Welcome to the third issue of the Organizational Dynamics newsletter. I want to congratulate the students, alumni and faculty on their many successes, including both research accomplishments and significant career achievements. I am particularly impressed with the achievements of our students and alumni. Many attribute these successes to the Organizational Dynamics program, a tribute to our students’ hard work and to our Tulsa faculty. Speaking of faculty, I would like to take this opportunity to congratulate Dr. Kisamore for her recent promotion to associate professor with tenure. Also, I would like to thank Drs. Steinheider and Aldridge for another successful year. Dr. Steinheider will be on sabbatical next fall and Dr. Kisamore plans to be on sabbatical in spring 2010.

Although located in Tulsa, the Organizational Dynamics program is an integral part of the Psychology Department. Norman and Tulsa faculty are actively involved in the Organizational Dynamics program. You will see Norman Psychology faculty teaching ODYN classes, observing faculty teach in Tulsa, serving on capstone and thesis committees, and meeting with faculty in Tulsa about program events. I encourage you to make the most of the vast opportunities available at OU, both in Tulsa and Norman.

Have a great summer!

Sincerely,
Jorge Mendoza, Ph.D.
Chair, Department of Psychology
Program News – Jennifer Kisamore

Hi ODYNers! I am very excited about new opportunities in the ODYN program and the accomplishments we have made in such a short time. Our biggest news is that there are now 62 program alumni since the first ODYN courses were offered in 2003. Because of these accomplishments, the program draws many well-qualified applicants. Our best applicants come from student referrals. If you know someone whose career goals and abilities are a good fit with ODYN, please tell them about the program.

With all these accomplishments come growth and change. Beginning fall 2008, a number of program changes went into effect. These changes were designed to help you tailor the program more toward your individual career goals and were made in response to comments from students like you. The changes include the addition of a comprehensive exam option (to be completed in lieu of the capstone project or thesis) and the addition of a course entitled Proposing and Presenting Research which was designed specifically to better prepare capstone/thesis students to complete their projects. Two students have already made use of the comprehensive exam option which involved them completing 4 written exam questions (teams/leadership; statistics/measurement; human resource management; and project management) and an oral exam component. Please remember that program changes do not affect all current ODYN students so contact your advisor if you have any questions about whether or how they affect you.

Also, as many of you know, this year will be a year of sabbaticals for Brigitte and myself. Brigitte has already arrived in Germany, where she will complete her sabbatical during the fall 2009 semester. In spring 2010, I will begin my sabbatical. Dayle will continue on in the program during these two semesters but unfortunately will end her service with the program after the spring 2010 semester. While Brigitte is on sabbatical, I will be serving as the interim graduate liaison. If you need any forms signed or petitions filed, please send these requests to me.

As always, have a great summer! If you have questions about the program or degree requirements, please contact your advisor or me.

Catch up with friend and make new ones...

..attend an ODYN social.

Whether you have already graduated from the program, are active in the program, or just thinking about applying to the program, ODYN welcomes you to attend. Please see our website for information about upcoming events.

ODYN students, alumni and faculty having a great time at El Guapo.
Hi Everyone! I have recently become the ODYN program representative for OUTSA. I would like to thank Paula Ketron for her service last year as our OUTSA representative. Because I was previously the alternate representative for ODYN, the program is currently looking for a new alternate representative who can also attend OUTSA meetings. Please email me (dtuttle@nexcor.net) or Dr. Kisamore (jkisamore@ou.edu) if you would like to serve in this capacity.

For those of you who are not familiar with OUTSA, it is the OU-Tulsa Student Association. OUTSA’s mission is to make your time at OU-Tulsa more enjoyable. OUTSA accomplishes this in many ways including establishing student organizations, improving campus facilities, and making students aware of activities, events, and benefits programs. OUTSA is funded by student fees that you pay along with tuition. In the past year, these funds have been used to improve campus facilities by adding equipment to the workout facility, funding mini computers that students can check out from the library, and providing refreshments at convocation. OUTSA benefits do not end there. Students in Norman-based programs (like ODYN) are eligible for up to $250 in professional development funds that can be used for reimbursement of expenses such as registration fees for a professional conference. Because these funds are available on a first-come, first-serve basis only, be sure to get pre-approval if you will seek to be reimbursed for such expenses. Norman-based students also have recently gained another benefit from their student fees. ODYN students are eligible to receive student health services on campus from Lori Steele, Physician Assistant. While lab tests and medications are not covered, general care procedures are. Call 619-4565 for more information.

All students are welcome to attend monthly OUTSA meetings and OUTSA members welcome input from all students, whether they are official program representatives or not. Meetings are generally held the first Tuesday of the month from 5:30—7:00 PM. You can learn more about OUTSA including its officers on the association’s website at tulsa.ou.edu/outsa/index.htm.

I hope you enjoy the rest of the summer. I look forward to representing you this coming school year!

“There are no secrets to success. It is the result of preparation, hard work, and learning from failure.”

-Colin Powell
Student and Alumni Updates

Years in parentheses denote graduation year for alumni.

Lacey Cline (2008): After graduating from the program and not knowing what to do with all my spare time, I decided to pursue a certification in career coaching. I am half way through the Career Coach Institute's program and continue to work at Arvest in Employee Development. My husband continues to coach freshman basketball and varsity baseball at Jenks. Attending all the games keeps me busy as well, along with volunteering as a mentor for Miss Tulsa and helping her prepare for Miss Oklahoma in June. I look forward to our alumni dinners and hope everyone is well!

Sharon (Mitchell) Goss (2008): Wow, I can’t believe I’ve been out of the ODYN program for two years now. Time has flown and I really miss everyone! This has been my year for change. I got married in late November and am enjoying being a newlywed! The next step is a family but we are practicing by parenting our 9-year old West Highland Terrier to work out all the bugs first! We also have both our homes on the market waiting to see which will sell first. Then after working for Hilti for the past 5 ½ years in Human Resources, I made a decision to join Deloitte Consulting in a similar role at the beginning of April. I am enjoying the challenge of a new industry. My HR team is all located in different states (opposite of Hilti) so I have now become the queen of virtual meetings! I would love to stay in touch. My email is sgoss@deloitte.com.

Shae Green (2009): So much has occurred since my leaving Tulsa in late 2007. I relocated back to the Dallas, Texas area and I continued my employment in Human Resources with L-3 Communications. I recently received my 10 year service award with the company which I consider an accomplishment. Great things continued to occur when in July 2008 I married my husband, Tarus Green and we bought our new home in November 2008. The most recent rewarding achievement is my completion of the capstone requirement to receive the Organizational Dynamics degree. I now have increased my opportunities for career progression and enhanced my knowledge. I look forward to utilizing the degree throughout my future career endeavors. Thanks so much to Jennifer for her encouragement to complete this last hurdle.

ODYN Jurors

The ODYN program uses an innovative approach in which outside experts are invited to ODYN courses to serve as “jurors” for course projects.
Student and Alumni Updates (continued)

Rachel Henderson: I am entering my second year back at American Airlines. My newest career in Corporate Relations allows me to work with many different people and companies while representing AA. I can also work on many of the non-profit projects that are near and dear to my heart. In June, Dean and I got married!! In one day, I became the proud mother (step mother) of six instead of just two children. I had several big work projects in June, among them organizing the statewide Aerospace symposium, so we took our honeymoon in July. Off to St. Maartin! I am trucking along in my ODYN studies and take classes when work allows. I should complete the program in spring 2010 and hope to do my capstone in a subject dealing with mental health issues and the workplace.

Tim James: While looking forward toward my final few classes, my education through ODYN has already helped me in my role with Human Resources for the City of Claremore. The City has entrusted me with the Employee Handbook Committee and to rewrite the handbook for the new budget year beginning July 1. Probably the biggest change in my family was my daughter who graduated as valedictorian from Claremore High School. She’ll attend NEO A&M for two years before transferring to OSU to major in agricultural engineering. So lately I’ve been jug lining for catfish with my brother and unable to take any classes this summer I’ve had a chance to read for enjoyment and I look forward to spending more time with my son.

Todd Heinrichs (2006): Guten Tag. Wie ist jeder? Ich bin ausgezeichnet. This year I’ve been studying German. I’ve learned a little but have a long way to go before I can hold a conversation with Saskia or Brigitte. I’ve been incredibly busy this year with work but have also continued my running experience. I did a number of races throughout the year, but the big accomplishment was the OKC Memorial Half Marathon. The travel adventures have also been amazing. First, I took a trip to San Diego and had one of the most incredible afternoons of my life. I went sailing on a 79 foot 1812 replica US Privateer. Actually there were two boats and we were firing six pound carronades at each other. My big trip was back to Europe, this time to the Netherlands, Belgium, and an afternoon in Aachen Germany, and yes the flowers were in bloom. Amsterdam is beautiful, Rotterdam’s architecture almost defies gravity, but the Grand Place in Brussels takes your breath away. I can’t wait to read everyone’s adventures.

Linda McKown Maloukis (2009): Still loving life at Cox Communications in Oklahoma! I recently moved into a different role at Cox – I’m now HR Director for Leadership Development and Organizational Development. This entailed me moving back home to Oklahoma City. I still support Cox statewide so I’m in Tulsa on average of once or twice a week. I’m in the early stages of planning the implementation of my capstone at Cox. We are looking at setting up a social networking page for some of our remotely located employees.

Rachel McKenna: I recently accepted a position as a Lease Records Analyst at Samson Resources Company. Currently, I am preparing a proposal for a formal training program for the company’s new hires that will be the basis for my capstone project. Although the project will focus on the Legal Department, in the future I hope to implement the training program companywide.

Fernando Prato (2008): I finished the ODYN program in December 08 and even though it was very demanding between classes, work and life it was very rewarding. At the moment, I’m enjoying time off from “that busy time” but I must confess that I miss (in some way) school, sharing with classmates and professors. I work for the YWCA Tulsa and the Gear-Up program with students in high school. We are in the process of implementing the outcome measurement from my capstone proposal for the organization which will help the overall activities in the organization.
Student and Alumni Updates (continued)

Valerie Purzner (2009): The ODYN program was a great way for me to get my foot in the door with a project management job. I’m glad I made it through to graduation! Since I started and now completed the ODYN program, I remain at Chart Cooler Services as a project manager. My capstone project on Microsoft SharePoint turned out to be a good project for our company and I’m currently working on the implementation. I have learned a lot from the classes and have applied so much of it in the work setting. Good luck to all of you still in the program!

Brent Sadler (2007): I am at State Farm as an assistant manager in our planning and analysis function. For the last year, I have been working in our Corporate HR department: Office of Diversity and Inclusion establishing measurable outcomes for our organizational diversity and inclusion efforts. I will return to the planning and analysis function in August. In addition to work, I have been volunteering at the United Way of Tulsa, tutoring, and coaching my boys’ sports teams. Stop by or call for a visit!

Danny Tuttle: With only one remaining class, the ODYN program has already provided many opportunities in organizational consulting. I am currently working with small to medium sized companies helping to create new growth strategies to deal with this economic change. The ODYN program has given me the knowledge to develop creative, innovative solutions for businesses that desire to grow. During this past year, in addition to work and school, I have been a volunteer for the Tulsa Area United Way and have been active in other non-profit organizations. For my thesis, I will be examining factors that will enhance non-profit leadership. I plan to graduate December 2009.

Jim Wolf (2006): My wife Karen and I moved to Maryland in the spring of 2008 to pursue career opportunities. My ODYN degree has been more valuable than ever since arriving in the DC area. Within 10 days of sending out my resume, I was working on a project for the U.S. Department of Justice. Shortly afterward I began working on a different project for the Department of Homeland Security. Now, I work closely with federal security agencies and my ODYN training proves its value every single day. Karen and I are also working on developing a web-based business. As a bonus for moving, we have seen several area historic sites, museums and monuments including the Gettysburg battlefield; Washington’s home at Mount Vernon; colonial Williamsburg; and several of the Smithsonian Museums. Starting out in a new direction was scary and stressful but we took a calculated risk and are thoroughly enjoying the results now. This is the first time in years that I have enjoyed work so much and every single day I am working to make our country a safer place.

Recruitment Update –Gretchen Sutherland

We have been doing some great things to increase the visibility and recruitment for the ODYN program this year including creating a vision statement, identifying core program objectives and creating new recruitment materials to assist potential students through the application process. Look forward to the launch of a new website as well as ODYN Facebook and Twitter pages. New marketing materials are also being created to increase program visibility. Be on the lookout for ODYN alumni and students who will be appearing at various organizations and events and in features in the Tulsa World. This will be an exciting year for recruitment! If you know someone who is interested in joining the ODYN program, have them contact Georgette Kakridas (gkakridas@ou.edu) for an information and application packet.
Special thanks to...
...faculty members from other departments who have served as outside members on capstone and thesis committees as well as local professionals who have served on capstone committees and/or served as jury members for class presentations.

Barbara Abercrombie (OU-Tulsa, HR Office)  Williard Jones (Greater Cornerstone Church)
Teri Bycroft (OSU-CHS Human Subjects Research)  Emma Kientz (OU-Tulsa, College of Nursing)
Socorro Crisolo (OU Ctr. for Public Management)  Sharon Limas (Tulsa Community College)
Rosalia Cunningham (Hilti)  Laura Lundquist (SEM Group)
Heather Davidson (Soderberg Ctr for Leadership)  Nelson Mower (Cox Communications)
Joe Demartino (Bradan Manufacturing, LLC)  Mary McMahon (Petroleum International)
Erika Dugan (Saint Francis Health System)  Joan Nesbitt (University of Tulsa)
Mike Ellis (Bradan Manufacturing, LLC)  Ellen Ralph (Meridian Resources)
Geraldine C. Ellison (OU-College of Nursing)  Alvaro Ramirez (US Cellular)
Brian Epperson (Giant Leaders)  Hazem Refai (OU-Tulsa, Telecommunications)
Lon Foster III (Fellers, Snider, Blankenship, Bailey & Tippens, P.C.)  Glenda Silvey (OU-Tulsa Public Affairs)
Lori Fredericks (American Airlines)  Norman Stephens (Broken Arrow Police)
Sharon Gallagher (Tulsa Area United Way)  Beth Teegarden (Veterans Administration)
Don Hastings (Tulsa Community College)  Dana White (DLW Consulting)
Jennifer Hays-Grudo (OU College of Medicine)  Jody Worley (OU-Tulsa, Human Relations)
Todd Heinrichs (Verizon)  Todd Wuestewald (Broken Arrow Police Dept.)
Suliman Hawamdeh (OU-Tulsa, SLIS)  Silvia Verrone (US Cellular)

Alumni News –Todd Heinrichs

We’re still in the midst of forming an official alumni association. There were no formal events for program alumni as of yet, but all alumni were invited to participate in the ODYN mission and vision statement brainstorming session that was held in April. Several alumni participated to help create a vision statement that accurately describes ODYN. You can see us below and learn more about recruiting efforts in Gretchen Sutherland’s column in this newsletter.

I am currently working to update the contact information we have on file for program alumni. If you did not receive a request to update your information, please send this information using my jtheinrichs@earthlink.net email account. Stay on the lookout for emails about future alumni events. Enjoy your summer!

ODYN Vision and Core Values Session

A group of ODYN students and alumni show their ideas for the program’s vision statement and core values during a brainstorming session in April.

From left to right: Shenice Chappelle, Danny Tuttle, Gretchen Sutherland, Lacey Cline, Rosalia Cunningham, and Todd Heinrichs.
The Practitioners’ Forum

The purpose of The Practitioners’ Forum is to share insights and tips with students and alumni who are practitioners. Contributions to this forum are based on recent ODYN student capstone projects.

David Burkus: *What difference does difference make? Measuring the impact of expertise diversity among pharmaceutical sales teams on sales performance.*

The pharmaceutical industry regularly creates sales teams with educational background diversity in order to influence performance, defined as market share growth in a territory. The industry also encourages representatives to develop and adhere to a regular routing cycle, assuming it will lead to better performance. The underlying assumptions are that physicians would be exposed to various messages and therefore the probability of hearing a message that influences them increases. Likewise, the regular spacing of messages via a routing cycle would aid in influencing physicians. The purpose of my proposed study was to investigate the relationships between expertise diversity, diversity of sales messages, and routing cycle adherence and performance in a mid-sized pharmaceutical company.

Fernando Prato: *Outcome Measurement in Nonprofit Organizations: Impact in Organizations and the Community.*

Nonprofit organizations provide programs and services to people, communities, and other causes to improve the life of those in need in different ways. My capstone focused on why it is vital for these organizations to measure the impact and benefits for the participants to improve their programs and services, improve the overall activities in the organization, and retain and increase funding by demonstrating to the constituents that their support is successfully used by those in need.

David Butcher: *Developing engineering design standards for AT&T: The need for engineering design documents in the sales process.*

My proposal addressed a procedure to implement an engineering design process by suggesting the use of engineering design documents (EDD). Many studies have been performed and numerous articles have been written about the design process and its importance, but few sources exist on the implementation of a design process for a specific organization. My proposal considered one of the engineering organizations within AT&T and suggested improving the design process by using the EDD. The EDD consists of a sales questionnaire, a design template, a bill of materials, a scope of work, and a project implementation plan.

Valerie Purzner: *Microsoft SharePoint: Implementation and Uses for Chart Cooler Services Company*

As employees approach retirement age and leave organizations, companies today must find a way to begin to extract and retain the knowledge that exists within these employees. One way to begin the process is to initiate a knowledge management system that uses tools to transfer knowledge, allowing employees to share, learn, and collaborate on projects and other job related functions. My capstone evaluated current knowledge management tools, document storage and retention system, and collaboration among employees at Chart Cooler Service Company and presented how knowledge management procedures could be improved through implementation of Microsoft’s SharePoint 2007 by the company.
This past year, the ODYN program has had some outstanding speakers visit our classes. We would like to thank the following individuals for sharing their expertise with our students and alumni.

**Creating High Performance Work Teams: Workplace Changes, Organizational Infrastructure and Team Development Processes**
David Seibold, Ph.D., University of California, Santa Barbara

**More than Money: Managing Motivation**
Todd Wuestewald, Broken Arrow Police Department

**Positive People Practices**
Kevin Kennemer, The People Group

**Strategic Human Resource Management**
John Moore, Leggett & Platt

**Team Spirit: Broken Arrow SWAT Team at Metropolis 2008**
Ian Buchanan, Broken Arrow Police Department

**The Field of Project Management; Preparation and Practice**
Socorro Crisolo, OU Center for Public Management

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**Debbie Cowan: Succession Planning at John Zink: An On-Going and Developmental Process.**
My capstone focused on how succession planning can be used effectively by organizations seeking to build their bench strength, develop leadership within the organization, and/or foster retention of high potential employees. Succession planning processes are not always effective. Often companies do not have a successful succession planning process due to the emphasis on a one-time event rather than on an on-going and developmental process. My capstone examined why succession planning is crucial for ensuring organizational longevity and how it should be handled to ensure effectiveness.

**Shae Green: Organizational Culture Influences on the Success of Merger and Acquisition Integration Efforts.**
The integration of a merged or acquired company is the process where the purchasing organization attempts to start achievement of financial objectives. Integration processes, however, are very stressful for the people involved, especially those in the organization which has been acquired. Because financial objectives tend to be the fundamental focus in mergers and acquisitions, the needs of people are often unmet which then hinders the success of the merger or acquisition. My capstone addressed the influence that organizational culture has on the integration process and proposed a framework for managing culture issues during the integration phase of acquisition endeavors.

**Linda McKown: Using Web Technology to Increase Field Service Representatives Organizational Commitment.**
My capstone was about using web technology to increase field service representative’s organizational commitment. It explored using something akin to social networking sites for the field service representative group. This group can be compared to teleworkers – due to the nature of their work, they are away from the office the majority of their work week so they are not exposed to the company icons, team dynamics etc. The capstone proposed the creation of a digital environment in the form of a website which would allow physically remote employees to communicate, socialize, problem solve and share knowledge. Field Service Representatives would use this web technology to increase work group and organizational identity as antecedents to organizational commitment.

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**Guest Speakers**

This past year, the ODYN program has had some outstanding speakers visit our classes. We would like to thank the following individuals for sharing their expertise with our students and alumni.

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**Kevin Kennemer of The People Group.**
Faculty News

Dayle Aldridge: If you’ve seen the movie, The Great Debaters, it featured my professor, Dr. Melvin B. Tolson. The old photo to the right is Dr. Tolson and me when I was 16 years old, a sophomore at Langston University. He was my advising professor and coach, and I can witness that having a great professor can completely “grow” your intellect, philosophy, and way of seeing and being in the world.

The ODYN program’s student population is made up of fantastic people who have taken on the challenge of a graduate program, compressed format courses, are full time working professionals, most with families as well. That is quite a commitment, and in turn, I respect and appreciate them. So, along with the most dynamic course content I can find, I try to add just a touch of “Tolson” to every class. It is important, I think, to pass on those empyrean ideals that can see one through when things are confusing, or just tough, or both. Let me just say that I value highly the experience of teaching material that I love to people who eagerly grasp and use that material. I am enriched by hearing how the classes and the projects have been implemented and made a difference to the students and to the organizations they represent. It has been wonderful meeting the company representatives who give their Sunday afternoons to observe the projects, and freely give of their experience and expertise to our committed, hardworking students. In many instances, those same company representatives have supported and championed the students in implementing the projects back at work. It all works together so wonderfully. I’ve been working full time for several decades and have had some really great career experiences in which I said every morning, “it just can’t get any better than this”, and couldn’t wait to get to work. Thanks to my very bright, energetic, engaging students, and the lovely and brilliant “jurors,” this is just like that.

Jennifer Kisamore: This has been an exciting year! Last summer, Earl and I spent two weeks in Scotland where I presented at a conference held at the University of Strathclyde. While there I also met with faculty at the University of Glasgow to discuss possible exchange opportunities between ODYN and their business school. While in Scotland, I learned that Sir John Sinclair, a founder of the field of statistics is a relative of mine. That explains a lot! In fall, I turned in my dossier to be considered for tenure and promotion. I am happy to report that all went well and as of July 1, 2009 I am a tenured Associate Professor of Psychology. This past year I’ve presented at the Academy of Management, Midwest Academy of Management, Southern Management Association, Oklahoma Academy of Sciences, American Association for the Advancement Sciences-SWARM, and Writing Development in Higher Education conferences, won two awards (best paper in track from the Southern Management Association and Outstanding Reviewer by Career Development International Journal), and had several papers accepted for publication.

On the personal front, my husband and I adopted a new puppy, Butter, last October to keep our older dog (Chestnut) and cat (Callie) company. Life since Butter arrived has been anything but tame! We’ve all enjoyed taking some short trips this summer to escape the Oklahoma heat.
Brigitte Steinheider: Time flies when you are having fun! It has already been 7 years since I came to Tulsa to implement the ODYN program. This fall I am on sabbatical in Germany so that I can practice my native tongue and reconnect with family and friends. Since May, I am a visiting professor in the Psychology Department at the Johann Wolfgang Goethe University in Frankfurt/Main (yes, even the names of German universities are long) and use the time to catch up on my research. Within 4 days upon arrival, I already gave my first talk and also visited ODYN alumnus Saskia Bayerl who is doing her Ph.D. in Rotterdam/Delft to work on 2 papers. If you happen to come to Frankfurt, give me a call and I will show you the best Apfelwein restaurants (local specialty).

During the last year, I presented papers at the Society of Industrial and Organizational Psychology, the American Society of Criminology, and the European Association of Work and Organizational Psychology in Spain, and published two papers. Last August, we also organized a symposium with ODYN alumni and current students at the Third Annual Knowledge and Project Management conference hosted by OU-Tulsa which was very well attended. Encouraged by a best paper award for a publication in Police Practice & Research, I also attended the Broken Arrow Citizen Police Academy. It was great fun to play police woman (here you see me with ODYN Alumni president Todd Heinrichs searching a building) and I would recommend it to everybody! I just hope I am better in doing research than I would be in chasing bad guys! Looking forward to seeing ‘you all’ when I will be back in Tulsa in December! Tschuess and see you soon, Brigitte

Robert Terry: Although based in Norman, I regularly teach the Applied Measurement and Performance Management courses for the ODYN program in Tulsa and serve on ODYN capstone committees. I recently published a monograph entitled "Emotional Intelligence and Personality: A study of the controversy surrounding emotional intelligence" with Elizabeth Freeland and Joe Rodgers.

Faculty Support from Norman: The ODYN program could not be a success without the teaching and administrative support we receive from our colleagues in Norman. We would like to thank Lori Anderson Snyder, Eugenia Cox-Fuenzalida, Scott Gronlund, Jorge Mendoza, and Robert Terry for their service on various selection and capstone committees over the past year. We would also like to thank all of our Psychology Department colleagues in Norman for their continued support of the ODYN program since it’s inception!

ODYN Projects

Students in Dr. Aldridge’s Project Coaching and Consulting course demonstrate these skills through their course projects.

Left: Team members show how to coach management through uncertain times. Left to right: Mohsen Moosavi, Rachel McKenna, and Zina Morrison. Danny Tuttle and Taylor Farr appear off camera.

Right: Team members discuss career coaching methods and techniques. From left to right: Rosie Williams, Jessica Tollman, Salome Roe, and Shenice Chappelle. Gretchen Sutherland appears off camera.
Giving to OU

Are you or your organization interested in donating to OU? For information about donation opportunities, go to:

[https://www.oufoundation.org/onlinegiving/](https://www.oufoundation.org/onlinegiving/)

If you are interested in donating specifically to the Psychology Department’s Organizational Dynamics program or to a new scholarship fund designed for OU-Tulsa students who demonstrate financial need and academic excellence (the **OU-Tulsa Scholarship in Excellence**), please contact Kathy Siebold in the OU-Tulsa Development office at (918) 660-3102.

**Thank you for your support!!!**

About ODYN Graduates

Graduates earning the master of arts in Organizational Dynamics have acquired the leadership skills needed to manage people, projects, and technology, with special attention to technology-based industries. The program develops these skills by bringing together cutting edge research with practical application. The program builds upon a set of core courses, which examine leadership, innovation, teamwork and analysis.

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Editorial Team:

**Editor:** Jennifer Kisamore
**Public Affairs Reviewers:**
Tracy Kennedy and Glenda Silvey

STAY IN TOUCH!

Keep up to date on program news throughout the year! Visit the ODYN Web site at:
[http://tulsagrad.ou.edu/odyn/](http://tulsagrad.ou.edu/odyn/)

Also, be sure that we have your most up-to-date contact information including current phone number and both e-mail and snail mail addresses. For e-mail, current students should be sure to check their OU e-mail regularly or have their OU e-mail forwarded to an account they check regularly. To update your contact information, please e-mail Georgette Kakridas at:
gkakridas@ou.edu.

ODYN Events –Georgette Kakridas

********** Save these Dates**********

August 13th will be the OU-Tulsa all campus orientation for new students. After the campus orientation, ODYN will host a welcome back event for all our new students, current students, and alumni.

**All Campus Orientation**
Thursday, August 13, 5:30—7:30pm
or
Thursday, August 20, 9:00 am—12:00 pm
Location: Learning Center - Founders Hall

**ODYN Welcome Back Party**
Thursday, August 13, 7:30—9:00pm
Faculty-Staff Lounge (main bldg, 3rd floor)
We hope to see you there!!!
The University will provide more information for new students about the all campus orientation.

The University of Oklahoma is an equal opportunity institution.