exciting companies (Stacey, Charla, Heather, Steve, and Jaye). Antonio even changed companies twice. After working for General Electric for a year, he will be soon heading up the International Business Development of Sentry International in Houston, TX. In addition, ODYN students carried out class-related consulting services for organizations such as American Airlines, State Farm, Tulsa Technology Centers, Nordam, Broken Arrow Police Department and OU-Tulsa. For the OU-Tulsa project, students presented their recommendations to company executives, as well as OU-Tulsa’s own President Dr. Gerard Clancy. President Clancy was so impressed with their ideas, that he included ODYN faculty and students in the strategic planning for the College of Medicine initiative this summer, the only Norman-based program to be so honored. This indicates that the ODYN program and its students are considered both a resource on-campus and in the community.

Without a doubt, the ODYN program is growing and with it so is the faculty. This Fall, we will commence a search to fill a new tenure-track position and, of course, last Fall we hired Dr. Dayle Aldridge as Visiting Assistant Professor. Dayle has tremendous experience in organizational trainings, project management, and has already developed a very popular new course in Emotional Intelligence. This course attracted many students from other programs. Don’t worry if you missed it, it will be offered again next Spring.

Jim Senese, our highly valued longtime adjunct instructor, successfully defended his dissertation on Mergers and Acquisitions this past Spring. Please congratulate him, but remember to address him correctly as Dr. Jim Senese. In his spare time as Vice President of Strategic Planning at DollarThrifty, he will be teaching in the Management Program at the University of Tulsa, as well as assisting us with the teaching load in the PM track.

You might also have noticed that you don’t receive Cecilia’s cheerful e-mails anymore. Cecilia was accepted to a Graduate Program at the University of Texas in San Antonio. Though we miss her, we are happy that she will soon receive her Masters degree. Fortunately, we found Heather Bryson, our new administrative assistant. Those of you who have met Heather already know that she is extremely competent and is an over-achiever in every sense. She just settled down and got married, so we hope she will stay with us for a long time.

We also made a couple of changes in response to students’ comments. Last Fall, we started to offer a new student orientation and now every student is also assigned a faculty advisor – no more orphans! So, if you have any questions concerning your courses, capstone, etc. please discuss it with your advisor. Another change regards the capstone project – no we didn’t eliminate it, sorry. But, before signing up for this class, you must get permission from Heather. We also made some modifications to the program resulting in different graduation forms, and Heather can help you to find the right one.

Finally, we are in the process of starting an Alumni Organization for the 33 students who have graduated the ODYN program thus far. Todd Heinrichs will be heading up this initiative and already has many ideas. So, keep in touch with the ODYN family and enjoy the summer!

Special Thanks to...

...the many faculty from other departments that have served as outside members of ODYN capstone and thesis committees.

Tonia Caselman (Social Work)   Roger Randle (Human Relations)
Geraldine Ellison (Nursing)   William Ray (Mathematics)
Mekada Graham (Social Work)   Hazem Refai (Telecommunications)
Suliman Hawamdeh (SLIS)      Shawn Schaefer (Architecture)
Chan Hellman (Human Relations)  Danny Wallace (SLIS)
Yong-Mi Kim (SLIS)           Jody Worley (Human Relations)
William Lovallo (Psychiatry)

Heather Bryson, ODYN Staff Assistant
STUDENT AND ALUMNI UPDATES

Pam Ashford: I graduated from the ODYN program in Spring 2006. I am an 8th grade mathematics teacher at Carver Middle School. My understanding of team theories and team development is evidenced as part of the 8th grade Core teaching team and I use theories and principles of leadership to enhance my work as the Department Chair for mathematics. I recently served as co-chair of the committee which coordinated a school-wide evaluation and authorization by the International Baccalaureate.

Saskia Bayerl: After hurrying through the final stages of the program I not only changed my employer, but also city, country, and continent - exchanging root beer, plains and the lofty fields of academia for whiskey, highlands and the rather messy world of North Sea oil; all in the pursuit of three letters: PhD. If any of you has a fancy for visiting Europe, you're very welcome in Scotland for the next two years; the two years after you'll probably have to travel a little further East to Holland -- and after that? ... who knows..? Miss ya'll, Saskia.

Trudy Bohanon: I graduated from the program in May, 2005. I work at USIS as a Customer Implementation Manager; responsible for leading a team of 30 project managers, coordinators, trainers, and implementation analysts. My husband (Robert) and I will be celebrating our 25th anniversary next summer and we are planning a European vacation to celebrate the milestone. We have 2 wonderful granddaughters (Morgan & Hallie) and we excited to have a baby grandson join the family in August.

Jeff Branz: I graduated from the program in May, 2006. It's amazing how I've managed to fill up all the free time I thought I'd have after school finished. In April, I celebrated my 16th anniversary with Williams where I'm presently HR Director of Exploration and Production and Strategic Services and Administration. On the volunteer front, I'm serving on my church board and I'm also very involved with Union Public Schools.

Corey Carolina: I am currently working as a branch manager for Mortgage Solutions of Tulsa, LLC. I supervise 7 loan officers while I run the day-to-day operations of the company. While in the ODYN program, I have grown greatly as a speaker, by sharpening my presentation skills. Secondly, through much team building, I have learned the value of developing great teams. It was an honor to work with great team members such as Tago, Steve, Cleta, Lori, Sharon. There were also a host of others who have inspired me greatly in my development as a professional. I am forever indebted to the ODYN program, for the experience, and knowledge I have gained. Currently, I am applying for part-time professor positions at three institutions of higher learning including Northeastern State University, Tulsa Community College, and Langston University-Tulsa. My overall goal is to pursue my doctoral degree next year. I look forward to great things to come with the ODYN program and the future graduates.
STUDENT AND ALUMNI UPDATES (CONTINUED FROM PAGE 4)

Lacey Cline: I am still working with Arvest Bank, in Employee Education and Development, and love it! There is never a dull moment. We recently implemented new training programs, as well as, a scholarship program for associates. New duties on my plate include our new group interview process and recruiting. This is definitely a learning experience for me, but I am thankful for the opportunity. Outside of Arvest, I began career coaching for Jean Kelley. We are helping college students choose their career and college major. Everything is moving along smoothly and quickly, and I am having a ball. I can't believe it is already July! Hope everyone is doing well!

Rosalia Cunningham: Our culture journey at Hilti continues to ascend higher and higher heights up the summit of GREATness!! I am happy to share that our evolution (from our original concept of GUNGHOO! by Ken Blanchard and Sheldon Bowles) has JUST hit level #3 - team base camp, when I rolled it out with our Executive Leadership Team for our Western Hemisphere operations. We also had special guest from our European headquarters., the Chief Kahuna's a.k.a. Executive Board (you all these crazy, fun titles from me), who totally were thrilled with the "Pit Stop" theme we spun... I borrowed terminology from NASCAR for it to be relatable to us folks on this side of the pond... even though they're HUGE Formula Racing Fans... they loved it !!!!!! Our future is looking bright, and I leave for Europe next week to start talks about team base camp #4 ... we already have concepts through level #6... got several more years ahead ... and how's that for organizational (& JOB) stability!!! I'm in Canada right now.. and I am bummed that I don't have access to my pictures... there are several of the RACE... with all the Executives in their helmets, racing gear & suits, and checkered bandanas... in the specially built cars we had made ... next time I'll get you some of these GREAT Kodak moments!!!!!!!

Heather Davidson: I completed my studies in May 2007! Yea! I have been working at The Soderquist Center, a leadership development center, since October 2006. In my role, I work closely with our customers to assist them in developing sound leadership skills. My studies in ODYN prepared me well for providing coaching to leaders, facilitating content sessions and administering personality and skills assessments. My husband and I are residing in Fayetteville, Arkansas.

Michael Ellis: I am currently three classes into the program (since January 2007) and in that short length of time I have received two promotions within my company. Braden Manufacturing is part of Global Power Equipment Group and we design and fabricate large steel equipment for gas fired Turbines in the power generation industry. Our success depends upon our successful penetration into foreign countries and utilizing their fabrication capabilities. I have recently been tasked with the position of Executive Manager, Global Fabrication Operations and the company's growth and future depends upon my department's success in growing and establishing worldwide fabrication capacity. These goals have taken me on many travels this summer with a world tour that included stops in Turkey, Bahrain, Qatar, India, Thailand, and finally a return trip to China. I was in the Global Business Practices and Ethics class when I received the promotions, so it is little doubt that the ODYN program contributed to my success. One note: if you are planning on traveling worldwide, get ready for some wild looking cuisine!!!
Lori Fredrick: In the past few months I have graduated from the ODYN program and in turn also got a promotion to SR, Project Planner within American Airlines. I am currently working on one of our cost-savings initiatives that install winglets on several of our fleets. I am also helping development our team into a Project Management Office. When I am not at work I enjoy having my weekends back to spend time with my husband and wonderful little boy, Griffin, who will be 3 in just a few short months. I started the program the weekend he turned 1, so it is nice to feel that I have more time for him.

Eric Hastings: I recently was married in November of 2006. I also sold my part of Shop and Save, Inc., a small company that I had worked for since 1996. I worked for an individual who had family that had started and maintained the business for over 30 years. About 5 years ago this man sold the store to an investor and I had the opportunity to invest and own part of the company. I helped to renovate and build a larger customer base, turning 5 profitable years. The last 5 years I have been able to make many changes to the business and it was time to explore new opportunities. One of my long-term goals is to own my own business and this gave me invaluable experience.

Melissa Mason: I graduated from the program in 2006. Later this year, I am getting married to my wonderful fiancé, Kevin. I recently passed my Senior Professional Human Resource (SPHR) certification. I am working to roll-out a mentoring program here at Cox Communications and so far it is going well.

Tago Mharapara: This is my final summer in the ODYN program and I am crossing my fingers that I will be less broke this time next year. Also looking forward with some trepidation to Fall Semester when I will propose and defend my thesis as well as present a Poster Paper at APA 2007.

Sharon Mitchell: I was promoted in January 2007 to an HR Generalist at my current company, Hilti, Inc. The ODYN program has helped me professionally. I am currently working on an HR Generalist Training Manual as my Capstone and as a major project for work. My VP and Director of HR are directly overseeing this project. This has/will be positive for my growth within the organization. In addition, I have used Hilti in many of my papers and projects for school. This has allowed me to learn more (dig deeper) into my organization which has been beneficial for both. I have enjoyed the ODYN program and look forward to graduating in Dec 2007!!

Jennifer Palmer: I am helping my husband plan a conference for a group of businessmen and their wives, scheduled for Spring of '08. For 46 years, this group has traveled to tropical islands. When it became Tom's and my turn to host the trip, we proposed going to Santa Fe, but two of the more vocal members of the group insisted the group "always" wants to go to a beach. To avoid going to "Abilene", Survey Monkey was launched! The professional touch and results did the trick--you guessed it, the numbers reflected about 80% of the group are looking forward to going to Santa Fe.

David Pennington: Last year in April, I was promoted to HR Proshop Recruiting Specialist. This was due to my hard work in preparing for this role and the ODYN program. After starting the program, it really gave me a clear vision to where I would be passionate as well as successful. In 7 months, I hired 76 people. In Feb of 07, I was promoted as one of seven centralized recruiters for Hilti. Hilti created a centralized recruiting team to more efficiently recruit and service both internal and external customers. We now recruit for all sales channels for Hilti North America. I cover all California, Arizona and Nevada. I value my education from the program. I can take away either theory or principles that I have learned and directly apply them to my group and my HR department.
STUDENT AND ALUMNI UPDATES (CONTINUED FROM PAGE 6)

Stacey Portman: Since I have been enrolled in the ODYN program, I have landed my dream job at Cherokee Nation Enterprises where I am currently working in Human Resources and loving every minute. I am also a volunteer for Big Brothers Big Sisters and I have recently become involved with the Human Rights Campaign and Equal Rights Advocates. Now, I am ready for the next chapter in life to start and I can’t wait!

Emily Long Walton: I graduated in May 2005. Currently, I am working part time in the Marketing and Development office of Riverfield Country Day School in West Tulsa. I really enjoy it and am enjoying only working part time so I can stay home the rest of the week with our son, Caleb, who is about six months old.

Dana White: By the grace of God I survived a horrifying wreck in February, but have recovered almost completely; scary things like this help to put life into perspective! Academically, I will be finishing the ODYN program in December - hard to believe already, but looking forward to it with some excitement and some sadness in a way. I was also nominated for, and accepted for membership into the elite student group, The Crimson Club of OU. I will continue to be one of your student representatives of the ODYN program in the OU Tulsa Student Association. Still looking for a job....

Bill Wiles: I graduated from the ODYN program in Spring 2005. Since leaving the program I founded npcapital.net. The NORTHPOINT CAPITAL GROUP (www.npcapital.net) is a Tulsa-based private equity group which invests in growing companies in established industries. We invest in companies characterized by high-quality management teams; products or services with solid market positions and competitive advantages; and the opportunity for exceptional financial performance. Our goal is to work with company management teams in order to transform ideas and possibilities into profitable realities for growing businesses.

Jim Wolf: I graduated from the ODYN Program in Spring 2006. My current occupation is an IT Project Manager for USIS. A recent interesting project that I completed was a Christmas music CD that my wife and produced from start to finish in 6 weeks using local music talent and a Tulsa area recording studio. We could never have completed the program in time without the skills I picked up in graduate school. I look forward to working on more projects that are equally engaging; projects that offer a chance to use the knowledge acquired at OU.

Martha I. Zapata de Roblyer: I’m co-author of a paper for the 4th International Conference on Knowledge Management to take place on Vienna, Austria, August 27-28, 2007. Our submission was accepted and it will be presented during the conference. The name of the paper is “Emotional Intelligence and Dysfunctional Mental Models: A Framework for Enhancing Communication and Knowledge Sharing”, Martha I. Zapata Roblyer, Michel Farabough, and Suliman Hawamdeh.
FACULTY NEWS

Brigitte Steinheider (continued from page 1)

prestigious institutions such as the University of California-Berkeley, the Academy of Criminal Justice Sciences, the South Carolina Criminal Justice Academy, and the International Association of Chiefs of Police. She has also done consulting with American Airlines, Coca Cola, and the Tulsa Technology Centers. Additionally, she received a best paper award from the Academy of Management and her work with the Broken Arrow Police Department was recognized with selection as a finalist for the Webber-Seavey Award for Quality in Law Enforcement as well as the National League of Cities Awards for Municipal Excellence. In August, she is invited to collaborate with the German Police of the State of Rhineland-Palatinate. Meanwhile, her research grant proposal is pending with the National Institute for Justice.

On campus, Brigitte has served on the Provost’s committee for the OU-Norman Library and has been included in the strategic planning for the OU-Tulsa College of Medicine. Furthermore, she moved into a bigger apartment (but kept the spectacular view over the river) and became a permanent resident in the US! This summer, Brigitte will concentrate on preparing her tenure dossier. Finally, in July, she will be recuperating from all the stress by hiking on the Grossglockner, the highest peak in the Austrian Alps.

Jennifer Kisamore (continued from page 1)

presented or accepted for presentation at a number of conferences including the SMA, SIOP, APA, AoM, and ASAC. Jennifer finished the second year of a two-year term as co-editor of the Education and Training column in *TIP (The Industrial-Organizational Psychologist)* and was asked earlier this year to serve on the Scientific Review Committee at OSU’s Center for Health Sciences. On the personal front, Jennifer had two big events. In November 2006, she married Earl Blewett, an associate professor of microbiology. In September, Jennifer also completed (via walking) her first ever 25K run. Jennifer has been spending her summer continuing on her research and vacationing with family in Canada.

Dayle Aldridge (continued from page 1)

familiar with a new campus. However, she says the experience has been “Fabulous” in that she is working with bright accomplished, goal-directed students, wonderful colleagues and an incredible program. In addition to teaching, Dayle has established a working relationship with other faculty in the areas of project management and knowledge management, and is currently working on projects with both. Her areas of interest are emotional intelligence, project management, and leadership as it functions in both.

For the upcoming academic year, Dayle plans to complete a couple of new preparations, prepare a paper for presentation at KM/PM conference, and submit a manuscript for publication. She is also looking forward to working with her Capstone students on what are already proving to be very interesting and important projects. She loves teaching because it gives her the opportunity to interact with students who share their experiences and information as well as conducting research and capstone projects with students and faculty as she describes the interchange of ideas as “exhilarating”.

In her personal time, Dayle enjoys spending time with four generations of family and her two magnificent Tennessee Walking Horse stallions. Dayle is also an avid reader – sometimes reading 4 or 5 books at once and a rabid foodie who, despite being a restauarateur at one time, still loves to cook and have family and friends over to relish old favorites and try new dishes.

Additional Faculty

The ODYN program could not be a success without faculty support from our Psychology Department colleagues in Norman as well as adjunct faculty. Norman-based Psychology faculty who have taught courses or served on capstone and thesis committees in the past year include: Jorge Mendoza, Eric Day, Lori Anderson Snyder, and Robert Terry. Adjunct faculty for the past year include: Jim Senese and Tom Stone.