Welcome to the fourth issue of the Organizational Dynamics newsletter. I want to congratulate the students, alumni, and faculty on their many accomplishments in courses, research, and career advancements. I am very pleased and proud of your achievements.

In terms of faculty, I congratulate Drs. Kisamore and Steinheider for their accomplishments. Jennifer’s work has appeared in a number of excellent publications last year and was invited to be on the editorial board of *Career Development International*. Brigitte gave 11 international presentations, and her collaboration with the Broken Arrow Police Department was honored with the 2010 Excellence in Law Enforcement Research Award by the International Association of Chiefs of Police/SPRINT. Brigitte continues to serve on SIOP’s Professional Workshop committee and was invited to be on the editorial Board of the *Journal of Information and Knowledge Management*. I would also like to thank our Tulsa adjuncts Drs. Schooley and Young for their contributions to the ODYN Program and Drs. Terry and Day, Norman faculty, who teach and mentor students in Tulsa. We miss Dr. Aldridge and her wealth of experience. As many of you may know, she retired in spring 2010.

The Organizational Dynamics program is an integral part of the Psychology Department. Many of the Norman faculty work along with Tulsa faculty teaching and mentoring students in Tulsa. I encourage you to meet these folks and make the most of the vast opportunities available at the ODYN program and OU-Tulsa. Have a wonderful year!

Sincerely,
Jorge Mendoza, Ph.D.
Chair, Department of Psychology

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**From the Chair**

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**Spring 2011 Convocation:**
(Left to Right)
Mandy Mathes, Jason Day, Salome Roe, Phyllis Smith, Brigitte Steinheider, Doris Dixon, Jennifer Kisamore, Brent Harris, Jorge Mendoza, Taylor Farr, Sarah Diepenbrock, and Dee Dee Madison.

OU-Tulsa’s Convocation was May 10, 2011 at the Donald W. Reynolds Center.
Program News – Jennifer Kisamore and Brigitte Steinheider

Hi ODYNers! We hope you are having a great summer and are managing to stay cool despite the Oklahoma heat! We want to congratulate all the students who have graduated since Fall 2009 (see list on left) and update you on some of the program and personal highlights. Because of Jennifer’s maternity leave last year, this year’s newsletter includes accomplishments from the last two years.

ODYN now has 77 program alumni! This is a major accomplishment for a small program that offered its first classes in 2003. We are glad that the program continues to draw many well-qualified applicants and would like to encourage you to continue referring good prospective students our way! Current ODYN students and alumni are our ambassadors because you know the program and how it can be beneficial for your careers. If you know someone whose career goals and abilities are a good fit with ODYN, please tell them about the program.

The last two years were exciting with distinguished speakers such as former Mayor Kathy Taylor discussing change in Tulsa, former OK State Representative Lucky Lamons explaining the political system, and Chief Chuck Jordan describing his leadership of the Tulsa Police Department. Our approach of applying relevant theories in an entertaining way and presenting it to juries of business leaders resulted in memorable and innovative presentations. Among them being able to leave ‘Gilligan’s island’ (see page 3), dealing with a radical church (see page 5), and reflecting on the experiences of serving on the Laci Petterson jury. Consulting projects with Tulsa-based companies helped to restructure a call center at Regional Medical Laboratory (RML) — four RML executives came to the final presentation and the project received high praise from the president of the company.

Over the past two years, there have been changes in program faculty and administration. Jennifer has been serving as the Graduate Liaison for the ODYN program since Fall 2010. After the Fall 2011 semester, Brigitte and Jennifer will take turns serving as Graduate Liaison Brigitte will handle program duties in the Spring semester until June 30, and Jennifer will handle for the rest of summer and Fall. Jennifer will also be taking her sabbatical in spring 2012. If you need any forms signed or petitions filed, please send these requests to whomever is serving as the Graduate Liaison at the time.

Become part of the ODYN family...

.. 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 one of our socials.

Please see our website for information about upcoming events.
The Spring, 2011, semester was an exciting one for ODYN Students. Thanks to the hard work of several dedicated students, ODYN now has its own student association! Keeping with the philosophy of the Organizational Dynamics program, the ODYN Student Association will promote the program within the community, facilitate communication between students and faculty, and advocate for professional development for our students.

Since our association was approved, we funded the student meals at the Spring ODYN Social. We are also working on designing a T-Shirt which will be available for purchase in the fall.

Our executive council is also in the process of choosing a charitable organization that which the ODYN Student Association can partner. If you have any suggestions please email Amber Canady (acanady@ou.edu) or Sarah Gray at (sgray@ou.edu).

We are very excited about the upcoming year! We want all of our new students and current students to come out and socialize before the semester begins. The executive council is looking forward to giving a voice to the ODYN Students.

If you would like to become involved with our student association or would like to be involved in planning social activities or documenting program activities and successes, please contact an officer or the appropriate committee chair (see list on right).

**ODYN Presentations**

Students in the ODYN program gain a tremendous amount of experience developing skills in different methods of presentation. In Dr. Steinheider’s *Teams and Motivation* class, students developed posters for class presentations.

This poster is an example of one which was developed based on a case-study of team dynamics.

Poster was created by: Chris Province, Carrie Tracy, Luke Freeman, Chris Gilreath, and Amber Canady.
Student and Alumni Updates

Year in parentheses denotes graduation year for alumni.

**Saskia Bayerl (2006):** On October 12, 2010 I successfully defended my doctoral thesis in front of family, friends, colleagues, and an international panel of 'opponents'. Four years after graduation (and has it really been that long??!) I can therefore proudly state that "I am (finally) a Ph.D.!". It has been interesting, it has been hard -- and it was high time for life to start again. In the meanwhile, I also presented my capstone with first empirical data in a submission by Dr. Steinheider and myself at an international psychological conference (EAWOP 2009) in Santiago de Compostela. It was exciting to see the ideas developed in my capstone become reality and to discuss them with an academic audience. In August 2010, I began at Rotterdam School of Management as postdoctoral researcher. I am part of the project management team that supports a 10 country, 15 partner project on "Comparative Police Studies in the EU", in which we investigate organizational change processes in a cross-cultural context. (Thanks go again to Brigitte Steinheider as well as Todd Wuestewald. Without their support and the chance to participate in their research with the Broken Arrow Police during my time in Tulsa. this job would never have been possible!!) I still do a lot of travelling, but now finally more for pleasure than for work...instead of 'conferencing', this year I went dog sledding in Northern Finland and hiking in Southern Greece...and since I have an amazing travel companion, I'm sure many more adventures are yet to come.

**David Burkus (2008):** Since graduating from the ODYN program, I took a deep breath and dove right back into doctoral studies at Regent University. During that time, I also established LeaderLab (http://theleaderlab.org), an online resource focused on promoting leadership research and theory to practitioners – you might call it ODYN online. This resource has led to some amazing opportunities, including lecturing at the US Naval Academy, publishing a book and (most recently) a full-time teaching position at Oral Roberts University. Currently, I am using the LeaderLab to promote and conduct research in collaboration with Dr. Steinheider and visiting assistant professor Dr. Armin Pircher Verdorfer.

**Amber Canady:** I entered the ODYN program in the summer of 2010 and knew that I had found my new home. The program not only opened their arms to the "new" kid, but I found a place where I could marry the theories from my last degree with a real world understanding of application. It was the perfect fit. I was very fortunate to be Jennifer Kisamore’s GA and am looking forward to being her GA for the upcoming year. I have learned a lot in my classes and in working with Jennifer. Over the past year, I have been teaching part-time for TCC. I was really enjoying my teaching, but two weeks ago I was offered the position of Head Speech Coach for their competitive forensics team. I will be coaching the team on Tuesdays and Thursdays and one weekend a month (when I am not in class) I will be taking my team across the country to compete at different college and universities. I am looking forward to this new position. I know that the knowledge I have taken from classes such as Teams and Motivation and The Psychology of Leadership will not only help me to build better team relationships but also help me become a better leader. My last year in the ODYN program looks to be exciting and I am looking forward to every moment of it.

**Sam Dutro:** The last year has been pretty busy, and it started with Teams and Motivation last fall. I finished up my first year of ODYN studies just in time to go through four interviews in three weeks with Dollar Thrifty Automotive Group. Special shout out to Nekesha Penny, who both works for Dollar Thrifty and knows me, yet still decided to recommend me for the job. I also found out in January that my wife is pregnant with our third child, a boy. In the last few months I’ve also served on the board
of directors for the Northeast Oklahoma chapter of the American Society for Training and Development and chaired the planning committee for the Northeast Oklahoma Customer Service and Call Center Forum. A lot more has gone on in the last year but I won’t bore you with that now. I wish I could say I’ve learned something in the last year about how to effectively balance my time and efforts by raising a young family, developing my career, and doing my best in school so I could share the secret with you. However, I believe I have been left with more questions than answers. Nevertheless, I have learned at least two things in the last year. First, keep your priorities straight. Each class is only three weeks, which makes it extremely tempting to neglect one or more other aspects of life, because after all, it’s only three weeks. I have learned however, there are certain parts of your life which should not be ignored. If you are not sure what those are, think about your reasons for obtaining your master’s degree. If a person or situation is on that list, he/she/they/it shouldn’t be neglected while in class. Second, enjoy the process. One of the hardest balances in life I have found is between living in the now and planning for the future. Life would be so much easier if we only had one of these considerations. You could sell everything you own and “live on room service” but where would that leave you when the money runs out? Likewise, you could spend the rest of your life planning for the future only to wake up one day and realize you missed it. You must do both, and that is where I find the greatest challenge. My goal has become to enjoy the investment I am making in my future. The ODYN program has taught me that this is possible. I think I might be preaching to the converted with that last one. I mean, isn’t that why we all chose this program over that lame MBA down the road? That’s right, I said it. We want to better ourselves but we want it to excite us. I have learned so much in this program, but it has also been so much fun. As challenging as each class is, the lifelong friends, engaging content, awesome instruction, and tremendous camaraderie that develops in each class makes the effort, sacrifice, and frequent tears all worth it.

Beth Goolsbay: In March, 2011, I left the company where I’d been for almost 20 years to take the position of Project Manager at Williams. I am so grateful to have started the ODYN program nine months prior to that! Those ODYN experiences allowed me to have confidence in my abilities outside my “comfort zone”, knowing that I could easily establish effective working relationships with a new team and bring valuable skills and experience to the project. On the home front, my husband started a new job at Dollar Thrifty as Sr. Security Engineer in March and is working on his Master’s in Information Security. (We’re a very studious bunch!) Our oldest son works as a freelance web developer. Our second son is working as a financial analyst while his wife is finishing her Master’s in Taxation. And, last but never least, we’re celebrating the graduation of our youngest daughter from Union High School who will begin her studies in Communication Disorders in August. It’s been a very tumultuous and exciting season in the Goolsbay home!

ODYN Projects

Students in ODYN courses demonstrate the knowledge and skills they have learned in their courses through final presentations.
**Student and Alumni Updates (continued)**

**Sarah Gray:** I joined the ODYN program last summer, when I found myself searching for a new path for my education. Coming from a psychology background I was uncertain how I would fit in since I had little work experience, and what experience I did have had to do with research. I had no idea at the time that this was in fact the perfect program for me. The ODYN program has opened many doors for me in allowing me to search for what I want to do once I am finished with my education. I have many interests and the ODYN program allows me to explore those interests through the different classes that are offered. Since starting the program, I was offered an internship with two consulting psychologists in Oklahoma City who were involved with training and assessment, and I was able to implement ideas from the ODYN class in my work for them. I am now going to be working as a graduate assistant in the upcoming year for Dr. Steinheider and want to pursue a Ph.D. after completing the ODYN program. ODYN has taught me how to step out of my comfort zone and really challenge myself. I can’t wait to see what will this next school year will bring and what all I will accomplish.

**Brent Harris (2011):** Whew, what just happened? Where did the last two years go? Did I just earn a Master's degree from the University of Oklahoma? Heck yeah I did! What a great feeling of accomplishment. Something I am proud of and will always remember. I am pretty sure my wife will remember these last two years as well. This was definitely a family affair for my house. During the program, we were in full on, full contact home renovations, a new kitchen, a new bathroom, and a new nursery, as we welcomed our first child in February 2010. Our son, Adyn, will be 16 months old as I write this. You parents are well aware of the difficulty of concentrating on something like schoolwork when your little one is looking up at you with those sincere eyes and trying so hard to get into your lap, but I had no idea the power that has on a daddy. Needless to say, like many of you, most of my homework was done afterhours, say between 10pm and 3am. Yawn, I don’t miss that at all. I plan to take a PMP training course this fall and take the test soon after. I am also working with others in my organization to make our facilities “green” through the Leadership in Energy and Environmental Design (LEED) certification program. My goal is to standardize the certification process using the tools of project management to tailor a strategy for each facility. Actually, that was my capstone proposal, to provide a toolkit for implementing facility sustainability. The ODYN program was a challenge, at least it was for me, and I understood that it would be going into it. I embraced the challenge and utilized the program to gain applicable knowledge of the project management and human relations professions that I can and do use every day at work. The program has increased my confidence in public speaking, has helped me be a more effective team player, and has also given me

(Continued on page 8)

**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.

Left: (from top) Tara Lee Saylor, Dr. Blaine Gaddis, Dana White, and Dr. Tom Stone serve as jurors in Dr. Kisamore’s Applied Measurement and Analysis course.

Right: Jury members Dr. Bob Schooley, Jon Bagrosky and Laura Lundquist (first row from left) discuss projects in Dr. Steinheider’s The Psychology of Leadership course.
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.

Ray Adams (Hilti)  
Harold Aldridge, Ph.D. (NSU, professor Emeritus)  
Jonathan Ballard (Daiichi-Sankyo)  
Jon Bagrosky, M.A. (NORDAM)  
Lisa Bass, Ph.D. (OU, Educational Leadership)  
James Berger (American Electric Power)  
Terry Bigger, M.S. (Senior Star Living)  
Ian Buchanan, M.S. (Broken Arrow Police)  
David Burkus, M.A. (Daiichi Sankyo)  
Corey Carolina, M.A. (RML)  
Tonia Caselman, Ph.D. (OU, Social Work)  
Gerard Clancy, M.D. (President, OU-Tulsa)  
Kimberly Crosby, Pharm.D. (OU, Pharmacy)  
Rosalia Cunningham, M.A. (Hilti)  
Lana Currance, R.N. (Highlands Behavioral Health)  
Jason Day, M.A.(Johnson & Johnson)  
Charles Downum (Claremore Police Department)  
Todd Enlow (Cherokee Nation)  
Jan Fahrenholz (Regional Medical Laboratory)  
Wilfried Foltin, M.S. (Boehringer Ingelheim)  
Darrell Fuller (Zenergy)  
Blaine Gaddis, Ph.D. (Hogan Assessment Systems)  
Sharon Gallagher, M.H.R. (Tulsa Area United Way)  
Norman Gayle (Regional Medical Laboratory)  
Karen Gray, Ph.D. (OU, Social Work)  
Janette Habashi, Ph.D. (OU, Human Relations)  
Suliman Hawamdeh, Ph.D. (University of North Texas, SLIS)  
Anita Hartman (American Electric Power)  
Jennifer Hays-Grudo, Ph.D. (OU, Community Medicine)  
Chan Hellman, Ph.D. (OU, Human Relations)  
Peggy Hill (Diocese of Tulsa)  
Gaetane Jean-Marie, Ph.D (OU, Educational Leadership)  
Chad Johnson, Ph.D. (OU, Human Relations)  
Chuck Jordan (Tulsa Police Department)  
Yong-Mi Kim, Ph.D. (OU, SLIS)  
Lucky Lamons, M.S., M.H.R., M.P.A. Tulsa Public Schools Foundation  
Brenda Lloyd-Jones, Ph.D. (OU, Human Relations)  
Laura Lundquist, M.A. (SEM Group)  
Susan Marcus-Mendoza, Ph.D. (OU, Human Relations)  
Kevin Marks (BAPD and U.S. Army Reserve)  
Benjamin Martin (U.S. Cellular)  
Betsy Martens, Ph.D. (OU, SLIS)  
Kent Martin (OU-Tulsa)  
David McClain, MBA (Tahlequah City Hospital)  
Showa Omabegho, Ph.D. (OU-Tulsa, Urban Design)  
Pam Pittman, MHR (OU-Tulsa, CORE)  
Ken Randall, PT, Ph.D. (OU, Allied Health)  
Roger Randle, JD. (OU, Human Relations)  
William Ray, Ph.D. (OU-Tulsa, Graduate College)  
Jonathan Rogers (Sigma Alpha Epsilon)  
J. Andy Roop, M. Ed. (OU, Prospective Student Services)  
Tara Saylor, M.A. (University of Virginia)  
Shawn Schaefer, M. Arch. (OU, Architecture)  
John Schinske, EMBA (Janssen Pharmaceutica)  
Bob Schooley, Ed.D. (Cherokee Nation Businesses)  
Jim Senese, Ph.D. (University of Tulsa, Management)  
Mike Skinner (ConocoPhillips)  
Stacey Speegle (City of Tulsa)  
Tom Stone, Ph.D. (OSU, Management)  
Kathy Taylor, J.D. (McAffe & Taft)  
Chuck Tryon , M.S. (Tryon and Associates)  
Sherolyn Wallace, Ph.D. (TCC, Human Services)  
Jennifer Watkins (C. Albert Mental Health Facility)  
Lorinda Wear, M.T. (Regional Medical Laboratory)  
Dana White, M.A., M.S. (DLW Consulting)  
Chris Woodard, Ph.D. (American Electric Power)  
Jody Worley, Ph.D. (OU, Human Relations)  
Todd Wuestewald, M.A. (Broken Arrow Police)  
Bill Young, Ed.D. (Career Development Partners)

Special thanks to...
Student and Alumni Updates (continued)

the confidence to pursue other professional development opportunities that will enhance my career. I hope all of you are able to take advantage of all the opportunities the program offers, the small team size really gives an individual a chance to have impact and really immerse themselves in the projects. And hey, it’s only three weeks (at a time) right?

Todd Heinrichs (2007): The last two years have been a blur... Between travel, work, running and school (again), things have been busy. The highlights that I just got back from Greece. That was a fantastic vacation with my amazing travel companion. We had a wonderful time and can definitely provide some suggestions on things to do in Greece. Earlier this year I was in Manila, Phillipines. Verizon has started an off-shoring project, and so not only am I going to Europe, now to Asia as well. If plans stay on target, I'll be back in both again by the end of the year. So I’ll be traveling to at least a good part of the world. Still running, and have now done three half marathons and actually starting to get the itch to do a full. Maybe that'll be on next year's update. Finally, back in school. I've just finished my 3rd semester of German so actually starting to speak somewhat ok. I still can't have a debate with Saskia or Brigitte. But, I am getting there. Hope everyone is well and excited to hear what you all are doing.

Dori Howard: Because I am doing a complete 180 in my career field, I wanted a master’s program that spoke to me. The ODYN program was recommended by a former professor, and I am so glad I took the time to look into it! The program has been incredibly valuable to me, not only for the advancement of my career, but also in the way I view teamwork, group dynamics, and individual contributions to projects. The classes have helped hone my leadership skills and value diversity in dynamic situations. I have been a full time student for the last few years but recently accepted a Graduate Assistant position at the Schusterman Library. Come visit and I'll give you a tour!

Rachel Hutchings (2010): I finished my studies in May of 2010. My capstone, titled Creating a Community Engagement Roadmap to Address Issues That Perpetuate Poverty was a lot of hard work, but worth it at the end. I was particularly pleased when Dr. Clancy's final recommendation was “let's implement it!” Thinking I would have so much time on my hands, I accepted a nomination to chair the Oklahoma Aerospace Alliance, our statewide industry association, and Workforce Tulsa, our local workforce investment board. While the days are long, the work is rewarding. This year, I was nominated for the Tulsa Business Journal’s Top 40. I was honored and surprised by this recognition. On the family side, we are busy with college graduations, weddings, and children. In August, Dean and I will welcome our first grandchild into the world, Jackson Dean. Our family is so excited that we will have them all here for the happy occasion.

Tom Medford: I am entering my second year as clinic administrator at the University of Oklahoma. My new position is allowing me to make a direct impact on the health and well being of the women and babies of Tulsa and Eastern Oklahoma. I have been able to take items learned in my classes in the ODYN program and apply them the next week at work. I am slated for a completion of classes in fall and want to do my capstone on the standardization of non-medical clinic procedures to reduce errors in our clinic.

Tago Mharapara (2007): Greetings to the ODYN community from cool Minnesota. It is mid-June and its 62F! Most of us have just given up on summer showing up this year which is quite unfortunate as we have many lakes and boats that need using! Professionally, things have been moving along smoothly. Last fall, I had the privilege of presenting work at the Southern Association of Institutional Researchers in New Orleans. I also took on added responsibilities during academic year 2010-11.
I taught a first-year seminar course centered on the politics of immigration. All I can say is thank you, Arizona and SB 1070 for providing me with some amazing discussion material. However, the crowning achievement of this year was the publication of a scholarly peer-reviewed article which I co-authored.


Data used in the article was obtained from my graduate thesis which I completed under the supervision of Dr. Kisamore. Personally, I have decided that a decade in the USA is enough and I will be moving abroad in late August. Initially, I will be living and working in New Zealand but Australia and Fiji hold some promising alternatives. However, I am no longer under the illusion that I will make the decision on my next port of call. That will be for my girlfriend to decide. That stated, I want to take this opportunity to thank Jennifer Kisamore, the ODYN faculty and staff, fellow students and the OU community at large for welcoming me with open arms and helping me to grow as person and as a professional. Hopefully I will get the opportunity to return the favor at some point. Until we meet again, Tago.

(Taggzz@hotmail.com)

Zina Morrison (2009): I have worked for ConocoPhillips energy company for three years now and moved to Houston about year and a half ago. Last month, I was offered a new job opportunity within our company so I left the Change Management and Business Process Management group to work in the Global Marketing HR team as the HR Business Partner Associate. Very excited, huge learning curve, but lots of great opportunities...and always my ODYN degree is helpful :)

Greg Pape (2007): Wow, does time sure fly! With fond memories of my ODYN classmates (you know who you are), facility, and coursework do I pen this update. I have continued my career with IBM Global Process Services and enjoy the day-to-day challenges managing a portfolio of IT functions for our local business unit. Using tenants and theories from my capstone project on global leadership, I have worked with our IT executives to transform our management model into a globally integrated team. I am fascinated by the various cultural influences from around the globe on our business practices today. I still enjoy good Broadway musical performances, tending goal for the FishBonz ice hockey team and poking around small town antique stores for hidden treasure. Best regards and wishes to my ODYN colleagues!

Chris Province: What a year it’s been! Last year at this time, I was accepted to the ODYN program and looking forward to my first class. Today, I’m approaching the end of class #5, and how times have changed! One of the many highlights of this year was working with Skip Eller, fellow ODYNer, on the design and delivery of a “People First” leadership model for gaming operations. Implemented last
Student and Alumni Updates (continued)

October for Cherokee Casino Ramona, there are numerous team, motivational, and leadership principles woven into the model. Working with Dr. Steinheider on the model allowed us to construct it so that the effect of our delivery could be accurately measured. By the dead of winter, the Ramona casino was leading the enterprise in employee satisfaction, guest loyalty, and earnings as a percent of revenue. The team hasn’t looked back, and has just broken ground on a $18M expansion scheduled to complete next summer! I am looking forward to continued collaboration with ODYN faculty this fall as I plan to assist with the data collection for a study headed by Drs. Steinheider and Pircher-Verdorfer on the impact of socio-moral climate on workforce engagement. The value of combining classroom learning, collaboration with faculty, and a professional environment in which I am free to apply newly acquired knowledge is absolutely priceless. To Drs. Steinheider, Kisamore, and Schooley, and all my classmates in the program, thank you for inspiring me to be better! On the career front, I recently accepted the position of General Manager for Cherokee Casinos at Ft. Gibson, and Tahlequah, Oklahoma. Combined, the properties employ more than 200 people and will be expanding operations through construction of new facilities in the coming year. It will surely make for an exciting 2012!

Brent Sadler (2007): I am the Process Manager for our State Farm Zone. This is a new role to our area and I have the opportunity to build the job. We will work on focus on process, performance, and problem solving initiatives, as well as strategy development and project management. In addition, I continue to volunteer with the Tulsa Area United Way and coaching my boys sports teams.

Talia Shaull (2007): Last August I joined Tulsa Public Schools as part of a philanthropic initiative modeled after the Broad Residency in Education, which places non-education professionals in management positions at urban school districts to improve processes and bring about change. Through this work, I receive constant support and mentoring from the Bill and Melinda Gates Foundation which have made a commitment to assist TPS in its teacher/leadership effectiveness and performance management work. This past month I became the Executive Director of the Teacher and Leader Effectiveness Initiative at TPS and among other projects, I am part of a team working to create an organizational leadership strategy for the entire district. I am thrilled to be working on these change management initiatives and thankful for my ODYN background which has helped me tremendously through these exciting career moves.

Carrie Tracy: My background is as a Registered Nurse. I have been in the ODYN program for a little over a year now and have only four courses left before graduation. My husband and three boys are ready to have their mom/wife back home on the weekends. Healthcare is moving fast and furious, and the only constant factor is change. Mercy Health System of Oklahoma has committed resources to build a free standing Acute Rehabilitation Hospital with plans to open in fall 2012. Recently, I have changed from nurse manager of acute orthopedics and neurology unit to the acute inpatient rehabilitation unit. My department treats patients suffering from the effects of hemorrhagic and ischemic stroke, multiple sclerosis, traumatic brain injury, ortho/spine surgeries, brain surgery, amputation, spinal cord trauma, and debility from chronic illness. Inpatient rehabilitation success relies on the function of interdisciplinary teams including physicians, nurses, physical therapists, occupational therapists, speech therapists, recreational therapists, social service professionals, psychologists, and patients themselves. The combination of project management, human resource management and leadership within the ODYN program has broadened my relationships outside of nursing leadership. The team approach of the program "fits" into the concepts of rehabilitation. With all the outside influences on healthcare today, providers must consider new ways to deliver safe, efficient, and satisfying care.

Michael Tudor: In searching out suitable degree programs, I considered those that would support my interest in Project Management. The OU -Tulsa ODYN program was perfect: the prestige of the Big 12, national recognition, face-to-face coursework with a broad swath of professional classroom peers, and
a schedule that supports my career. My goal for this program was to gain skills needed to continuously self improve. I have not been disappointed. Since beginning the program in the fall of 2010, I have been promoted from Customer Service Manager responsible for four supervisors and a team of 30 customer service representatives to Director, Call Center Operations. My organization now spans five Managers, seven supervisors, 135 agents and the entire 24-hour operation. Included in my operation are our emergency response team, collections, data entry, service scheduling, our save department and of course the customer service agents. ODYN has directly affected and improved my KSAOs, helping position me for this promotion. Each of the classes have provided instant take-away applications that were employable to the workplace. I am presently driving initiatives aimed at changing the way employees feel about their jobs; a massive undertaking intended to produce a fundamental culture change. Without the meta-boards, team-based learning and highly creative presentations of ODYN, I would not have considered such an undertaking! However, now I not only think it possible, I completely expect our work environment to be transformed into a motivating, positive place, sought out by employment candidates.

**Lindsay White:** In November, I resigned from my position at TCC’s Education Outreach Center and moved to Little Rock with my family for my husband’s job. I have been driving back and forth since December for ODYN classes (and staying at home with my daughter), so naturally, we decided to leave Little Rock and return to Tulsa (or possibly move to Denver) only after I am almost done with the program. Also, we will be having our second child in November if all goes well. So, we will start over again, wherever we land, but luckily we have tons of experience doing that. While some find it daunting to have no jobs and no place to live, I love the endless possibilities! Now accepting bids for cheap rent and good jobs.

**Jim Wolf (2006):** I continue to build on my 20+ year Information Technology background in project management, process analysis work and technical communication. I currently assist the U.S. Department of Homeland Security as a contractor and have been honored to work on several teams that are part of the DHS alliance of security-related agencies. While enjoying our new adventures, we still miss family and friends in northeast Oklahoma and look forward to returning some day. Karen and I continue to capitalize on the insight that we often discussed while I was in school, namely that significant windows of opportunity open from time to time but are seldom seized and can close without notice. I have a fond memory of the day in class at OU when Dr. Kisamore looked at the efforts of a student returning to college after 30 years and labeled him a “lifelong learner”. I realized the observation was accurate and work to keep the same attitude today. In addition to my regular job, I am working on an epublishing business designed to make academic research more accessible to organizations and individuals to improve decision making. If you are interested in contributing to or utilizing this research, please contact me at JimWolf264@gmail.com.

**More ODYN Course Projects**

**Left:** Student Jason Day presents his team’s vision for NORDAM’s communication “flight plan” in Dr. Aldridge’s Organizational Communication course.

**Right:** Team members present a workshop to sensitize organizational members to the issue of workplace bullying in Dr. Steinheider’s Psychology of Leadership course. (left to right: Sarah Gray, Roshini Muralidharan, and
Capstone Corner

The purpose of Capstone Corner is to share the titles of recent capstone projects conducted by ODYN students to showcase the breadth of topics students study in the program.

Phyllis Smith: Applying appreciative inquiry to improve patient satisfaction.

Glenda Madison: Will the fat lady sing? Workplace negotiations and the obese white woman.

Robert A. Williams: Does team motivational Interviewing of suicidal patients affect treatment engagement in a behavioral inpatient setting?

Salome Roe: Fitness initiative: OU-Tulsa boot camp

Brent W. Harris: The power in building: An AEP toolkit for enhancing facility sustainability

Jason Day: Accountable care organizations and the pharmaceutical sales model: Identification of sales structure, skills sets, and knowledge gaps

Sarah M. Diepenbrock: Maximizing the potential of multigenerational employees

Jovita C. Okonkwo: Leadership modeled after service: Implications for organizational effectiveness

Rosalia Cunningham: More than a social hour: Embedding corporate culture deeply in newcomers through lasting organizational socialization strategies

Lindsay Torres: Changing the face of pharma: Developing a new hire sales training program in a pharmaceutical company

Rachel McKenna: The muddy puppy: Business plan for a self-service dog wash

Rachel Hutchings: Creating a community engagement roadmap to address issues that perpetuate poverty

Shenice Chappelle: Playbook for elephants: How African-Americans can facilitate career development

Jamie Arnold: A method for redefining leadership within the United Way of Tulsa: Improved communication through organizational change.

Rosie Williams: Bridging the gap between multi-generational employees

Joanna Dixon: The role of corporate volunteers’ motive fulfillment on continued service at the Tulsa Area United Way

Mark Skinner: Work engagement at Cherokee Nation

Taylor Farr: The museum initiative: Capturing and sharing the history of Sigma Alpha Epsilon fraternity at Oklahoma State University

Tim James: Training in communication: Improving employee satisfaction through increasing leader’s self-awareness in the city of Claremore

Mandy Mathes: Recruiter training manual: Development and benchmarking tools for recruiter training

Doris Dixon: Development of the Organizational Dynamics program’s wiki page

Gretchen Sutherland: Conflict management within multi-cultural work teams based on universal values

“Self-belief does not necessarily ensure success, but self-disbelief assuredly spawns failure.”

— Albert Bandura (1997)
**Recruitment and Visibility Update** –Jennifer Kisamore and Brigitte Steinheider

The Organizational Dynamics program is a unique program that was developed in conjunction with Tulsa-based organizations to develop employees who have the skills needed to manage people, projects and processes. However, because the Master of Arts in Organizational Dynamics degree is such an innovative program many of you have told us we need to increase its visibility so organizations better understand what the program has to offer. We’ve listened!

We are currently developing posters that we will distribute to organizations in and around Tulsa that will increase the visibility of the program and help us recruit new students for the program. These posters will highlight a current student or program alumnus as a contact person for the program.

We have also developed small informational cards that include a brief description of the program and contact information as well as program-based sticky notes. If you would like some of the information cards and/or sticky note pads to give to people who ask you about the program, please contact Jennifer.

Networking is an important part of the ODYN program. Staying in touch, however, becomes more difficult as many of our alumni relocate internationally and nationally to pursue their careers. To help keep our Community of Practice connected, we developed a wiki, a webpage providing relevant and updated information about the program, events, job openings, as well as career changes and accomplishments of our students, faculty and alumni. Check it out at: outulsaodyn.pbworks.com and send your news to Brigitte!

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**Guest Speakers**

This past two years, 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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**It’s not all drill! Leadership training at military academies**
Major Kevin Marks, US Army Reserve

**Igniting change in Tulsa: Former Mayor Kathy Taylor’s public leadership**
Kathy Taylor, McAfee & Taft

**It will all come together: Making teams work in the ODYN program**
Jason Day, Johnson & Johnson

**David against Goliath: The International SWAT Team competition at Metropolis 2008**
Ian Buchanan, Broken Arrow Police Department

**Mergers and acquisitions as drivers for change**
Jim Senese, Ph.D., University of Tulsa

**Restructuring in the pharmaceutical industry: Changing the role of district sales teams**
David Burkus, Daiichi Sankyo

**Leadership lessons learned in public service**
Chuck Jordan, Tulsa Police Department

**Leadership lessons learned in politics**
Lucky Lamons, former OK State Representative, Tulsa Public Schools Foundation

**Lessons learned in leadership development**
Bob Schooley, Ed.D., Cherokee Nation Businesses
Faculty News

Jennifer Kisamore: The past two years have gone by so fast and this past year has been particularly exciting ones, as I have been balancing duties as a professor, the program’s Graduate Liaison and a mom. On the career front, over the last two years, my research has been presented at conferences for the Academy of Management, Society of Industrial-Organizational Psychology, Administrative Sciences Association of Canada, and Oklahoma Academy of Sciences as well as at OU-Tulsa’s Research Day. I have an upcoming presentation at the annual conference of the Southern Management Association. Over the last two years, I’ve also had four papers accepted for publication and several book chapters published including a textbook chapter on the utility of psychological tests and a chapter in an edited book dealing with personality and workplace misconduct. In 2010, I was invited to serve on the editorial board of the scholarly journal Career Development International.

On the personal front, in January, we adopted a new member of the family, a Chesapeake Retriever named Quaker. This summer, my family and I are enjoying spending time at many of Tulsa’s parks, visiting with relatives and generally trying to stay cool despite the summer heat.

Brigitte Steinheider: I can’t believe it has been already more than two years since I started my sabbatical! During the 6 months as visiting professor in the Psychology Department at the Johann Wolfgang Goethe University in Frankfurt/Main I had many opportunities to learn about the approaches and quality levels of students in I/O Psychology/Executive Business programs at German universities. I was very pleased with the innovativeness of ODYN in comparison to other programs. During the last two years, I presented my research at conferences for the Society of Industrial & Organizational Psychology, the European Association of Work and Organizational Psychology, the I/O chapter of the German Society of Psychology, and the Academy of Criminal Justice Sciences among others, and published four papers and a book chapter. I am especially proud that three of these presentations are co-authored with ODYN alumni. I also established a research collaboration with Professor Wolfgang Weber from the University of Innsbruck, Austria, an expert on organizational democracy. As a result, we are currently hosting his coworker Dr. Armin Pircher Verdorfer who will stay with us as visiting assistant professor until the end of the summer. Together with ODYN alumnus David Burkus, we are validating an English version of a survey assessing socio-moral climate. In 2010, my eight year collaboration with the Broken Arrow Police Department was honored with the Excellence in Law Enforcement Research Award by the International Association of Chiefs of Police.

I certainly stayed cool this summer in Scotland when I was hiking 95 miles on the West Highland Way! The landscape is gorgeous and we had a great time, but, to paraphrase Mark Twain, the coldest (and wettest) winter I have ever experienced was the summer in the Scottish highlands. I was even looking forward to the Tulsa heat!
Eric Day: I am currently an Associate Professor of Psychology at the University of Oklahoma. I teach undergraduate courses in group dynamics, motivation, and sport psychology. I mentor graduate students in the doctoral program in industrial and organizational psychology, and I teach a variety of graduate classes and conduct research in personnel psychology and organizational behavior, in such areas as assessment and selection, training and development, and group dynamics. Much of my research involves the study of complex skill acquisition with emphases on individual differences, expert-novice differences, cognitive and social processes, decay and adaptability, team-based training, and team effectiveness. The assessment of managerial and leadership potential is another research interest of mine.

I earned my bachelor's degree in psychology from James Madison University, my masters from the University of Central Florida, and my Ph.D. from Texas A&M University (Gig'em Aggies! Whoop!). I am a member of the American Psychological Association, American Psychological Society, Academy of Management, and the Society for Industrial and Organizational Psychology, and I currently serve on the editorial board for the Journal of Applied Psychology.

On a personal note, I was born in Detroit Michigan, but I grew up in Manassas, Virginia. My wife Amanda and I have a son, Christian, who will turn 5 this October, and a daughter, Evie, who turned 1 this past June. In addition to spending time and doing cool stuff with my family, I invest most of my spare time training to run faster times in the 1 mile and 5k distances. Recently, I have discovered the joys of trail running. It's a great way to get away. It's easy on the knees, but you have to watch out for the roots and low-hanging branches.

Bob Schooley: I currently serve as the Director of Employee and Leadership Development (ELD) for Cherokee Nation Businesses (holding company for the Cherokee Nation). Our purpose is to advance the Cherokee Nation by helping our employees develop the knowledge and skills they need to be successful in both their current and desired jobs. Working for the Cherokee Nation has been a great learning experience; challenging, cutting-edge, fun, fulfilling are all words I would use to describe the projects I have been a part of. From helping rebrand our largest property to providing coaching to one of our entry-level, high-potentials... it has been a great learning experience for me.

I have been very fortunate in my career to wear many hats; college professor, senior consultant, small business owner, Chief Learning Officer, etc. In these roles, I have looked at organizations from many perspectives. I look forward to sharing and discussing these perspectives in my ODYN classes. I recently taught my first ODYN class in May (Strategic Planning) and I am currently teaching my second class in Project Management. I am a huge fan of the ODYN major and process. Wishing I could turn back time and go through the program as a student.

My wife (Susan) and I recently celebrated our 25th wedding anniversary. We have 3 children; Ryan (22), Jake (20), and Rachel (16). Our family is nuts about sports and when get the chance, we head over to Stillwater to cheer on the OSU Cowboys (Susan and I met at OSU, Ryan graduated with honors from OSU this past May, and Jake will be a sophomore at OSU). Rachel is a Junior at Metro Christian Academy and plays basketball. Empty nest around the corner!
Faculty News (continued)

Bill Young: When I retired from Williams Company in March, 2009, I told people that I was not retiring so much as retreading (tire analogy there). After returning to the company I founded in the mid-80s and sold when I went to Williams, I find that I am busier than ever. I joined the ODYN family in summer 2010 after the ODYN faculty invited me to teach a course in Strategic Issues in Human Resources. In the course, the students and I discussed how the HR profession has struggled with gaining access to the boardroom table as it has historically been perceived as a transactional function, e.g. processing payroll, managing time and attendance, assisting in benefits claims handing and other day-to-day activities. In recent years, however, HR has risen in importance and strategic value to organizations as HR-related actions have gained national and international prominence through media attention, Congressional involvement, public outcry and Wall Street attention. In spring 2012, I’ll be teaching the Human Resource Management Systems and Techniques course where we will be focusing on the impact that both technology and social media is having on the contemporary practice of HR management. This past December my wife and I traveled to Germany to teach another class for OU in career counseling. In addition to teaching, I have been developing the leadership development practice for the business I helped found before going to work for Williams. I am also building an executive coaching practice and facilitate a monthly meeting of a CEO Forum group consisting of 10 Tulsa area CEOs. When not working, my wife and I spend our time between Tulsa and Houston spoiling our grand children. We have two in Tulsa (Gracie 5 and Maddox 3) and two in Houston (John almost 5 and Catherine, 1).

Armin Pircher-Verdorfer, Ph.D: I came to ODYN in February this year as a visiting assistant professor. I was born and raised in South Tyrol, a small province located at the northernmost point in Italy, bordered by Austria to the north (so I am a native speaker of German and also fluent in Italian). After finishing my Bachelors and Masters in Psychology, I decided to pursue a Ph.D. in I/O Psychology at the University of Innsbruck (Austria), completing my degree in 2010. My Ph.D. research focused on participative organizational leadership and I met Dr. Steinheider at an I/O Conference in Vienna. She and Broken Arrow Police Chief Todd Wuestewald inspired me to further investigate the area of shared leadership. Now I have the fantastic opportunity of researching with Dr. Steinheider and Chief Wuestewald and taking on the challenge of becoming familiar with the American way of life.

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 Eugenia Cox-Fuenzalida, 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!

Comic Relief:
ODYN students (left to right) Jennifer Darling, Chris Gilreath and Jason Walter contemplate how they will spend their Saturdays when they finish their coursework. Jason is obviously flummoxed.
Career Transitions

Congratulations to the following ODYN students and alumni on their career changes:

Dr. Saskia Bayerl, Post-doctoral Researcher, School of Management, Erasmus University of Rotterdam, The Netherlands
David Burkus, Instructor, Oral Roberts University
Sarah Diepenbrock, Revenue Accountant, Zenergy
Sam Dutro, Staff Manager, Training & Development, Dollar Thrifty
Chris Gilreath, Human Resource Manager, NORDAM
Paula Ketron, HR Generalist, ORS Nasco
Zina Morrison, HR Business Partner Associate, ConocoPhillips
Joan Nesbitt, Vice Chancellor for University Advancement, Missouri University of Science and Technology
Fernando Prato, Manager of Youth Services, Workforce Tulsa
Chris Province, Tahlequah and Fort Gibson Casinos, Cherokee Nation Businesses
Brent Sadler, Process Manager, State Farm
Talia Shaull, Executive Director of Teacher and Leader Effectiveness, Tulsa Public Schools
Rich Stevens, Shop Program Manager, Borets Weatherford
Gretchen Sutherland, Instructional Designer, Autotrader.com
Jessica Tollman, Human Resources Generalist, West Inc, Cheyenne, WY
Michael Tudor, Customer Service Manager, Guardian Security
Dana White, HR Reporting Consultant, The Williams Companies

“To be successful you have to enjoy doing your best while at the same time contributing to something beyond yourself.” — Mihaly Csikszentmihalyi

Bidding farewell to a friend and colleague...

Led by Dr. Jorge Mendoza, ODYN faculty, students, alumni and friends toast Dr. Dayle Aldridge at her retirement party in May of 2010.
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https://www.oufoundation.org/onlinelivinggiving/

If you are interested in donating specifically to the Psychology Department’s Organizational Dynamics program or to a 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.

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.

SAVE THE DATE!

Dr. Daniel Goleman will be speaking about emotional intelligence at the University of Central Oklahoma on Tuesday, October 4th.

There are two sessions:
8:45-10:30 am and
1:45-3:30 pm

Registration is $25 per person. To register, go to www.uco.edu/ceo or call (405) 974-5599.

Dr. Kisamore is organizing a group from OU to go to the event. Members of the group will be eligible for a reduced registration fee. If you are interested in going as part of the group, please contact Dr. Kisamore at jkisamore@ou.edu.

KEEP IN TOUCH –Amy Arnold

Keep up to date on program news throughout the year! Visit the ODYN Web site at:

http://tulsagrad.ou.edu/odyn/

Or visit the ODYN Wiki at:
http://outulsaodyn.pbworks.com

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 our program assistant, Amy Arnold at: aarnold@ou.edu.

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