Consortium Meeting

Improvements in Leadership Education and Development



General Participant Information

All Meeting Sessions

Anderson-Clarke Center
Glasscock School of Continuing Studies
Rice University
6100 Main Street
Houston, Texas 77005

*Intersection of University Boulevard and Stockton Drive

Hotel

Marriott Medical Center, Museum District 6580 Fannin Street Houston, TX 77030

*Driveway entrance at 1730 Dryden

Tuesday Dinner

Hosted by the Doerr Institute

Benjy's - Innovative new American dishes Coppa Osteria - Rustic Italian Cuisine Mia's Table - Southern comfort Relish - American comfort fare with a Mediterranean twist

Useful Phone Numbers

Doerr Concierge (text only): 832.844.3213 Rice University Police Department: 713.348.4803 Anderson-Clarke Building Front Desk: 713.348.4803 Hotel: 713.796.0080

Consortium Meeting Agenda

Monday, January 27th - Wednesday, January 29th

Anderson-Clarke Center Rice University 6100 Main Street Houston, Texas 77005

Monday, January 27th: Framing the Problem

8:00 AM	Buses from Marriott Hotel to Anderson-Clarke Center Meet in hotel lobby
8:30 AM	Breakfast Dean's Commons
9:00 AM	Welcome: Framing the Challenge Tom Kolditz Plenary Space, Room 107
9:30 AM	Improvement Science 101 and the Elective Community Engagement Classification Mathew Johnson and Paul LeMahieu Plenary Space, Room 107
10:45 AM	Break Dean's Commons
11:00 AM	Discussion of Draft Problem Statement Plenary Space, Room 107
12:00 PM	Lunch Dean's Commons
1:00 PM	Continued Discussion of Draft Problem Statement Plenary Space, Room 107
1:30 PM	Instructions and Framing: Charrette Exercise Plenary Space, Room 107
2:00 PM	Break Dean's Commons
2:15 PM	Charrette: Round 1, Expert Groups Breakout groups: Leadership Education (Room 213), Leadership Development (Room 214), and Leadership Research (Room 218)
5:00 PM	Cocktail Reception and Dinner Tom Kolditz and remarks by President David Leebron Dean's Commons
7:00 PM	Buses to Marriott Hotel Meet at Circle Drive

Tuesday, January 28th: Drafting the Framework

8:00 AM **Buses from Marriott Hotel to Anderson-Clarke Center** Meet in hotel lobby 8:30 AM Breakfast Dean's Commons 9:00 AM Charrette: Round 2, Groups Review Work Breakout rooms 10:30 AM **Break** Outside breakout rooms **Charrette: Round 3, Groups Review Work** 10:45 AM **Breakout rooms** 12:00 PM **Lunch and Administrative Break** Dean's Commons 1:30 PM Charrette: Round 4, Jigsaw groups **Breakout rooms** 3:00 PM Break Outside breakout rooms 3:15 PM **Discussion: Debrief** Plenary Space, Room 107 4:30 PM **Buses to Marriott Hotel** 6:00 PM Dinner hosted by Doerr Institute See the back of your name tag for restaurant selection Meet in hotel lobby

Wednesday, January 29th: Wrap Up

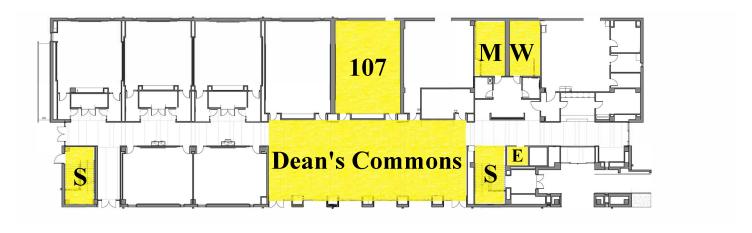
8:00 AM	Buses from Marriott Hotel to Anderson-Clarke Center Meet in hotel lobby
8:30 AM	Breakfast Dean's Commons
9:00 AM	Parking Lot Discussion Plenary Space, Room 107
10:30 AM	Application of Improvement Science Mathew Johnson and Paul LeMahieu Plenary Space, Room 107
11:45 AM	Break Dean's Commons
12:00 PM	Discussion: How can we work together moving forward? Plenary Space, Room 107
1:00 PM	Looking forward and closing remarks Plenary Space, Room 107
2:00 PM	Meeting concludes Boxed lunches available in Dean's Commons

Anderson-Clarke Center Map

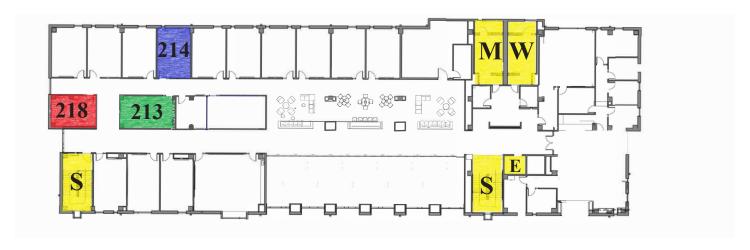
Organized by floor level.



First Floor



Second Floor



Key

S: Stairs

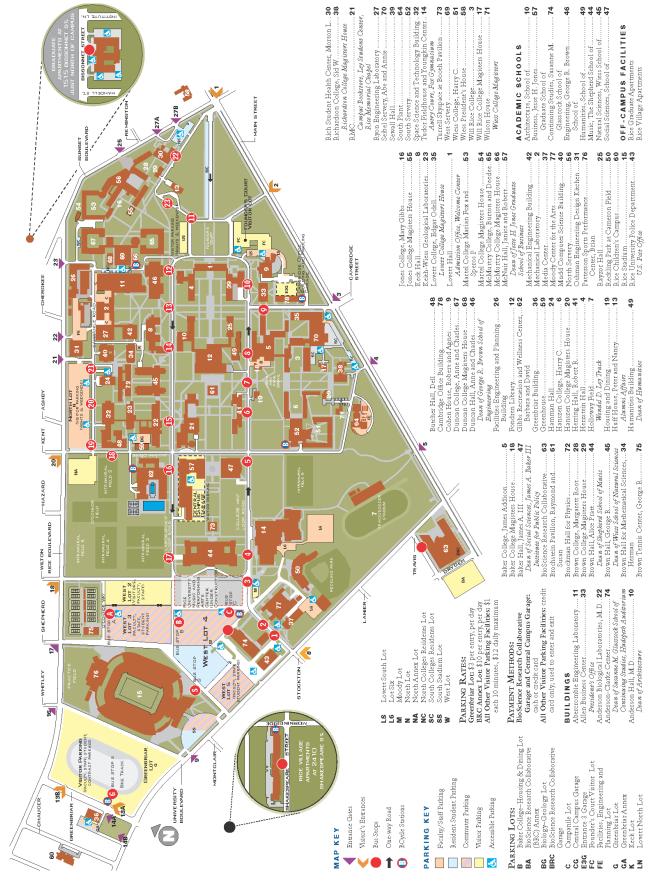
E: Elevator

M/W: Restrooms

Room 107: Plenary Space

Room 213: Leadership Education Room 214: Leadership Development Room 218: Leadership Research

RICE UNIVERSITY CAMPUS MAP



Consortium Meeting Participants

Organized by breakout group.

Development



Bryan Price, Seton Hall University
Carolyn Perry, Westminster College
David Day, Claremont McKenna College
David Keller, Texas A&M University
Diane Ryan, Tufts University
Georgina Manok, Brown University
Helen Drinian, Simmons University
Jane Edwards, Yale University
Jim Kouzes, Rice University
Kay Fitzsimons, Lone Star College
Melinda Stitzel, Southern Illinois University Edwardsville
Susan Brady, Simmons University
Tom Kolditz, Rice University

Education



Donnette Noble, Fort Hays State University
Gama Perruci, Marietta College
Gary Packard, United States Air Force Academy
Jennifer Moss, Creighton University
Jill Sasso Curtis, Tufts University
Kerstin Soderlund, University of Richmond
Mathew Johnson, Carnegie Foundation for the Advancement of Teaching and Brown University
Nate Pearson, Berry College
Paul LeMahieu, Carnegie Foundation for the Advancement of Teaching
Stephanie Taylor, Rice University

Research



Brent Smith, Rice University
Bruce Avolio, University of Washington
Eduardo Salas, Rice University
Hannes Leroy, Erasmus University
James A. Wilson, Prairie View A&M University
Lily Cushenberry, Stony Brook University
Ryan Brown, Rice University
Stuart Bunderson, Washington University in St. Louis
Tania Mitchell, University of Minnesota

Bios of Consortium Meeting Participants

Organized in alphabetical order by first name.



Brent SmithSenior Associate Dean of Executive Education
Rice University

An organizational psychologist, Dr. Brent Smith has educated, coached, and consulted for over twenty years. His guiding purpose is to bridge the gap between the science and practice of management. Currently, Dr. Smith is the Senior Associate Dean of the Jesse H. Jones Graduate School of Business and a Management Professor at Rice University. He has been a member of the faculty at London Business School and Cornell University and has taught at UC Berkley, Oxford University, INSEAD, Columbia, DTU, and the Indian School of Business in Hyderabad.

Dr. Smith has conducted executive programs around the world for companies such as RoyalDutchShell, IBM, HSBC, Credit Suisse, Barclays, KPMG, ExxonMobil, BP, ADNOC, Goldman Sachs, Roche, Genentech, DeBeers, Schneider Electric, Microsoft, El Paso Energy, Veritas, Dynegy, ONGC, CGG Inc., Marathon Oil, Citibank, RedBull, Phillip Morris International, Swedbank, Ulster Bank, Royal Bank of Scotland, Saudi Aramco, INEOS, Motiva, and ConocoPhillips. Dr. Smith is a frequent keynote speaker at management meetings, technology and energy trade conferences, and for the global Young Presidents Organization and Executive Leadership Council, and has been the highest-rated faculty in Rice's Executive Education Program for over ten years. Dr. Smith has served as leadership faculty in the corporate universities of TOTAL, Lufthansa, Tenaris, NationalOilwellVarco, Eaton Corporation, and Cooper Industries and currently serves as a member of the advisory board of the MD Anderson Cancer Center Leadership Institute.

Dr. Smith has twice received the Scholarly Achievement Award from the Academy of Management and the Outstanding Publication in Organizational Behavior Award for his research on personality, organizational culture, and employee attitudes. His research has been published in the Journal of Applied Psychology, Personnel Psychology, Human Performance, Journal of Business Ethics, and Leadership Quarterly. He is a co-editor of the books Personality and Organizations and The People make the Place. Dr. Smith serves on the editorial board of the Journal of Business and Psychology.



Bruce Avolio, Ph.D.

Chair in Business Strategic Leadership Executive Director, Center for Leadership & Strategic Thinking Michael G. Foster School of Business, University of Washington

Bruce has published 12 books and over 150 articles on leadership and related areas. In 2017, Bruce was recognized as being among the top 70 most highly cited researchers in the United States in Economics and Business, and among the top 3,000 across all sciences around the globe (Thompson Reuters). He was listed this past year at the #18th spot on the all-time most highly cited industrial and organizational psychology researchers over the last 100 years. Dr. Avolio has

consulted with hundreds of organizations around the globe in Asia, Africa, South America, Europe, Latin America and the Middle East, in the design and delivery of transformative leadership development systems. His current work focuses on how to design and implement gamulations (part game and simulation) to foster and accelerate leadership development and organizational transformation.



Bryan Price, Ph.D.Director, Buccino Leadership Institute
Seton Hall University

Bryan Price is the founding Executive Director of the Buccino Leadership Institute at Seton Hall University, a comprehensive, four-year leadership program for competitively selected students. Prior to arriving at Seton Hall, he served as an Army officer for twenty years, retiring from the military in 2018 at the rank of lieutenant colonel. After graduating from West Point, Price was commissioned as an aviation officer and spent the first half of his military career as an attack helicopter pilot, including deployments to Iraq and Afghanistan. He then earned a

Ph.D. from Stanford University in political science and spent the latter half of his career as an Academy Professor in the Department of Social Sciences at West Point. From 2012 to 2018, Price ran the Combating Terrorism Center, one of the nation's most respected education and research centers focused on the terrorist threat. In that capacity, he was responsible for briefing the nation's top military and government leaders, and in 2016, he was asked to testify in front of Congress on the state of U.S. counterterrorism since 9/11. His book, Targeting Top Terrorists: Understanding Leadership Removal in Counterterrorism Strategy, was published by Columbia University Press in 2019. He holds a B.S. from the U.S. Military Academy in U.S. history, an M.A. in international relations from St. Mary's University (TX), and an M.A. and Ph.D. in political science from Stanford University. He is a Non-Resident Fellow with the Combating Terrorism Center and a board member for the Greenleaf Center for Servant Leadership.



Carolyn Perry, Ph.D.
Professor of English
Director, Center for Teaching and Learning
Westminster College

Dr. Carolyn Perry is currently Professor of English and Director of the Center for Teaching and Learning. Dr. Perry came to Westminster College in 1991 to teach English and to develop the Writing-Across-the Curriculum program. In addition to teaching English, she has served as Department Chair for English and Division Chair for the Humanities; as the sponsor for Sigma Tau Delta (the English honorary society); as a supporter of the Women's and Gender Studies program

and the Remley Women's Center; as a host for international students and an advocate for study abroad; and as the faculty sponsor for EcoHouse and the Environmentally-Concerned Students (ECoS). She became the Interim Vice President and Dean in January 2008, VP and Dean in April 2009, and Senior Vice President in July 2012. During the fall of 2017, she served as Acting President of the College.

Dr. Perry has co-edited three books--The Dolphin Reader (with Doug Hunt), Southern Women's Writing, Colonial to Contemporary (with Mary Weaks), and The History of Southern Women's Literature (with Mary Weaks)--and has presented numerous papers at academic conferences. She is the recipient of the Governor's Award for Excellence in Teaching, the Alpha Chi Teacher of the Year, and the Westminster Parents Association Teacher of the Year. She has led teaching and/or service trips to England, Hungary, and Mexico, which she especially enjoys doing with students. Dr. Perry earned a B.A. in English from the University of Missouri and her M.A. from the University of Nebraska. In 1990, she received her Ph.D. from the University of Missouri, with a specialization in Victorian and Modern Literature.



David Day, Ph.D.Professor of Psychology
Director of the Kravis Leadership Institute
Claremont McKenna College

David V. Day is Professor of Psychology and Academic Director of the Kravis Leadership Institute at Claremont McKenna College. He also holds the titles of Steven L. Eggert '82 P'15 Professor of Leadership and George R. Roberts Research Fellow at the College. Prior to this appointment, he held the positions of Winthrop Professor and the inaugural Woodside Chair in Leadership and Management at the University of Western Australia Business School. Previous

appointments include Professor of Organisational Behaviour (Singapore Management University), and Professor of Psychology (Penn State University and Louisiana State University).

He is a Fellow of the American Psychological Association, American Psychological Society, International Association of Applied Psychology, and the Society for Industrial and Organizational Psychology. Prof. Day has published more than 100 peer-reviewed journal articles, books, and book chapters, many pertaining to the core topics of leadership and leadership development. His research has been published in the Journal of Applied Psychology, Personnel Psychology, Journal of Management, Academy of Management Journal, Leadership Quarterly, among other journals. Prof. Day serves on numerous editorial boards and as editor of The Leadership Quarterly Yearly Review.

His article titled "Leadership Development: A Review in Context" received the 2010 Decennial Influential Article Award as the most influential article published in The Leadership Quarterly in 2000. He also was awarded the Walter F. Ulmer Research Award from the Center for Creative Leadership in 2010 for outstanding, career-long contributions to applied leadership research.



David W. Keller, Ph.D.Director, Hollingsworth Center for Ethical Leadership Corps of Cadets, Texas A&M University

Dr. Dave Keller is the Director of the Hollingsworth Center for Ethical Leadership for the Corps of Cadets at Texas A&M University.

Prior to coming to Texas A&M, Dave completed a noteworthy 20+ year career in the U.S. Air Force, where he directed all cadet character, ethics, and leadership programs at the United States Air Force Academy, including more than 120 annual seminars and the overseeing the Academy's acclaimed National Character

& Leadership Symposium. Dave also served as the Deputy Vice Commandant of the Air Force Academy, where he led many of the Academy's organizational culture & climate change efforts, to include guiding the nation's largest collegiate peer education team.

In 2009-2010, Dave served as the senior U.S. advisor to the Iraqi Air Force Academy in Baghdad, working side-by-side with Iraqi leaders to rebuild the Iraqi military. He later guided the efforts of U.S. Air Force personnel across 7 locations in Iraq, and was one of the primary authors of the initial U.S. drawdown strategic plan. In 2016, he consulted with the Emirati Air Academy in the UAE to advance their leadership development curricula.

Dave taught leadership and character development courses for both the Air Force Academy and Texas A&M. He holds an undergraduate degree in Human Behavior & Leadership from the Air Force Academy, and a Master's in Industrial/ Organizational Psychology from St Mary's University in San Antonio. Dave earned his Ph.D. from Texas A&M, where his primary research focused on moral and ethical development of leaders.



Diane Ryan, Ph.D.Associate Dean
Tisch College
Tufts University

Diane Ryan joined Tisch College in 2017 as the Associate Dean for Programs and Administration. She has devoted her career to public service, serving in the U.S. Army and spending the last nine years as a faculty member and senior leader at the United States Military Academy at West Point in the Department of Behavioral Sciences and Leadership. There she established a capstone course that engaged more than 750 West Point cadets in community engagement initiatives with local high school students.

During her career in the U.S. Army, Diane served in a variety of roles, including with the 1st Cavalry Division in Baghdad. While in Iraq, Diane worked closely with a number of NGOs and founded the U.S.-Iraqi Army Women's Partnership Project.



Donnette Noble, Ph.D.Associate Professor of Leadership Studies
Director of Civic Learning and Engagement
Fort Hays State University

Dr. Donnette Noble is the Voss Distinguished Professor of Leadership Studies at Fort Hays State University in Hays, KS where she also serves as the University's Director of Civic Learning and Engagement. Dr. Noble is also an affiliated faculty member at Creighton University (Omaha, NE) in the Interdisciplinary Leadership Ed.D. Program and was previously a tenured associate professor of Organizational Leadership at Roosevelt University in Chicago. She is also

a Past President of the Association of Leadership Educators (2016-17). She holds a Ph.D. in Human Science with a specialization in Leadership Studies from the University of Nebraska at Lincoln, a Master of Arts (Doane University) in Management with a leadership emphasis, and a dual major Bachelor of Arts (also from Doane University) in Organizational Communication and Public Administration. Her areas of expertise and research interests include diversity and cross-cultural leadership, social justice, leadership education, and leadership development.



Eduardo Salas Professor & Allyn R. & Gladys M. Cline Chair in Psychology Rice University

Eduardo Salas is the Allyn R. & Gladys M. Cline Chair Professor and Chair of the Department of Psychology at Rice University. Previously, he was a trustee chair and Pegasus Professor of Psychology at the University of Central Florida where he also held an appointment as program director for the Human Systems Integration Research Department at the Institute for Simulation and Training (IST). Before joining IST, Eduardo was a senior research psychologist and Head of the Training Technology Development Branch of NAWC-TSD for 15 years. During

this period, he served as a principal investigator for numerous R&D programs, including TADMUS, that focused on teamwork, team training, decision-making under stress and performance assessment.

Eduardo has co-authored over 450 journal articles & book chapters and has co-edited 27 books. His expertise includes assisting organizations in how to foster teamwork, design and implement team training strategies, facilitate training effectiveness, manage decision making under stress, and develop performance measurement tools.

He is a past president of the Society for Industrial/Organizational Psychology and the Human Factors & Ergonomics Society (HFES), fellow of the American Psychological Association (APA) and HFES, and a recipient of the Meritorious Civil Service Award from the Department of the Navy. Eduardo is also the recipient of the 2012 Society for Human Resource Management Losey Lifetime Achievement Award, the 2012 Joseph E. McGrath Award for Lifetime Achievement for his work on teams and team training and the 2016 APA Award for Outstanding Lifetime Contributions to Psychology.



Gary A. Packard, Jr., Ph.D.
Vice Dean for Curriculum and Strategy
Permanent Professor of Behavioral Sciences and Leadership
United States Air Force Academy

Colonel Gary A. Packard, Jr. is Vice Dean for Curriculum and Strategy and Permanent Professor of Behavioral Sciences and Leadership at the U.S. Air Force Academy, CO. He has also served the Academy as the Vice Dean of the Faculty and as Head of the Behavioral Sciences and Leadership Department. He commanded the 32nd Flying Training Squadron at Vance AFB, OK, served as lead Air Force writer on the Secretary of Defense's study of the repeal of Don't Ask,

Don't Tell, and deployed as the Director of Staff, 379th Air Expeditionary Wing, Southwest Asia. Col Packard has a BS in Behavioral Sciences from the Air Force Academy, an MAS in Aeronautical Science from Embry Riddle Aeronautical University, an MA in Counseling from Michigan State University, and a Ph.D. in Developmental Psychology from the University of North Carolina at Chapel Hill. He is a command pilot with 3,900 flying hours.



Gama Perruci, Ph.D.Dean, McDonough Center for Leadership and Business Marietta College

Dr. Gama Perruci is the Dean of the McDonough Center for Leadership and Business and McCoy Professor of Leadership Studies at Marietta College in Ohio. He also serves as a session facilitator for the Rockefeller Global Leadership Program (RGLP) and the Management and Leadership Development Program (MLDP) at Dartmouth College's Rockefeller Center for Public Policy. He is the author of Global Leadership: A Transnational Perspective (Routledge, 2019). He is also the co-author of Teaching Leadership: Bridging Theory and Practice

(Edward Elgar Publishing, 2018) and Understanding Leadership: An Arts and Humanities Perspective (Routledge, 2015). Aside from his teaching, research and administrative duties, Dr. Perruci also serves as a consultant for The New York Times, focusing on the newspaper's educational programming for leadership students. In that role, he writes a weekly column ("Connecting Theory to Practice") for the newspaper's nytimesineducation.com site. Dr. Perruci recently served as a member of the Ronald Reagan Presidential Library's Academic Advisory Council. He is also the Past Chair of the International Leadership Association, Inc. (ILA) Board of Directors – the premier professional organization for the field of Leadership Studies. He served as a member of the National Selection Committee (America's Best Leaders Project) convened by Harvard Kennedy School's Center for Public Leadership in collaboration with the weekly magazine, U.S. News & World Report. Dr. Perruci has a Ph.D. in political science from the University of Florida and a master's in international journalism (M.I.J.) from Baylor University in Texas.



Georgina Manok Assistant Director, Research and Assessment Swearer Center Brown University

Georgina manages research and assessment at the Center. She collaborates with her colleagues across units to design and implement center-wide and programmatic assessment & evaluation instruments. As part of her role, she also manages the College & University Engagement Initiative (CUEI), which includes the research and administration of the Carnegie Community Engagement Classification and the National Assessment for Service and Community

Engagement (NASCE) survey ecosystem, among other components.

Georgina joined the Center in 2016 to build and launch the Brown in Washington Program: a public policy program for Brown's undergraduate students based in Washington, D.C. Before joining the Swearer Center, Georgina was affiliated with the Abdul Latif Jameel Poverty Action Lab at the Massachusetts Institute of Technology (MIT J-PAL), the Regional Bureau for Arab States at the United Nations Development Programme (RBAS-UNDP), the Lebanese Economic Association and the Regional Office for the Arab States at the International Labour Organization (ILO).

Georgina has been living in the United States since 2015 when she pursued a Master of Public Affairs at Brown. She was born and raised in Beirut, Lebanon, where she completed her undergraduate studies in Economics at the American University of Beirut. She loves food and cooking (with a passion for herbs, spices, and pickles). She also loves Gantt charts and storytelling with data visualizations. She is a founding member of the award-winning Swearer LipSync team.



Hannes Leroy, Ph.D.

Associate Professor Rotterdam School of Management Academic Director Erasmus Center for Leadership Steward of the League of Leadership initiative Distinguished Research Professor Exeter Business School

As Academic Director of the Erasmus Center of Leadership, Hannes helps to oversee the quality of leadership development at different levels in Erasmus University (undergraduate, graduate, post-graduate, and executive education). Furthermore, as steward of the League of Leadership initiative he helps to oversee an international consortium of top business schools across the world

with the mission of collectively enhancing quality standards of leadership development. Aligned with these efforts, Hannes has published numerous studies on leadership and its development in top journals, has taught a wide variety of leadership classes and is principal coordinator of various leadership development curricula.



Helen G. Drinan President Simmons University

Helen G. Drinan is the eighth president of Simmons University and the first alumna to hold this role. During the ten years of her presidency, she has led Simmons to a position of competitive strength financially, academically, and operationally.

Ms. Drinan's background includes service in the United States Peace Corps in the Philippines, an opportunity which provided multicultural awareness that

has significantly influenced her leadership. Her professional career has included experience in consulting, financial services, and healthcare, and she has been recognized for her expertise in human resource leadership,

particularly in the areas of executive compensation, work-life strategy, employee-customer engagement, and diversity and inclusion.

During her tenure at Simmons, Ms. Drinan has committed herself to advocacy on behalf of women's and girls' education and empowerment. For this work, she has been honored by the Girl Scouts of Eastern Massachusetts; Strong Women, Strong Girls; Women's Lunch Place; and with the Greater Boston Chamber of Commerce's Pinnacle Award for Excellence in Arts & Education.

Helen Drinan is an undergraduate alumna of Mount Holyoke College and holds degrees from the Simmons School of Library and Information Science and the Simmons School of Business.



J. Stuart Bunderson, Ph.D. Professor and Director, Bauer Leadership Center Washington University in St. Louis

Professor Stuart Bunderson is Director of the Bauer Leadership Center and the George and Carol Bauer Professor of Organizational Ethics and Governance at the Olin Business School at Washington University in St. Louis. He is also an honorary professor with the faculty of economics and business at the University of Groningen in The Netherlands. He holds a Ph.D. degree in Strategic Management and Organization from the University of Minnesota and B.S. and M.S. degrees from Brigham Young University. His award-winning research on

issues of leadership and meaningful work has been published in leading management journals. He has delivered courses and seminars throughout the world to executives from leading companies such as Bunge North America, Centene, Edward Jones, the FBI, Intel, NASA, Rabobank, Wal-Mart, and Wells Fargo Advisors. Before pursuing an academic career, Professor Bunderson worked in organization and management development at PepsiCo, Inc.



James A. Wilson, Jr.
Associate Provost for Academic Affairs
Director of Faculty Innovation and Enhanement
Prairie View A&M University

Dr. James A. Wilson, Jr. is the Associate Provost for Academic Affairs and the Director of Faculty Innovation and Enhancement (FIE) at Prairie View A&M University. In this capacity, Wilson assists in the university's strategic planning and development as well as strengthening PVAMU's institutional and curricular enrichment programs. Dr. Wilson was recently selected as a 2019-2020 American Council on Education (ACE) Fellow, and he will spend the year at Rice University working with President David W. Leebron.

Wilson joined PVAMU in 2009 as the Director of the Honors Program and an Associate Professor of History. The following year, he was named Associate Provost and Associate Vice President for Academic Affairs.

Wilson began his academic career at Wake Forest University. Four years later, he served as an Assistant Professor of History at the University of Texas at Austin, where he specialized in the political history of Kenya, British colonialism, and post-colonial African Affairs as it relates to globalization.

Throughout his tenure at PVAMU, Wilson has established and enhanced foreign language and study abroad opportunities for students to study Chinese and Arabic. He oversaw the opening of PVAMU's Confucius Institute in 2014 and formally launched a partnership with Xi'an International Studies University. He also developed a foreign language partnership with Middlebury College. Under his direction more than 200 students have studied abroad in China, Korea, Taiwan, Ghana, South Africa, Morocco, France, Italy, Costa Rica, and Cuba. He created a first-class Honors Program that supported the intellectual development of each student, and they all graduated at the top of their classes in three or four years. Over 98% then continued their education at some

of the nation's top-ranked medical, law, and graduate programs.

Wilson earned his Bachelor of Science degree in political science and education from the University of Texas at Austin. He went on to receive his Master's degree in African and African-American History from Cornell University. He then continued his graduate education at Princeton University, where he earned a M.A. in History and in 2002 a Ph.D. in History. During his years at Princeton, Wilson spent a year as a research fellow at Oxford University and Cambridge University (King's College) as well as the University of Nairobi.



Jane Edwards, Ph.D.

Dean of International and Professional Experience
Senior Associate Dean
Yale University

Prior to coming to Yale, where she serves as Dean of International and Professional Experience and Senior Associate Dean in Yale College, Jane Edwards held the new position of Director of International Studies at Harvard. At Yale, in addition to her work in international education, she oversees career advising and Yale Summer Session, and works with colleagues on leadership development initiatives for undergraduates. She served for ten years in a similar position

at Wesleyan University, where she also ran a program in the less commonly taught languages and taught for the department of Romance Languages. She holds a B.A and an M.A from Cambridge University, and a Ph.D from the University of Pennsylvania. Co-author with Humphrey Tonkin of "The World in the Curriculum" she publishes and presents on a wide range of topics in international education. She has held national office in professional organizations including NAFSA, CIEE, the Forum on Education Abroad, and the Fund for Education Abroad. She currently serves on the Schools Board of Overseers of Middlebury College, as a member of the Academic Advisory Council for the Schwarzman Scholarship program, and as a member of the editorial advisory board of the Journal of Studies in International Education.



Jennifer A. Moss Breen, Ph.D. Associate Professor Creighton University

Dr. Jennifer Moss Breen is associate professor and program director of the interdisciplinary leadership program in the Department of Interdisciplinary Studies at Creighton University. The classes she teaches include Leadership Ethics, Organizational Strategy, Organizational Behavior and Orientation. She was inspired to learn about leadership when she realized how quickly poor leadership can hinder the effectiveness of an organization.

She believes "poor leadership will disengage people within an organization and exceptional leadership will empower people to thrive."

Before joining Creighton University, Dr. Moss Breen served as the inaugural Director of Bellevue University's Human Capital Management Ph.D. program. She currently serves as the chair of the Midwest Association of Graduate Schools Communication Committee. She has several book projects underway as senior editor for Information Age Publishing and Emerald Publishing. Dr. Moss Breen is participating in the 18-month Association of Jesuit Colleges and University's (AJCU) Ignatian Colleagues Program. Her newest project, where she serves as an author and lead editor, is a new book "Women Courageous" offered through Emerald Publishing.

Her ongoing research interests include leader humility, Ignatian leadership, leader resilience, complexity in higher education and VUCA.

Dr. Moss Breen received her BS, MA, MS and PhD from the University of Nebraska. In addition to academia,

Dr. Moss Breen enjoys a healthy lifestyle, filled with yoga, spin and working out. She says, "by living a more nutrient-rich, active and balanced lifestyle I am better able to serve others." When she isn't working out, she enjoys writing, working outside in the yard and spending time with her family.



Jill Sasso Curtis, Ph.D. Leadership Development Program Strategist, Designer, Lecturer The Fletcher School Tufts University

Jill Sasso Curtis is a purpose-driven executive with a global mindset and an entrepreneurial spirit. Her career has spanned academic, non-profit and corporate environments and her roles have been both global and local in scope. Jill has served as a leader in a variety of institutions of higher education, including Tufts University, Babson College and Berkshire Community College

(Massachusetts' first community college.) She also taught for several years in Tufts University's Entrepreneurial Leadership Program. Currently, Jill is creating a leadership development program for The Fletcher School, Tufts' distinguished graduate school of international affairs. She is passionately exploring a comprehensive approach to leadership education and development which engages the whole person. This whole-person approach encourages discoveries that shape new ways of being and leading, in both the workplace and in life. In the past decade, Jill has developed as a leader through her service on the executive teams of two educational non-profit organizations and several boards. She holds a BA in Spanish Literature and International Business from Ohio Wesleyan University and an MBA in International Management from the Thunderbird School of Global Management. Jill is a lifelong learner, systems thinker, local-food enthusiast, yogini, sea kayaker, and mom of two college-age sons.



Jim Kouzes, Ph.D.Fellow, Doerr Institute for New Leaders
Rice University

Jim Kouzes is an Executive Fellow at the Center for Innovation and Entrepreneurship, Leavey School of Business, Santa Clara University and the coauthor with Barry Posner of the award-winning and best-selling book, The Leadership Challenge, now in its sixth edition, with over 2.5 million copies sold. Jim has co-authored over a dozen other books, including Stop Selling & Start Leading, Learning Leadership, The Truth About Leadership, Credibility, Encouraging the Heart, and A Leader's Legacy, as well as the Leadership Practices

Inventory (LPI)—the top-selling off-the-shelf leadership assessment in the world. The Wall Street Journal named Jim one of the ten best executive educators in the U.S., and he received the Distinguished Contribution to Workplace Learning and Performance Award from the American Society for Training and Development (ASTD). He was presented the Thought Leader Award by the Instructional Systems Association. Jim has also been recognized as one of HR Magazine's Top 20 Most Influential International Thinkers, as one of the Top 100 Thought Leaders in Trustworthy Business Behavior by Trust Across America. He currently serves on the advisory board of the School of Leadership Studies at Gonzaga University and is a Fellow of the Doerr Institute for New Leaders at Rice University.



Kay FitzsimonsExecutive Director, Leadership & Economic Development Lone Star College

Kay Fitzsimons is the Executive Director of Leadership and Economic Development for Lone Star College and manages long-term planning, strategy, facilitation, governance, and communications for Lone Star College's comprehensive leadership and economic development programs. In this role, she oversees stakeholder relations, external and internal support and development

for Leadership North Houston, Leadership North Houston Alumni Association, Lone Star Leadership College, Leadership High School, Community Development Institute-Texas and the North Houston Economic Development Center.

Fitzsimons held the position of college relations manager for Lone Star College-Kingwood prior to her current role where she was responsible for the development and implementation of campus communication and marketing which included advertising, community relations, special events coordination, and internal and external communications.

Prior to her work at Lone Star College, Fitzsimons worked for the Fort Bend Chamber of Commerce where she oversaw tourism promotions for three municipalities as manager of convention and visitor's services. In addition, she provided oversight for the community resources, economic development, governmental relations divisions and the Fort Bend Leadership Forum.

Fitzsimons holds a Bachelor of Journalism from the University of Nebraska-Lincoln. She is a graduate of Fort Bend Leadership Forum, the Lone Star College Leadership Excellence & Administrative Development Institute as well as a Lone Star College Academy Fellow.

An active contributor of her time to professional and civic groups, she serves as chairman of the Board of Trustees for the Community Development Council, and vice-chairman of the Board of Directors for the Association of Leadership Programs. Fitzsimons previously served as treasurer of the American Business Women's Association Greenspoint Chapter Board of Directors and membership chair for the Woodlands Area Chi Omega Alumnae Chapter Board of Directors in addition to many other committee positions.

Fitzsimons resides in The Woodlands with her husband Stuart and their two children Lannon and Brogan.



Kerstin SoderlundAssociate Dean for Student & External Affairs Jenson School of Studies

Jepson School of Studies University of Richmond

Dr. Kerstin Soderlund is the associate dean for student and external affairs at the Jepson School of Leadership at the University of Richmond. In this capacity, Soderlund oversees the school's admission process, coordinates community based learning experiences for 4-6 sections of classes each semester, collaborates with Richmond based community partners that support community based learning, coordinates the internship process and teaches the internship

seminar, teaches introductory leadership studies courses including Justice & Civil Society and Leadership and the Social Sciences, and coordinates school assessment initiatives.

Prior to this, Soderlund served as the dean of students and in various other capacities at Longwood University where, among other things, she co-chaired and served as the primary faculty member for an interdisciplinary leadership studies minor and developed and coordinated the delivery of co-curricular leadership development initiatives. She has coordinated multi-tiered co-curricular leadership programs and new student orientation/first year experience programs at several institutions. She has also served on teams that facilitate collaboration between faculty and student affairs staff at several institutions and has supervised volunteer and service-learning programs, fraternity and sorority life, multicultural affairs, and disability services, and has coordinated institutional responses to psychological emergencies and other crises.

Dr. Soderlund received her Ph.D. in Higher Education Administration from the University of Virginia in Charlottesville, VA, her M.Ed. in Counseling Psychology from Rutgers University in New Brunswick, NJ and her B.A. in Marine Affairs from the University of Rhode Island in Kingston, R.I.



Lily Cushenbery, Ph.D.Associate Professor
Stony Brook University

Lily Cushenbery is an Associate Professor of Management at Stony Brook University and the director of the Leadership & Creativity Research Lab in the College of Business.

Her work in leadership, innovation, and conflict applies science-based approaches to practical organizational problems. Dr. Cushenbery's research focuses on 1) the process by which leaders overcome failures and 2) the

dynamics of innovative teams. Her primary research examines the consequences of leader mistakes and mistake recovery on leader-follower relationships. Innovation research includes constructs such as team member influence, team climate, and malevolence. Her research has been published in Organizational Behavior and Human Decision Processes, the Journal of Organizational Behavior, The Leadership Quarterly, Advances in Developing Human Resources, Human Resource Management Review, and The Journal of Creative Behavior.

Prior to joining Stony Brook, she was a Post Doctoral Research Fellow at the International Center for the Study of Terrorism, where she studied the process of terrorist deradicalization for a grant from the Office of Naval Research. Consulting clients include the North Atlantic Treaty Organization (NATO), Del Monte Foods, PNC Bank, and both US and UK government defense agencies. She holds a Ph.D. in Industrial-Organizational Psychology from Penn State University and a B.A. in Psychology from California State University, Fresno.



Mathew Johnson

Executive Director, Swearer Center for Public Service
Director of the College and University Engagement Initiative
Associate Dean of the College, Engaged Scholarship
Professor of Practice, Sociology
Carnegie Foundation and Brown University

Dr. Johnson directs the Carnegie Foundation Community Engagement Classification on the Foundation's behalf. As part of that role he leads the U.S. classification process and a multi-year international Carnegie Classification research project which includes 26 institutions of higher education across the

world. Dr. Johnson is the co-founder and codirector of the National Assessment for Service and Community Engagement, the largest study of engagement in U.S. higher education to date. He sits on the editorial board for Gateways: International Journal of Community Research and Engagement; is recognized by the Ashoka Foundation as an Ashoka Change Leader.

Dr. Johnson holds a Ph.D. from Brandeis University (Sociology) and has been a faculty member for more than 20 years, having held tenure at multiple institutions. His teaching has focused on indigenous identity and rural development, environmental policy, critical education and social theory, and organizational, structural and cultural change. Mathew has taught immersive experiential courses that include domestic and international travel to the Zapatista Autonomous Region of Chiapas Mexico, various locations in Bolivia, Northern Scotland and the Shetland Islands, the Southwestern United States, Hawaii, Northern Maine and West Virginia.

Prior to his role at Brown, Dr. Johnson served as the Director of Academic Community Engagement, Chair of Sociology and Associate Professor of Sociology and Environmental Studies at Siena College. Where he won several major federal grants including from the Corporation for National and Community Service, the U.S. Department of Justice and the National Endowment for the Humanities, and other grants from the Davis Foundation and the Bonner Foundation. He also served as a Commissioner, appointed by Governor Andrew Cuomo, on the New York State Commission for National and Community Service, and codirected a three-year national community engagement strategic planning and institutional change initiative of the Bonner Foundation, the Bonner Network High-Impact Initiative.



Melinda J. StitzelCoordinator for Leadership Programs
Southern Illinois University Edwardsville

Melinda Stitzel currently serves as the Coordinator for Leadership Programs at Southern Illinois University Edwardsville, where she oversees general leadership development opportunities for undergraduate and graduate students. Melinda has prior professional experience in both leadership development and residence life. She earned her MS in College Student Personnel from Western Illinois University with practical experiences in leadership, service, honors programming, and diversity education. Prior to WIU, Melinda earned her BA in English from the

University of Wisconsin- Eau Claire. Melinda also serves as an evaluator and writer for Future Problem Solvers Program International.



Nate PearsonDirector, Berry Center for Integrity in Leadership
Berry College

Dr. Nate Pearson is the Founding Director of the Berry Center for Integrity in Leadership at Berry College. At Berry, Nate's focus is on engaging students with the topics of ethics and leadership through a number of curricular and co-curricular courses, programs, and experiences. Before coming to Berry, he served as Assistant Professor, Program Chair, and Executive Director of the Nerney Leadership Institute at Cabrini University and was an Assistant Professor of Leadership and Interim Chair at West Virginia University.

Nate holds a Ph.D. in Leadership Studies from Gonzaga University and an MA in Counseling from Regent University. His former positions include Director of a Nonprofit Social Services program, Child and Family Therapist, and Executive Pastor. In addition, he has been privileged to travel extensively for service and research to places such as Japan, the Philippines, Mexico, and Colombia. Nate's research interests include meaningful work, engagement, servant-leadership, and mentoring. Nate is passionate about engaging people and helping them grow and meet their goals both personally and professionally.



Paul G. LeMahieu, Ph.D.Senior Vice President for Programs and Operations
Carnegie Foundation for the Advancement of Teaching

Paul G. LeMahieu is Senior Vice President for Programs and Operations at the Carnegie Foundation for the Advancement of Teaching and graduate faculty in the College of Education, University of Hawai'i – Mānoa. LeMahieu served as Superintendent of Education for the State of Hawai'i, the chief educational and executive officer of the only state system that is a unitary school district, serving 190,000 students with annual budgets totaling over \$1,800,000,000. LeMahieu also served as Director of Research and Evaluation for the National

Writing Project at the University of California, Berkeley. He has been President of the National Association of Test Directors and Vice President of the American Educational Research Association. He served on the National Academy of Sciences' Board on International Comparative Studies in Education, and Mathematical Sciences Education Board. He is a Founding Director of the Center for the Study of Expertise in Teaching and Learning, served on the National Board on Testing Policy, and the National Board on Professional Teaching Standards. His current professional interests focus on the adaptation of improvement science tools and methodologies for application in networks in education. He is a co-author of the recent book Learning to improve: How America's schools can get better at getting better (2015), and lead author of the volume Working to improve: Seven approaches to quality improvement in education (2017). He has a Ph.D. from the University of Pittsburgh, an M.Ed. from Harvard University and an A.B. from Yale College.



Susan BradyChief Executive Officer
Simmons University Institute for Inclusive Leadership

As managing director of the newly formed Institute for Leadership at Simmons University, Susan MacKenty Brady oversees the Simmons Leadership Conferences, executive education program offerings, and the Center for Gender in Organizations. An expert in the advancement of women leaders, she has advised executives at more than 500 organizations around the world on how to create gender parity and motivate women at all levels to fully realize – and manifest – their leadership potential. Prior to joining Simmons, Brady

was executive vice president at Linkage, Inc., a leadership development consulting and training firm. During her tenure there, she launched the company's global practice on Advancing Women Leaders and Inclusive Leadership, and founded its Women in Leadership Institute^a, which currently boasts a network of more than 15,000 alumni. Brady is the author of Mastering Your Inner Critic and 7 Other High Hurdles to Advancement: How the Best Women Leaders Practice Self-Awareness to Change What Really Matters.



Tania D. MitchellAssociate Professor of Higher Education
College of Education and Human Development (CEHD)
University of Minnesota

Tania D. Mitchell is an associate professor of higher education in the College of Education and Human Development at the University of Minnesota. She is also the chair of the undergraduate leadership minor, a joint project of the Office of Undergraduate Education and the Office of Student Affairs. The program enrolls more than 1000 students per year in courses focused on leadership, citizenship, and community development.

Her teaching and research primarily focus on service-learning as a critical pedagogy to explore civic identity, social justice, student learning and development, race and racism, and community practice. Dr. Mitchell is a recipient of the Early Career Research Award and the Diversity, Equity, and Inclusion Award from the International Association for Research in Service-Learning and Community Engagement (IARSLCE) as well as the American Fellowship from the American Association of University Women. Her scholarship has been published in numerous books and journals and she is the editor (with Krista Soria) of Educating for Citizenship and Social Justice: Practices for Community Engagement at Research Universities (Palgrave Macmillan, 2018) and Civic Engagement and Community Service at Research Universities: Engaging Undergraduates for Social Justice, Social Change, and Responsible Citizenship(Palgrave Macmillan, 2016). She is also the editor (with Corey Dolgon and Tim Eatman) of the Cambridge Handbook of Service Learning and Community Engagement (Cambridge University Press, 2017) and (with Stephanie Y. Evans and Andrea D. Domingue) Black Women and Social Justice Education: Legacies and Lessons (SUNY Press, 2019).

Bios of the Doerr Institute Team

Organized in alphabetical order by first name.



Brooklyn HoltDigital Communications and Marketing Specialist

Prior to joining the Doerr Institute, Brooklyn was the Communications Specialist for the Office of Undergraduate Research at Auburn University where she was responsible for creating and implementing a myriad of communication and marketing efforts. Brooklyn has also worked as a Communications and Marketing Intern for the Biggio Center for the Enhancement of Teaching and Learning at Auburn University and a Communications and Engagement Intern at Southwest Airlines in Dallas, Texas.

Brooklyn graduated summa cum laude from Auburn University's Honors College with a degree in journalism and a minor in business administration. Brooklyn enjoys all outdoor activities, attending sporting events, and mentoring children at the Boys & Girls Clubs of America.



Carla Ortega Santori Postdoctoral Fellow in Leader Development

Carla is the Postdoctoral Fellow in Leader Development at the Doerr Institute for New Leaders. Prior to this, she developed learning and development strategies at a leading healthcare company in Puerto Rico. Carla has worked as an Executive Recruiter and volunteered as an AmeriCorps VISTA.

She holds a Ph.D. in Industrial/Organizational Psychology from Carlos Albizu University and a B.A. in Psychology from Villanova University. Her doctoral dissertation studied the psychometric properties of the Passion for Work scale in a Puerto Rican population.



Chase Crook Administrative Assistant

Before coming to the Doerr Institute, Chase worked as the Research Assistant to the Babylab of École Normale Supérieure Paris. In this role he was charged with recruiting and in-house translation and interpretation for post-doctoral research teams. He recently received his Master of Arts, Magna Cum Laude, from the Université Paris – Sorbonne Nouvelle in Francophone Literatures and Gender Studies.

Chase also holds a Bachelor's Degree in French with a minor in Linguistics from the University of Texas at Austin. Having grown up in a musical background, Chase enjoys playing the violin and piano in his free time. An avid reader, he enjoys keeping up to date with the latest French literary releases. Chase has an affinity for animals and is an active member of the Greyhound Pets of America Gulf Coast chapter.



Cody Bok Postdoctoral Research Fellow

Cody Bok is a postdoctoral research fellow at the Doerr Institute for New Leaders. Cody works on the measurement team to help evaluate the effectiveness of the Doerr Institute's leadership training and development efforts. He also helps to manage the datasets, tracks participation, and develops internal coaching reports for the Doerr Institute's professional coaches. Cody enjoys creating unique research ideas to further expand upon the Doerr Institute's impact at Rice and beyond.

Prior to joining the Doerr Institute, Cody was a doctoral student at the University of Houston and graduated in May 2019 with his Ph.D. in Industrial-Organizational Psychology. His dissertation focused on developing and assessing a health-specific form of transformational leadership. Cody also spent three years teaching psychological statistics and introduction to industrial-organizational psychology at the undergraduate level, both in-person and online.

Cody graduated from The Ohio State University with research distinction in psychology. He still enjoys cheering for the Buckeyes every football season. Cody has lived abroad in London, England, for two years with his wife, Nicole Bok.



Lillie Besozzi is the senior associate director at the Doerr Institute for New Leaders at Rice University. As the operations oracle, she is the chief problem anticipator, bureaucracy whisperer, resident empath, and general peacekeeper. From human resources to general council to managing the endowment – Lillie makes the Doerr system run. She manages the details so her colleagues can focus on their leader development passions.

Prior to working at Rice University, she managed the Center for Reconstructive Surgery at MD Anderson Cancer Center, a practice of 19 plastic surgeons. Lillie served as an Army Medical Service Corps officer for eight years, to include tours in Korea and Iraq. In addition to hospital administration, she has also worked in residential property management and engineering sales. She holds a BS from the United States Military Academy at West Point and an MBA from Rice University.

When she isn't listening to podcasts or singing musical theater songs with her son, she is on Texas' 2nd Congressional District academy nominations board, a member of the Baker Institute for Public Policy Young Professional Roundtable, a committee member for the Houston Livestock Show and Rodeo, and an avid Houston Food Bank volunteer.



Marcel Fingers is the Executive Assistant to Tom Kolditz. She has many years assisting executives in both the nonprofit and corporate setting.



maximizing their potential.

Ruth Reitmeier Assistant Director for Coaching

Ruth Reitmeier is the Assistant Director for Coaching at the Doerr Institute for New Leaders. Ruth oversees the hiring, training and managing of professional coaches who work directly with Rice students to increase their leadership capacity.

Ruth is an ICF-certified coach and received her coach training at Rice University through the Doerr Institute. She has 20+ years of experience in developing leaders and she is passionate about helping people grow and flourish by

Ruth graduated magna cum laude from Rice University (Brown College, 1992) with a double major in cultural anthropology and Latin American Studies. She is married to Tyler Reitmeier and has three children, Reagan, AveryAnne and Reece.



Managing Director for Measurement

Ryan is the Managing Director for Measurement at the Doerr Institute for New Leaders. The Institute is committed to ensuring that the services it provides to students are of the highest quality and achieve the greatest impact on the development of Rice students as leaders, and Ryan oversees all measurement initiatives to this end. He regularly consults with organizations on ways to measure their impact on people, including non-profits, churches, and schools.

Prior to coming to the Doerr Institute, Ryan was the L. J. Semrod Presidential Professor of Psychology at The University of Oklahoma, where he taught and conducted research as a social psychologist for over 16 years and helped establish the Institute for the Study of Human Flourishing. He has published dozens of empirical studies on human thought and behavior, from the impact of stereotypes on human cognition, to the psychology of forgiveness, to the socio-cultural dynamics of honor. His most recent publication is Honor Bound: How a Cultural Ideal Has Shaped the American Psyche (Oxford University Press, 2016).

Ryan graduated cum laude from Rice University (Will Rice College, 1993) with a B.A. in psychology and received his M.A. and Ph.D. from the University of Texas at Austin. He taught briefly at Amherst College before joining the faculty of The University of Oklahoma in 2000. He is married to Catherine Lee Brown (Jones College, 1994) and is a father to two boys, Nathan and Luke.



Sarah Sullivan Administrative Specialist

Sarah Sullivan is the Administrative Specialist for the Doerr Institute. Before joining the team at the Doerr Institute, she worked for two years as a career counselor at the University of Tulsa. Sarah also interned in the Global Talent Management division at Corporate Walmart and was a psychological counselor at Lone Star College. She holds a MA in industrial-organizational psychology from the University of Tulsa and a MEd in counseling psychology from the University of Houston. To learn more about Sarah's background please visit and connect with her via email or LinkedIn.



Stephanie TaylorAssistant Director for Leader Development

Stephanie Taylor is the Assistant Director of Leader Development at the Doerr Institute for New Leaders. Stephanie oversees the hiring, training and managing of professional coaches who facilitate Doerr Institute's Catalyst modules as well as the design and execution of Leader Excursions.

Prior to joining the Doerr Institute, Stephanie was the Director of Ongoing Professional Development at Teach For America Houston where she was responsible for the strategy and design for all professional development

experiences for current Teach For America Houston corps members. Stephanie has also served as an elementary school teacher, teacher leadership coach and School Director with Teach For America.

Stephanie graduated from University of North Carolina at Chapel Hill with a double major in psychology and communications. She is married to Bill Zachry and is the mother of two girls, Quinn and Lucy.



Tom Kolditz *Director*

Tom Kolditz is the founding Director of the Ann and John Doerr Institute for New Leaders at Rice University--the most comprehensive, evidence-based, university-wide leader development program in the world. The Doerr Institute was recognized in 2019 as the top university leader development program by the Association of Leadership Educators. Prior to Rice, he taught as a Professor in the Practice of Leadership and Management and Director of the Leadership Development Program at the Yale School of Management.

A retired Brigadier General, Tom led the Department of Behavioral Sciences and Leadership at West Point for 12 years. In that role, he was responsible for West Point's teaching, research, and outreach activities in Management, Leader Development Science, Psychology, and Sociology, and was titled Professor Emeritus after retirement. A highly experienced global leader, General Kolditz has more than 35 years in leadership roles on four continents. His career has focused on either leading organizations himself, or studying leadership and leadership policy across sectors. He served for two years as a leadership and human resources policy analyst in the Pentagon, and a year as a concept developer in the Center for Army Leadership, and was the founding director of the West Point Leadership Center. He was instrumental in the design and formation of the Thayer Leader Development Group, and is the managing member of Saxon Castle LLC, a leader development consultancy. General Kolditz is a recipient of the Distinguished Service Medal, the Army's highest award for service. He has been named as a leadership Thought Leader by the Leader to Leader Institute and as a Top Leader Development Professional by Leadership Excellence. In 2017, he was honored with the prestigious Warren Bennis Award for Excellence in Leadership—an honor also bestowed on Doris Kearns Goodwin, Howard Schultz, Tom Peters, and Benazir Bhutto. In 2018, he was globally ranked #6 in Coaching by Global Gurus, an independent research and professional ranking organization. In 2019, he was among 8 global finalists in Coaching and Mentoring by Thinkers50, a UK management ranking organization.

Dr. Kolditz has published more than 60 articles across a diverse array of academic and leadership trade journals, and serves on the editorial and advisory boards of several academic journals. In 2006, he co-edited and was the lead author in a special issue of the Leader to Leader journal, winning the APEX Publishing Award for best magazine or journal in the United States. He is a Fellow in the American Psychological Association and is a member of the Academy of Management. He is a founding member of the Board of Advisors for the Department of Psychology at the University of Missouri, serves on the Council of Senior Advisors for the Future of Executive Development Forum and the boards of Linkage, Inc. and BoardBench Companies.

Professor Kolditz has presented leadership content to more than 300 governmental, corporate, and social

sector audiences worldwide. As a professor, he has led academic seminars or given lectures to students from Babson, Wellesley, and Olin Colleges, Duke University, Columbia University, Yale University, Yale CEO College, Rice University, Vanderbilt University, the University of Missouri, the Military Psychology Center of the Israel Defense Forces, Renmin University, Peking University, the Beijing International MBA program, Harvard Law School, Harvard's Center for Public Leadership, the World Economic Forum, seven national and international service academies and more than ten major metropolitan law enforcement, firefighting, and public service academies and assemblies, including the CIA, FBI, and DEA. Kolditz has appeared on Bloomberg TV, 60 Minutes Sports, ABC World News, ABC 20-20, Al Jazeera, MSNBC, CBS, NPR, Calgary Today, Morning Ireland, and interviews with reporters from the New York Times, the Associated Press, Time, Discovery, the Atlanta Journal Constitution, the Washington Post, La Razon, and more than a dozen national and international news agencies.

He holds a Bachelor's degree in Psychology and Sociology from Vanderbilt University, three Master's degrees, and PhD in Psychology from the University of Missouri.



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