

# WALDEN

SUMMER/FALL 2013

ALUMNI MAGAZINE

## Walking the Talk

Dr. Jonas Nguh shares how a simple act  
can lead to a commitment to volunteerism

### **The Art of Making Contact**

Learn Networking Secrets  
From Successful Alumni

### **Insights on Leadership**

How Three Alumni Inspire  
Their Teams

### **Jonathan Kozol**

On Creating a 'Sense of Joy'  
in the Classroom

## Dear Alumni,

## ●●● THE BEST LEADERS CREATE

**CLARITY.** When everyone in an organization understands the mission, everyone moves in the same direction.

You will find examples of alumni who are successful leaders in this issue: Turn to our new column, *Leading by Example*, on page 6, to start. There, three alumni share their experiences and explain how thoughtful leadership not only benefits their employees, but also benefits their professional growth.

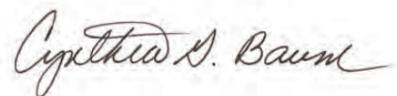
You will also find inspiration in the feature on Dr. Jonas Nguh on page 26. Whether he saw a need in his work as a nurse or as a faculty member, he stepped up to create a solution, ultimately organizing team trips to Alaska, Kenya, Sudan, and South Africa to provide vaccines and supplies.

These examples remind us that leadership is about creating continuous change—change that will benefit you, your organization, and, most importantly, the lives of people in your community. I urge you to look for synergies and embrace change.

Finally, I am proud to tell you that Walden was recently granted reaffirmation of accreditation for 10 years by The Higher Learning Commission. This is a mark of the strength of our programs and our university. In fact, the reviewers specifically recognized and commented that Walden operates with the utmost integrity and that its faculty, staff, students, administrators, and alumni clearly understand, support, and embrace its unique mission of effecting positive social change through innovative and purposeful academic programs that serve students extremely well.

Our reaccreditation would not have been possible without the support of our entire community. Thank you for being such an important part of our institution.

Sincerely,



Cynthia G. Baum, Ph.D.



Volume 8, Number 2  
Summer/Fall 2013

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ALUMNI MAGAZINE  
WALDEN



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BEYOND THE DEGREE



# Communicating Peace



**Dr. Uchenna Ekwo '11** is teaching journalists around the world how to integrate messages of peace into their reports

By Christine Van Dusen

●●● **WAR CORRESPONDENTS ARE PRESENT** at almost every international conflict, reporting on the violence, the disputes, and the ravages of battle. But where are the peace correspondents?

That's the question that nagged at Dr. Uchenna Ekwo '11 during his 18 years as a journalist in Nigeria. He saw the influence the media had on debates, conflicts, and in burgeoning democracies and knew that journalists could do more to shape the conversation and promote peace.

“It’s important that journalists appreciate their role in peace-building and conflict resolution.”

“Peace is not typically an ingredient of news,” says Ekwo, a Ph.D. in Public Policy and Administration alumnus. “Journalism training and practice do not seem to recognize peace as newsworthy.”

So Ekwo set out to change that—on an international scale. In 2011, he created the Diaspora Media Initiative as part of the Center for Media and Peace Initiatives, a nonprofit he co-founded in 2005.

“I was able to develop this idea while completing my Ph.D.,” says Ekwo, now a professor of public affairs and administration at Rutgers University School of Public Affairs and Administration in Newark, N.J., and the author of three books on mass media.

“Some of the courses I took at Walden also exposed me to international perspectives on a wide range of disciplines that were useful in putting together this program.”

The Diaspora Media Initiative aims to understand the shifting landscape of

communication across dispersed populations on five continents, particularly in sub-Saharan Africa. To that end, the initiative has partnered with Rutgers to host a weeklong institute and a six-month certificate program for international journalists.

“Media plays a crucial role in the construction of migrant identities,” Ekwo says. “The influence of technology, increased

appetite for freedom of expression, and changing demographics of media audiences in the United States provide unique opportunities for diaspora media to initiate change. Transnational journalism has the potential to put pressure on despots to change behavior and adapt to internationally accepted norms of governance.”

The one-week program features networking, panels, and field trips to meet American journalists in newspaper, radio, and television newsrooms in the New York City area. During the institute, attendees live in the dormitories at Rutgers.

As part of the six-month certificate program, writers from across the diaspora learn to assess government efficiency and spot corruption, work with bureaucrats and public agencies, and work effectively within a growing democracy. The four courses—each running five weeks—are offered online to make them accessible to journalists with busy schedules and in different time zones.

So far the Diaspora Media Initiative has trained editors, producers, photographers, reporters, and civil society leaders on four continents and in 19 countries, ranging from China and India to Mexico, Poland, Kenya, and Haiti.

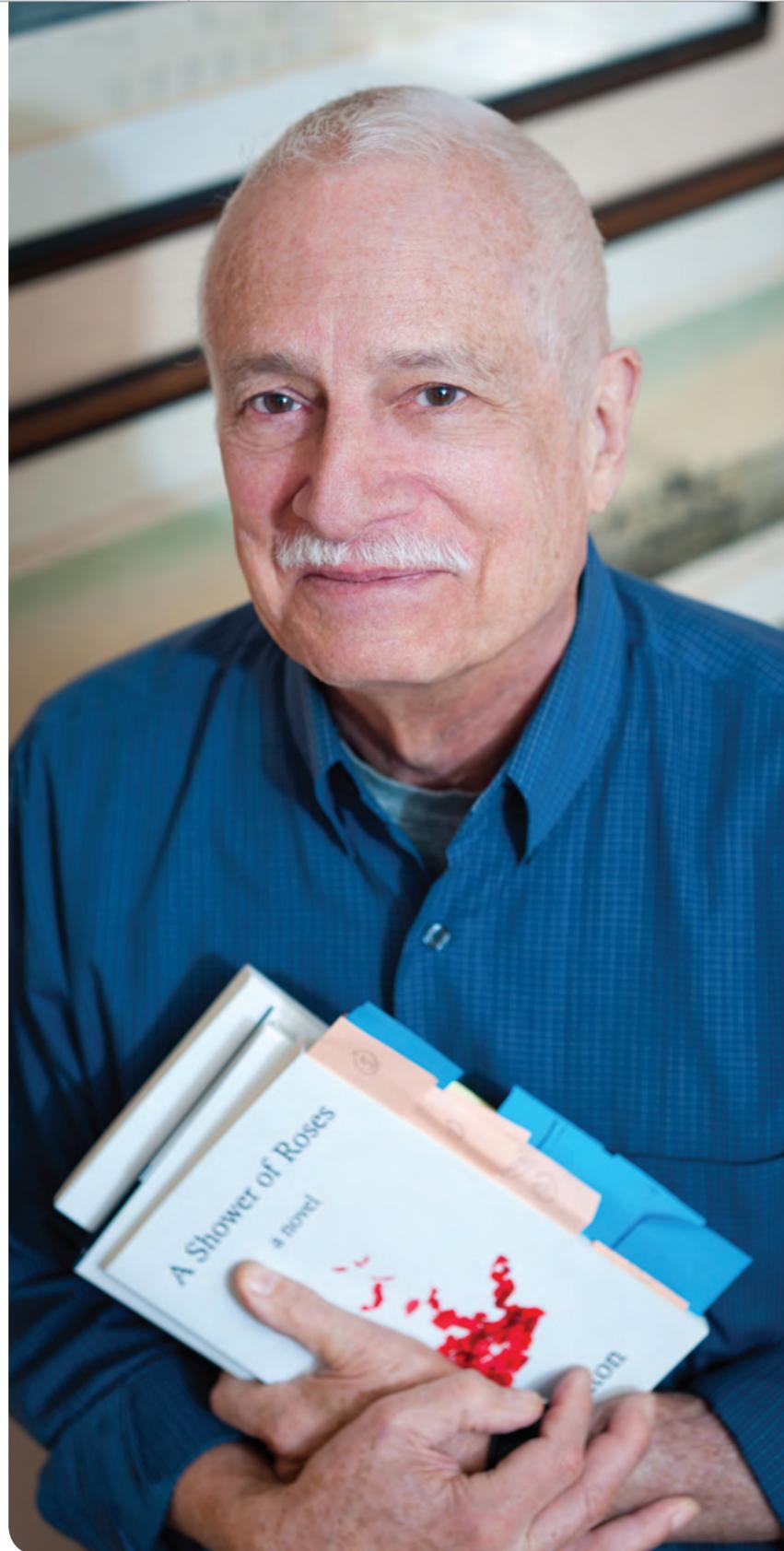
“It’s important that journalists appreciate their role in peace-building and conflict resolution in a world characterized by intolerance, political paralysis, and a clash of civilizations,” Ekwo says. “The program will bring about lasting, visible change in how news is reported.”

Tell us about your career by emailing [myWaldenImpact@waldenu.edu](mailto:myWaldenImpact@waldenu.edu).

Zef Nikkola

© Yuri Kozyrev/Getty Images





Alison Sheehy

# Building a Writing Career

## INSIGHTS

AS TOLD TO CAMILLE LEFEVRE

● ● ● **WHETHER HE WAS WORKING AS A JOURNALIST, serving in the military, analyzing economic and political trends for an international bank, or teaching at Mercy College in Dobbs Ferry, N.Y., Dr. James Thomas Milton has always been a writer. After writing his dissertation on income inequality, he turned his attention to penning novels that delve into themes of social justice. His most recent works include *The Golden Door* (2012), *Sara's Laughter* (2011), and *Infamy* (2010), all published by Nepperhan Press. Whether your métier is fiction or nonfiction, article or essay, read on for his advice on how to launch a writing career.**

**Dr. James Thomas Milton '95 | Ph.D. in Applied Management and Decision Sciences (now Ph.D. in Management)**

**1 HAVE A MISSION.** Many people have trouble getting beyond that first book because it represents one piece of research or an experience. They don't have an ongoing mission. Persistent writers have

a mission, whether they're writing biography, fiction, or scientific research. My mission is to effect social change through fiction, to raise awareness of social injustices, and to prompt people to become engaged. If you have a long-term purpose for writing, you'll never run out of things to write about.

**2 BE DISCIPLINED.** Writing is part of my day-to-day life. Most writers work every day improving their craft. Schedule it like you would any other appointment or goal. Plan for it, make the time, and set goals. When you write each day, take notes or work on revising what you did the day before if the blank page is too intimidating. Above all else, write.

**3 FIND AND CULTIVATE YOUR AUDIENCE.** Getting the word out about your work no longer happens only through reviews in magazines or newspapers. You need to proactively identify and reach your audiences in a variety of ways. E-books generate communities of readers. Book clubs are always seeking new material. (At the end of each novel, I include a guide to help readers discuss the issues raised.) Spread your message by speaking at events related to your work. Remember to reach out to your audience and engage them.

**4 PREPARE TO CHANGE PEOPLE'S LIVES.** Whatever genre of writing you undertake, you'll have readers and receive feedback. The whole purpose of writing is to communicate—and it's a wonderful feeling when people respond to your writing. Since I approach my writing with a mission, I like to believe that my books raise awareness. A reader once told me, "You made me feel the injustice rather than simply think about it." When I hear that, I know that I'm effectively changing the hearts and minds of people with my work. I encourage you to do the same.

Find research and publication partners at [www.myWaldenAlumni.com](http://www.myWaldenAlumni.com).

## WHY I REFER

# Accepting a Role as a Leader



**NAME:** Dr. Maureen Kroning '13

**DEGREES EARNED:** Master of Science in Nursing (MSN) and Doctor of Education (Ed.D.)

**CURRENT JOB:** Associate professor at Nyack College in Nyack, N.Y., and nursing supervisor at Good Samaritan Regional Medical Center in Suffern, N.Y.

**HOW DID YOU LEARN ABOUT WALDEN?** I was working at an acute care hospital when I was offered a nurse manager position on a busy unit, which required management skills. I realized a master's degree could help me be successful, so I started researching and found Walden's programs.

**WHAT DID YOU TAKE AWAY FROM WALDEN'S PROGRAMS?** I learned that I could research a vital healthcare issue through my coursework. Despite the need for advanced healthcare directive planning, research shows that nurses lack the education to provide their patients with this information, which can have detrimental effects on end-of-life care. I was inspired to research and publish a handbook that explains key medical terms and treatments that need to be addressed by patients and their healthcare providers. I continued at Walden to earn a doctorate, which helped me acquire a position as an associate professor.

**WHY DO YOU REFER OTHERS TO WALDEN?** I've referred many colleagues and friends, four of whom have completed their MSN. Advocating for nursing education creates positive change in the lives of patients, their families, and communities. — C.L.

Refer friends, family, and colleagues at [www.WaldenU.edu/refer](http://www.WaldenU.edu/refer).

LEADING BY EXAMPLE

# A Continuous Commitment

As told to Camille LeFevre

●●● **THREE ALUMNI SHARE THEIR INSIGHTS ON LEADERSHIP:** how to become a leader, how lifelong learning is essential to your growth, and how your commitments can inspire your team and lead to new opportunities.

## Dr. Xavier Bruce '11

**PROGRAM:** Doctor of Business Administration (D.B.A.)  
**FIRST JOB:** Stocker at a grocery store  
**CURRENT JOB:** Deputy chief, strategic planning and transformation, 711th Human Performance Wing, Wright-Patterson Air Force Base, Ohio

“Everyone has a gremlin, or inner critic, who whispers, ‘You are not good/smart/strong enough.’ What does your gremlin whisper? How is it keeping you from achieving your definition of success? Rev. Martin Luther King Jr. said, ‘Take the first step in faith. You don’t have to see the whole staircase, just take the first step.’ The first steps are to acknowledge, integrate, and redirect your gremlin. My gremlin helped me earn my doctorate and develop a unique leadership style. As an introvert living in an extroverted world, I’m able to positively influence people to accomplish things that they never previously considered.”



## Robbin Odom '11

**PROGRAM:** Master of Science in Nursing (MSN)  
**FIRST JOB:** Unit clerk at a hospital  
**CURRENT JOB:** Chief nursing officer, Women & Children’s Hospital, Lake Charles, La.

“I recently read a quote that resonates with me: ‘A leader’s influence affects people’s lives professionally and personally, and where that influence ends no one can say.’ Walden enabled me to develop into a more mature leader. I realized that most of what I do and say affects someone, somewhere, and could have far reaching effects. At Walden, I also gained a new appreciation for evidence-based practice. Whether the information comes from staff input, patient perspectives, or academic articles, evidence-based methodologies and outcomes offer invaluable perspectives that improve staff effectiveness and the patient experience. Presenting them with evidence of why we are changing a process helps them understand the rationale and continue to follow it.”

## Dr. Gayle D. Jones '09

**PROGRAM:** Ph.D. in Public Health  
**FIRST JOB:** Cashier at a fast food restaurant  
**CURRENT JOB:** Director of the Office of Child Health, Georgia Department of Public Health

“It is not fair to ask of others what you are not willing to do yourself,” said Eleanor Roosevelt. If I ask staff to stay late or come in early, participate in weekend events, or work on something from home—no matter how big or small the request—then I, too, commit to the same things. Wherever you are on your path, understand that at times you’ll be asked to do things you’ve never done before that may be out of your area of expertise. Whatever the task is, do it and do it well. Don’t let an opportunity pass because you didn’t recognize it. Even for leaders, learning never stops.”



■ Nominate your colleagues for coverage in the next “Leading by Example” article by sending details to [myWaldenImpact@waldenu.edu](mailto:myWaldenImpact@waldenu.edu).



Simon Griffiths

**Meet:**  
Raquel Battle

**Program:**  
Ph.D. in Health Services  
with a specialization in  
Healthcare Administration

**Started:**  
December 2009

MEET A FUTURE GRADUATE  
**Raquel Battle**

●●● **WHERE I WORK:** I'm a behavior specialist at Sterling Montessori Academy and Charter School in Morrisville, N.C. I'm also the founder and president of the BlissfulSage Foundation, a nonprofit that operates the Edlin Leslie Sr. Hospice in Belize and partners with cancer- and health-related charities.

**WHY I STARTED THE FOUNDATION:** My father passed away from prostate cancer in 2007 in Belize. He had to make a painful, six-hour journey by bus to get treatment and care. His dying wish was to establish a hospice so that others wouldn't suffer the way he did. In his honor, I established the Edlin Leslie Sr. Hospice for terminally ill patients, especially those affected by

cancer, in Placencia Village, the small town where I grew up. I also recently launched BEAT Cancer, a clearinghouse of information for cancer patients and their families, and created a skin care line called Belize in You.

**MY SOCIAL CHANGE GOALS:** It's my goal to examine the relationship a hospice program has with end-of-life experiences and develop a model for delivering hospice care to cancer patients in southern Belize. I want to leave a legacy of leadership and compassionate care for my children while giving back to my birth country. I also plan to continue to educate the public about the philosophy of care a hospice provides and offer support to cancer patients and their families.

**WHY I'M WORKING TO EARN A PH.D.:** This degree is giving me the expertise I need to establish the nonprofit and healthcare programs in partnership with Belize's Ministry of Health. The research skills I'm gaining are also helping me contribute to the body of literature on cancer care in economically developing countries. Research and data on cancer in Belize are very limited, which is such a tremendous barrier. I hope to become one of the first to publish on this subject.

**WHEN I STUDY:** I study in the evenings after my kids—ages 8, 11, and 14—go to bed. I also take half a day on the weekend when necessary and study extensively when I travel to Belize every few months.

**BEST EXPERIENCE AT WALDEN SO FAR:** Participating in the Clinton Global Initiative University meeting in 2012. It taught me practical solutions to many of the existing challenges I face in building partnerships and using social media.

**WHAT I TELL OTHERS ABOUT WALDEN:** Walden is an institution of integrity that champions making positive contributions to society. I chose the university because it embraces my goals and will equip me with the necessary skills to meet them while I pursue my Ph.D. What I most appreciate about Walden is that my classes directly and immediately impact my work.

**WHAT I PLAN TO DO AFTER GRADUATING:** In addition to continuing my work with the nonprofits I've founded, I plan to conduct research on cancer in Belize and establish and operate a spa for cancer patients in North Carolina, which will carry my skin care products and help fund the hospice in Belize.

MEET THE FACULTY

**Dr. Yvonne Doll**

By Camille LeFevre



●●● **DR. YVONNE DOLL HAS DISPLAYED EXTRAORDINARY INITIATIVE** in her academic and professional life. The School of Management faculty member was in the second class that admitted women at West Point, where she played on the women's basketball, softball, and volleyball teams. She selected the military police corps

in the U.S. Army for her service and, for 26 years, worked around the world as a security officer, criminal investigator, operations officer, comptroller, commander, and leadership teacher. Doll also married, raised three children, and earned a doctorate in management. Here she talks about how her background inspired her transition into teaching.

**HOW DID SPORTS CONTRIBUTE TO YOUR EDUCATION?** Many of the men at West Point still didn't like the fact that women were allowed in when I attended. The hardest part was the emotional stress and hazing from the upperclassmen. It was also challenging academically because I was competing with all the A students. Even for the guys, the first year is stressful. Participating in sports was a great way to reduce the high levels of stress I had. Today, I encourage my students and fellow faculty members to find similar outlets for stress reduction and balance. Obtaining a graduate degree is extremely challenging, but it can be done with a positive attitude, good time management, and the support of family and friends.



**HOW HAS YOUR MILITARY BACKGROUND INFORMED YOUR TEACHING AT WALDEN?** During my last job in the Army, I taught military leadership courses to officers from all over the world, including Saudi Arabia, Poland, Columbia, the Philippines, Mali, and the Czech Republic. I developed a very participative, student-centered teaching philosophy. Adult learners have extremely valuable multicultural experiences to share in class. I also have a wealth of leadership war stories from my years in the Army that I share with my students; I've worked for excellent leaders, toxic leaders, and everything in between. All of these experiences inform my teaching at Walden. What I strive to do every day is ignite the fires of learning and excellence in the minds and hearts of students.

“It's vital to be a lifelong learner.”

**HOW DO YOU ENCOURAGE YOUR STUDENTS TO ACHIEVE A SIMILAR LEVEL OF SUCCESS?**

I work hard to show students how to achieve breakthroughs by presenting inspiring ideas, pointing them to valuable resources, and providing

opportunities for initiative and excellence. For instance, one of my students from Kuwait completed his D.B.A. in July; we crafted an article together that we've submitted to an academic journal. Even if you have a doctorate, I think it's vital to be a lifelong learner. I encourage my students to pick a topic they have a passion for and share their research with others by publishing. Adding to the body of knowledge is so important. Craft your dissertation or doctoral study into a good eight- to 10-page paper and submit it to academic journals. I've found that through these methods, you can achieve greatness.

LIFELONG LEARNERS

# Three Degrees, One Destiny

**Dr. Kimberly Handy '12** explains why education is a lifelong journey—both in her classroom and as a student

By Amy DerBedrosian

●●● **WALK INTO DR. KIMBERLY HANDY'S CLASSROOM** and most days you'll hear laughter. Animated conversation spills into the hallways after class. Her high school students are regularly excited by a language arts lesson that resonates with them. It might be a memoir-writing assignment or relate to her favorite book, *The Alchemist* by Paulo Coelho, a novel that helps readers realize their personal legend or destiny.

"Whenever I see students' faces light up—that aha moment—I know why I'm a teacher," says Handy, who's taught in Alaska's



Michael Dineen

**The Graduate:**  
 Dr. Kimberly Handy '12  
 M.S. in Education >>  
 Doctor of Education (Ed.D.) >>  
 Education Specialist (Ed.S.)

Anchorage School District since 2004. "I had an English teacher who made books come alive. He would ask us how we could apply their lessons in our daily lives. That's the mantra I use in my teaching now."

In her work as an educator, Handy has discovered her own personal legend. Aside from teaching, she's a published author and co-host of a weekly online talk show, where she offers advice and support to graduate students. Handy also serves as a capstone evaluator for Western Governors University and mentors and

coaches new teachers. Plus, she was chosen by the Alaska chapter of the National Education Association to participate in the national Minority Leadership Training in January 2013.

"I want to help the next generation of teachers," says Handy. "I know what it's like to be a teacher for the first time. New teachers may not have the support or professional development they need. My best advice is that teaching requires perseverance. Nothing gratifying comes easily; I want to help them get over the speed bumps and keep going."

“Teaching requires perseverance. Nothing gratifying comes easily.”

Early in her own career, Handy realized she needed more than a bachelor's degree to be her best as a teacher. That and the positive experiences of her colleagues led her to Walden for an M.S. in Education in 2005. "My master's taught me so much about assessment, how to look at data, and about how children learn. I'm more cognizant about students' abilities and incorporating different learning styles now," she says.

Seeking to make an even greater impact in the classroom and her community, Handy earned an Ed.D. in 2012. Though many people might stop there, Handy has returned for an Ed.S., which she expects to complete in 2014.

"I want to be sure I have the skills to provide my students what they need to learn. I've seen what has happened nationally with the common core standards; there's a lot more rigor now," she says.

At the same time, she is reshaping her personal legend as an educator. Sparked by her doctoral research and work with graduate students, Handy now hopes to become a university professor.

"I like pushing myself to the limit. I can't sit idle. I like the fact that I can set and meet goals and that I can be a role model for others," she says. "I'm a lifelong learner. I want to make sure I have a continuous grasp of what's happening in education."

Tell us why you've returned to Walden for another degree at [myWaldenImpact@waldenu.edu](mailto:myWaldenImpact@waldenu.edu).

OVERHEARD

“Students want to know once they graduate that the Walden name will be meaningful one year out, five years out, 20 years out. Where you graduate follows you for the rest of your life.”

— Dr. Eric Riedel, chief academic officer of Walden, on the value of a Walden degree. Flip to page 38 to learn more about our recent reaccreditation.

“It’s important to remember that obstacles are just opportunities in disguise.”

— Dr. Anjali Forber-Pratt, world-renowned Paralympian, in a web-exclusive interview on [www.WaldenU.edu/magazine](http://www.WaldenU.edu/magazine).

“How do you teach students on so many levels with so many diverse backgrounds in one classroom? You work hard and never give up on any child.”

— Dr. Alison Grizzle '10, Doctor of Education (Ed.D.) graduate, quoted in a story on [WSFA.com](http://WSFA.com) after being named 2013–2014 Alabama Teacher of the Year. Walden is home to more than 80 state teachers of the year from 42 states.



HOW IT PAID OFF

From Physician to Public Health Servant

**NAME:** Lisa P. Stevens '10, M.D., M.P.H.

**DEGREE:** Master of Public Health (M.P.H.)

**JOB BEFORE MY DEGREE:**

Medical director of the preoperative care unit at Virginia Commonwealth University Medical Center in Richmond, Va.

**JOB AFTER MY DEGREE:** Serving the homeless as the medical director of The Daily Planet healthcare clinic in Richmond

**HOW MY DEGREE HELPS ME MAKE A LARGER IMPACT:** Walden taught me to look at things holistically and know that everything affects health. If I see someone who’s diabetic, for instance, I ask about the person’s diet or mood. I may involve the shelter or therapist in their treatment. As a result, I’ve enhanced integrative care and outreach programs within our center.

**BIGGEST BENEFIT OF EARNING A DEGREE AT WALDEN:** The first time I worked with the homeless, I knew it was what I wanted to do. Even though I earned my medical degree from Virginia Commonwealth University, I still needed additional education to be a public health worker. When I completed my M.P.H., I was able to obtain my dream job. — A.D.

How did earning your degree change your career? Tell us your story by emailing us at [myWaldenImpact@waldenu.edu](mailto:myWaldenImpact@waldenu.edu).



FROM THE FIELD

Bringing Oral Healthcare to Tanzania

As told to Claire Blome

●●● **“IT TAKES FOUR DAYS TO TRAVEL TO THE WANJI TRIBE OF THE SOUTHERN HIGHLANDS IN TANZANIA.** They live at the top of a mountain. I’ve visited every few years since 2002 as part of my church group. My dissertation focused on their oral healthcare. For the control group, I only distributed toothbrushes and toothpaste. The test group was also taught oral hygiene care. The results were amazing. Students in the test group increased their brushing frequency, had fewer problems eating, and felt they could socialize and smile more. Walden’s mission to effect positive social change was intimidating at first, but that’s what my work is all about. You want your research to be meaningful, to impact people. I’m proud to say mine has.”

— Dr. Catherine Milejczak '11, M.S. and Ph.D. in public health graduate, a 2011 Scholar of Change, and dental program director at Midlands Technical College in Columbia, S.C.

Send photos of yourself making a difference to [myWaldenImpact@waldenu.edu](mailto:myWaldenImpact@waldenu.edu).

MAKING A DIFFERENCE

# A Path to Volunteerism



●●● YOU EMBODY WALDEN'S MISSION TO EFFECT POSITIVE SOCIAL CHANGE. By volunteering through the Walden Service Network, you can positively affect your community. Follow the paths on these pages to discover how to integrate volunteerism into your life.



## I WOULD LIKE TO SPEAK TO A GROUP

- Volunteer at a career fair as an expert in your field
- Connect to Dress for Success to advise women
- Become a docent at a museum
- Teach a community exercise class

## HOW MANY PEOPLE WOULD YOU LIKE TO VOLUNTEER WITH?

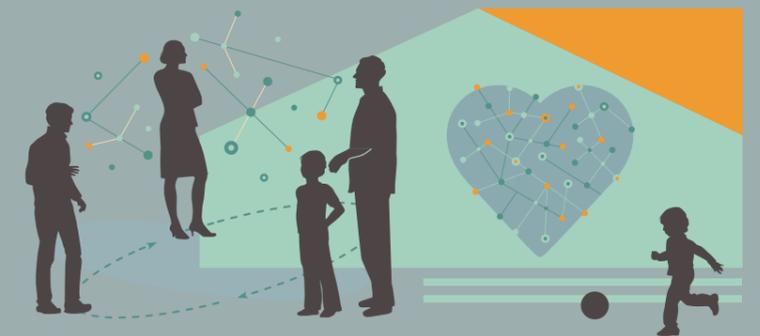


## I WOULD LIKE TO CONNECT WITH AN INDIVIDUAL

- Develop a business or marketing plan with a local entrepreneur
- Mentor new teachers at your school
- Become part of a mentorship program
- Help someone revamp his résumé
- Teach people about credit and financial wellness

## I WOULD LIKE TO BE PART OF A GROUP

- Join a committee or the board of a professional organization
- Volunteer at a local health clinic
- Coordinate a health screening
- Help clean up a local waterway or community space
- Volunteer at a local homeless shelter
- Become an usher at a theater



## I WOULD LIKE TO INVOLVE MY FAMILY

- Spearhead a project at a local school
- Paint a mural or clean up a school's playground
- Join a walk-a-thon to support your favorite cause
- Volunteer at the zoo, a farm, or a plant conservatory
- Visit elderly residents at a nursing home

Volunteerism and service are year-round activities! Find or share an opportunity on [www.WaldenU.edu/servicenetwork](http://www.WaldenU.edu/servicenetwork).

All illustrations: Celia Johnson

CONNECTIONS



Paul Fellers

# Cultivating Lasting Relationships

**LeVar C. Trice '11** explains how networking with alumni and students is a natural habit he developed as a student

● ● ● **WHEN LEVAR C. TRICE '11 ISN'T ENGAGED IN U.S. DEPARTMENT OF DEFENSE WORK** in Springfield, Va., guiding his team to ensure the integrity of security-clearance decisions, he's often networking with alumni and students around the globe.

As a Walden Alumni Ambassador, Trice connects with prospective students in person, by phone, and via email, answering questions and providing insight. Everything he does is simply an extension of the collaborative environment he found at Walden, he says.

"Group projects were great opportunities for team building; we were able to bounce ideas off each other and work together," he says. Through these

projects, the M.S. in Psychology alumnus formed lasting connections, frequently continuing to communicate with his classmates after a project was completed.

Because of those experiences, Trice makes a point to reach out to current students. "I've helped students through their first year," he says of the support he's lent via Facebook. One had questions about thesis and capstone options. "She wanted to get a head start," Trice recalls. "I shared information about what to expect when preparing and writing the capstone and assured her that she would be fully prepared to handle the task."

He encourages all alumni to give back. "I had such positive experiences at Walden.

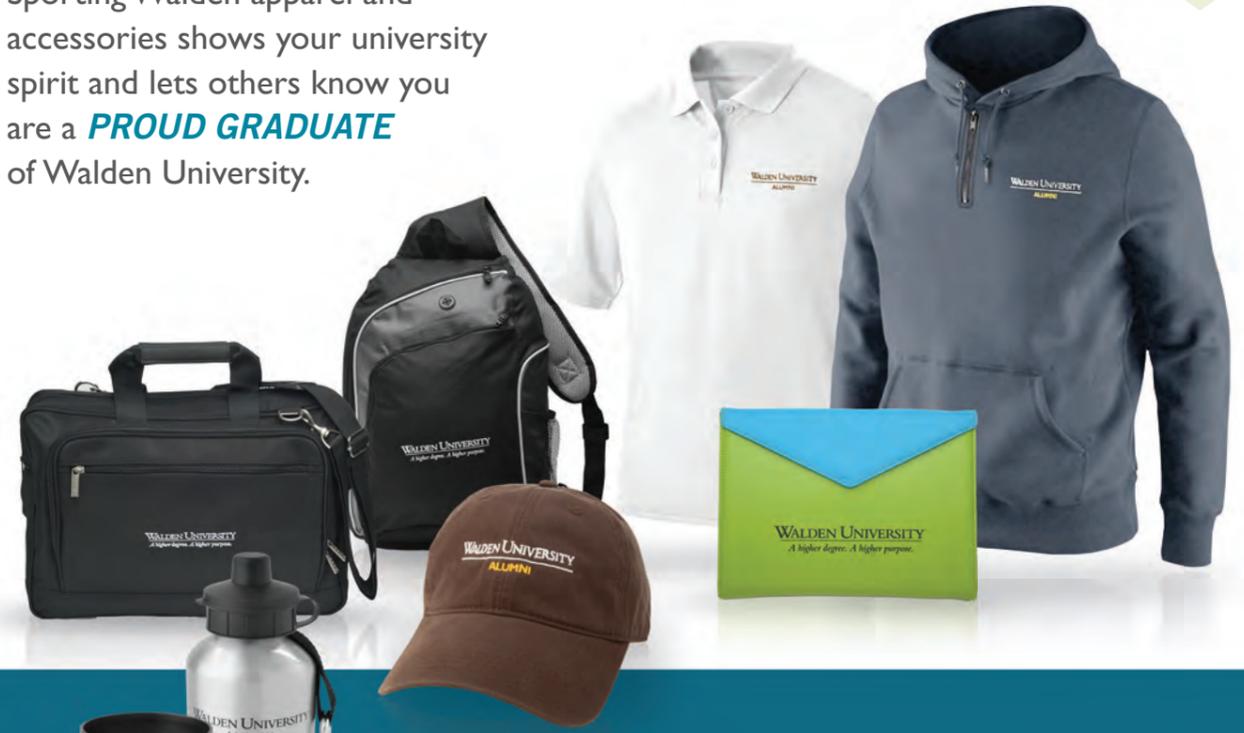
I'm enthusiastic about sharing them with others," he says. "You'll connect with graduates and students in different careers and share a powerful mix of comments, responses, and reactions."

Staying connected has mutual benefits; Trice is also interested in determining his next step. "I still reach out to my peers, particularly an alumna who started a Ph.D. program at Walden," he continues. "I'd like to obtain my doctorate at some point, and Walden is at the top of my list because of experiences like these."

Start tapping into your alumni and student connections at [www.myWaldenAlumni.com](http://www.myWaldenAlumni.com).

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BEYOND BORDERS

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# Empowering Women in Ghana



**Dr. Ahmed Tufeiru '12** went from Wall Street to Ghana to create a microlending program that positively impacts women and their families

By Camille LeFevre

“All it takes to become an agent of change is a passion for making a difference.”



● ● ● **DR. AHMED TUFEIRU HAD LONG LEFT HIS NATIVE TAMALE, GHANA,** for an M.B.A. from Rutgers

University, a home in New Jersey, and a flourishing career with companies from Morgan Stanley and Merrill Lynch on Wall Street to, currently, Quantitative Management Associates LLC. But while visiting Ghana several years ago, he was shocked to discover a new phenomenon.

“I was driving through a market in southern Ghana when I saw women gathered next to their large basins waiting for head-portage work,” recalls Tufeiru. Next, he realized they were speaking in a northern dialect—his own.

So he asked them what they were doing so far from home, piling goods into their head basins and carrying loads for pennies. “They told me this was the only way they could provide for their families,” he says. “They sleep in the streets, use public bathrooms, and are subject to abuse. But they don’t see themselves as victims. They migrated here to support their families.

“I saw women earning maybe 50 cents a day, while on Wall Street we’re working with \$50 million a day,” he says. “I suddenly realized these women are hard workers with entrepreneurial ambitions. They’d rather be farming or running other small businesses, but they lack access to affordable capital.”

At that moment, Tufeiru, then a Ph.D. in Public Policy and Administration student, discovered his dissertation topic—a study of the effects of a microfinance program on female head-load porters in southern Ghana. Would they choose the same work? Or establish and run businesses near their homes? By interviewing this population of women and analyzing the information he collected, he learned that access to capital was key.

In his dissertation, Tufeiru included “a prescription for policymakers,” he says. “It details how microfinance is a remedial socioeconomic tool that addresses the migration that’s causing the phenomenon of head-load portage.”

But he wasn’t ready to stop there. To turn his findings into action, Tufeiru returned to Ghana in March 2012 to establish a



partnership with KASI Microfinance Limited, where he’s now a board member. To date, more than 285 porters in Accra and Kumasi have received loans of up to \$500 to return home to become entrepreneurs—and the results are astonishing. Some women are now working as farmers. Others are self-employed as greengrocers who purchase, transport, and sell fresh vegetables in their local farmers markets.

By writing his dissertation, Tufeiru researched and created a solution to a pressing problem in his native country. “These loans allow women to return home to become micro-entrepreneurs,” he explains. “Walden’s applied and demand-driven curricula not only enhanced my learning experience, but pointed me in the direction of creating a practical outcome that has improved lives in southern Ghana. All it takes to become an agent of change is a passion for making a difference.”

Have you gone on an international trek? Tell us the details by emailing [myWaldenImpact@waldenu.edu](mailto:myWaldenImpact@waldenu.edu).



# The Art of Making Contact

**ALUMNI SHARE THEIR SECRETS** TO NETWORKING—ONLINE AND IN PERSON—  
AND MAKING IT WORK FOR YOUR CAREER

By Christine Van Dusen

●●● **NETWORKING IS A SKILL THAT MUST BE DEVELOPED, NURTURED, AND FINE-TUNED.** Here, alumni who have obtained a new position or new clients as a direct result of their networking efforts, along with professionals in human resources, describe the best ways to advance your career by reaching out, making a good impression, and staying connected online and in person. As our graduates attest, the benefits are immeasurable: Networking can lead to new publishing partnerships, volunteer opportunities, or even a new career.

All illustrations: Mike Austin

## Start by Connecting on the Web

The Internet is fertile ground for networking. Make the most of it by following this advice:

**1 LET THE INTERNET EMBOLDEN YOU.** If you're shy, networking online can take away much of the anxiety of speaking with strangers. "It can help you feel more confident," says Dr. Antonio Santonastasi '00, a Ph.D. in Psychology graduate, manager for NATO in Germany, and adjunct faculty member at three universities. Starting online allows you to take those first steps and build on them as your confidence increases.

**2 JOIN NETWORKING SITES LIKE LINKEDIN.** LinkedIn is a favorite site for making professional connections, while Facebook works best for casual networking. "I don't oppose Facebook, but it is more of

graduate, the interim assistant dean of students at UNC-Charlotte, and a Walden faculty member. "I took a break from Facebook about a year ago and turned to LinkedIn, and I have had great success in establishing professional relationships that have truly kept me in the loop."

**3 CREATE AN ONLINE PORTFOLIO OF YOUR WORK.** If you've given a presentation, post a summary and your PowerPoint on SlideShare. If you've been published, list where your articles may be found. If you volunteer, list the projects you've contributed to and your interests. By posting this information on LinkedIn, your own website, blog, and pages frequented by people in your industry, potential contacts will easily become acquainted with your skill sets and the quality of your

“To be successful at networking, you must work at it. You get out what you put in.” — Robin Hertel '08

a social site for friendships and may not be a great place to establish professional relationships," says Dr. Sean Stanley '11, a Doctor of Business Administration (D.B.A.)

work without having to dig around or ask you directly. "A contact can easily do some homework and get to know you with minimal effort," says Santonastasi.



## CRAFT YOUR **ONLINE PRESENCE**

So you've signed up for LinkedIn—now what? | Here are the key elements of a solid, productive profile:

### START WITH THE BASICS

Create a clear and detailed profile, including previous and current places of employment.

Post a high-quality headshot and make sure it is recent. Using an unprofessional or inaccurate photo raises red flags.



### DETAIL YOUR EXPERTISE

Include your educational background. Employers not only want to see where you went to school and which degrees you earned—they want to see if you're a fellow alum.



### KEEP IT FRESH

Include keywords that pop up routinely on websites within your industry. It will help employers find you and help you find relevant opportunities.

Be proactive. Request recommendations from your current contacts.

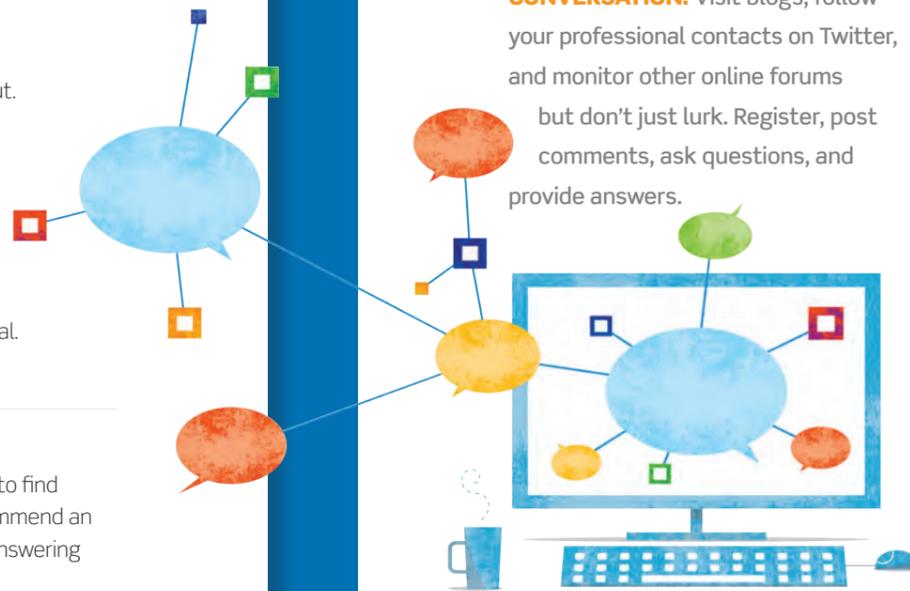
Keep your contact information up to date—you never know when someone will reach out.

- ~ Add any memberships to professional organizations.
- ~ Provide links to your website and published research or articles.
- ~ If you've won awards or received accolades, describe them.
- ~ If you volunteer, link to the organization's site.
- ~ Add blogs and short YouTube videos that further illustrate who you are as a professional.



### START A CONVERSATION

Each contact counts: Recruiters want to see more than where you've worked; they want to find out who you know. "Word of mouth is a great resource. If I can find someone who will recommend an applicant, I always talk to them," Dr. Christi Sanders '11 says. "They are more comfortable answering questions, and I am more comfortable asking them."



**4 BE AWARE OF YOUR ONLINE PRESENCE.** What will an employer see if she runs a quick search on you? Check your Facebook security settings and do an Internet search for your name to remove any incriminating images or text that is viewable by the public—or risk making a bad impression on a potential contact. "As an employer, I always look at an applicant's social networking sites," says Dr. Christi Sanders '11, a D.B.A. alumna, director of human resources for the city of Granbury, Texas, and a faculty member at several universities. "It gives me great insight into the type of employee that person will be."

**5 GET ENGAGED—PARTICIPATE IN THE CONVERSATION.** Visit blogs, follow your professional contacts on Twitter, and monitor other online forums but don't just lurk. Register, post comments, ask questions, and provide answers.

**6 DON'T LET THINGS GET STALE.** "Keep your profiles up to date," says Meena Williamson '11, an M.B.A. alumna and the human resources recruiter for Care Resources in Baltimore. Visit your LinkedIn profile frequently and post regular updates to your own website. Tools like WordPress, for example, make creating a website easy. Remember, not only does LinkedIn send out alerts to your contacts when you've updated your profile, the simple act of updating it may lead you to spend more time actively networking online and building relationships.

**"I have obtained my last two positions solely through networking."** — Dr. Christi Sanders '11

Think of it like the discussion boards in your classrooms now extended to your life as a professional. These connections may even lead to meaningful opportunities. "I use LinkedIn to network and explore business options that I would never ordinarily have access to," says Dr. Robert D. Boyden '10, a Ph.D. in Public Policy and Administration graduate and owner of Public Safety Concepts Group in Philadelphia. "It has exposed me to business deals and allowed others to view my CV without me needing to send it out individually or unsolicited. I even located a publisher for an upcoming book."

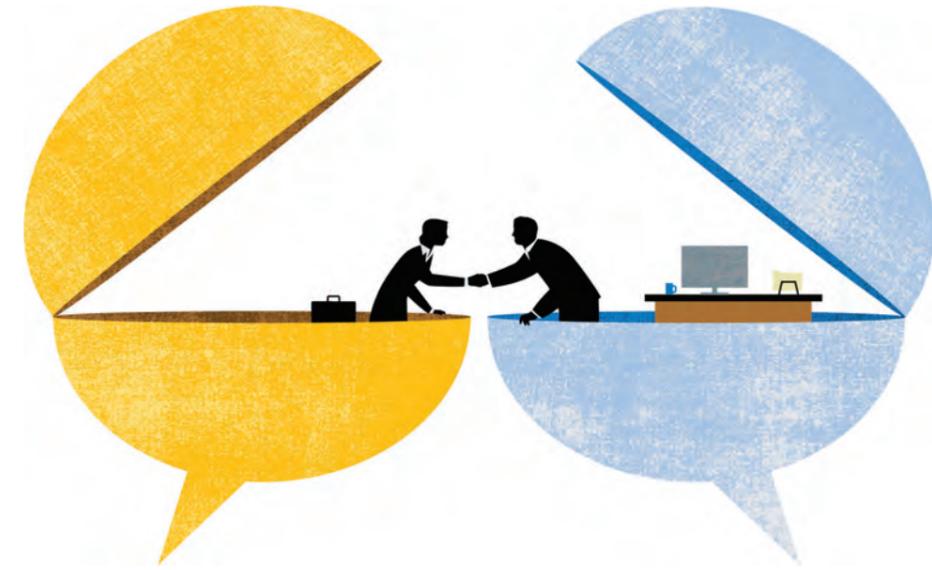
**7 PERSONALIZE.** If you're going to invite contacts to join a group or network with you on a particular site, make sure the invitations are personalized. No one likes to feel like they're part of a mass mailing. "In networking, all invitations need to be personalized," Santonastasi says. And he's not just talking about using the contact's name on the invitation, though that's a start. Try including a detail from a conversation you've had or about your new project. It will make your invitation stand out and increase the likelihood of a positive response.

**8 DON'T LOSE TOUCH.** Once you've made a contact, keep it. "Stay connected to your classmates and faculty members," says Stanley, who accepted a position at UNC after learning about it from a contact he made in his fraternity—proving that staying in touch can directly benefit your career. There's no need to inundate your network with daily emails but don't let months pass without reaching out. And if you have lost touch, rebuild the bridge. "You can reconnect with former co-workers and supervisors," Sanders says. All it takes is a quick note to start a conversation. You never know what opportunities might arise.

## Now, Get up Close and Personal

Going online isn't enough. Face-to-face communication is just as important. Find networking events by joining trade groups (online or in person), volunteering, subscribing to journals, keeping in touch with past and current colleagues—and staying current with Walden's own alumni network. Other options may also arise from your online networking. Once you have a few upcoming events, here's what to do when you walk in the door.

**1 FACE YOUR FEARS.** Shyness is common at networking events. Push yourself to overcome any hesitation you feel about approaching people. "Relax, take deep breaths, and maybe even share a funny story about yourself," Williamson says. "People are drawn to others who have a smile on their face or use humor in face-to-face meetings. You would be amazed at how many other people in attendance are as nervous as you are," she says. She personally ignores the awkward feeling. "If I have a few paces to cover before reaching the person," Williamson says, "the walk gives me time to stabilize my nerves."



**2 HAVE YOUR PITCH READY.** Make sure to have some basic remarks about your career and your research memorized. "Always have your five-minute elevator speech ready," says Doris Idahor '12, a Master of Public Health (M.P.H.) alumna, Ph.D. in Public Policy and Administration student, and the head of human resources and organizational development for ActionAid International in Liberia—you never know when you'll encounter an

student, and a faculty member at North Central Kansas Technical College. "Standing in line for a security check in an airport one day, I connected with an IT specialist," she says. "We spoke of information technology in healthcare and the problems we see with gaining buy-in from more experienced nurses. From this conversation, I developed an idea for my doctoral study and also found an excellent resource."

**“Make yourself approachable. When you open up and share what you're doing, it tends to lead to a good conversation.”** — Dr. Sean Stanley '11

opportunity to network. "In an airport, on a flight, or even in a taxi, I have networked and made some lasting connections," says Robin Hertel '08, a Master of Science in Nursing (MSN) alumna, Doctor of Education (Ed.D.)

**3 PICK YOUR TARGETS.** If you're faced with a room full of people at a networking event, don't attempt to speak to everyone. "I typically scan the crowd and pick out a few people who I think will be interesting to talk

to and then introduce myself. I find that a few meaningful conversations help build my network a lot faster than just handing out my card to people I barely talk to and who will forget me the minute I walk away," says Sanders, who knows the power of these conversations firsthand. "I have obtained my last two positions solely through networking."

**4 KEEP THE CONVERSATION GOING.** Ask open-ended questions, provide positive and encouraging feedback, listen carefully, and be appreciative. "Start with a compliment and follow up with a question that shows genuine interest," Idahor says. Or start the conversation with a casual topic, like a news article or a joke. "Make yourself approachable," Stanley says. "When you open up and share what you're doing, it tends to lead to a good conversation. They will begin to share, and you'll find common ground."

**5 COMPLETE THE CIRCLE.** "Follow up, routinely, with the people you've met," Williamson says. When Hertel takes someone's business card, she writes a note on the back to remind her of what was discussed. "When you return home, send a personal email to thank the person for the insights shared or ask further questions," she says. "To be successful at networking, you must work at it. You get out what you put in."

## Beyond LinkedIn

Having 500-plus connections on LinkedIn is only valuable if you actually know and speak to all of those colleagues. Our alumni explain how to make your networking efforts more collaborative:

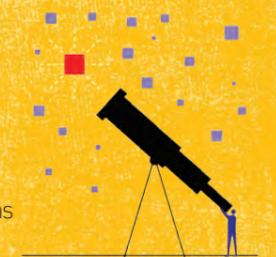


### Stay Active in Professional Organizations

The National Education Association, the American Management Association, and the American Mental Health Counselors Association are examples of just a few of the industry-specific organizations you can join. Not only will these memberships help you stay up to date with advances in your field, you'll also learn about upcoming events, seminars, and publications—prime opportunities for networking. "They also help you widen your geographical reach," says Doris Idahor '12. "These organizations offer access to industry leaders."

### Focus on Where You Want to Work

"The next trend by far is employee referrals," says Meena Williamson '11. Employers look for candidates by talking to their employees first and asking them to reach out to their networks. She urges job seekers to pursue new connections at any organization through volunteerism, mentoring, or shadowing. Dr. Christi Sanders '11 agrees the workforce makeup is changing. "I believe we'll see in-house networking increase," she says. "Organizations will need to look internally to develop talent and hold on to their best employees."



### Go Off the Beaten Path

Sure, your connections may start on LinkedIn, but they may also jump to other sites, like Scribd, SlideShare, and Skype. "I think we'll see more virtual meetings, training, and even recruiting," Dr. Robert D. Boyden '10 says. Dr. Sean Stanley '11 agrees. Think of it as a "social media umbrella," he says. "Users will build their résumés and reputations in new ways, exposing them to a wide audience, and facilitating conversations that will allow them to build ongoing relationships with clients or potential employers." But remember to mix your online pursuits with in-person meetings, cautions Hertel. "There is a lot to be said for the art of simple conversation."

Visit [www.WaldenU.edu/magazine](http://www.WaldenU.edu/magazine) to read more about the alumni experts featured in this story—and jump on [myWaldenAlumni.com](http://myWaldenAlumni.com) to reconnect today.



Stephen Spartana

# Walking the Talk



**DR. JONAS NGUH '13** SHARES HOW A COMMITMENT TO VOLUNTEERING CAN BECOME AN INTEGRAL PART OF YOUR EVERYDAY LIFE

By Amy DerBedrosian

●●● **SOME PEOPLE LOOK AT THE SHOES IN THEIR CLOSET AND SIMPLY DECIDE WHICH PAIR TO WEAR.** When Dr. Jonas Nguh surveys his closet, he thinks about people who have no shoes. In 2010, a moment like this led him to start a program called “Soles for Souls.” He and members of his Maryland church collected shoes and sent more than 500 pairs to Africa.

Aha moments like this are normal for Nguh. While working as a registered nurse in a long-term care facility, he realized that some residents with developmental disabilities had no one to advocate for their needs. To fill that gap, in 2007, he founded the nonprofit Dove House Assisted Living in Baltimore. Today, it is a self-sustaining operation overseen by a board of directors.

“This is a vulnerable population. I saw people without family to look after them, and it broke my heart,” Nguh says. “Then I thought, ‘What could I do?’ I didn’t know the project would generate a lot of interest from the staff, but the nonprofit is really thriving. The seed I planted has grown beyond me.”

It’s a familiar pattern for the 2011 Walden Ph.D. in Public Health graduate. Nguh has made service and volunteering a regular part of his personal and professional life. When he sees a need, he acts.

That impulse prompted him to travel to Haiti after the 2010 earthquake to address basic sanitation issues in nursing and hospital settings. It also led him to involve students and faculty in community service

when he became a university instructor, which resulted in his being named the 2012 national winner of a Nursing Excellence Award for volunteerism and service from Nurse.com.

Yet Nguh doesn’t view his behavior as extraordinary. Instead, he notes, “Volunteerism is passed generationally in my family. We were raised to appreciate the value of giving back to one another. Now it is just a part of our identity.”

## Valuing Family and Community

In many ways, Nguh views his commitment to service as a response to his upbringing in the West African nation of Cameroon.

## Secrets of Successful Service

Whether you want to volunteer with an existing organization or start a nonprofit, Dr. Jonas Nguh's advice can put you on a successful path.

### Pinpoint your passions.

Look for a purpose or organization that meshes with your personal or professional interests. Talk to people who work and volunteer in that area or start with a simple Internet search. If you find a cause that inspires you, it's more likely you'll continue volunteering. "Doing something you're passionate about—it will keep you going," Nguh says.

**Start small.** Attend a meeting or volunteer to distribute fliers. As you become more familiar with an organization, offer to do more. "Take it one step at a time," Nguh advises. "I didn't do this all at once; I just followed my father. Don't attempt to accomplish too much too soon."

### Set the right expectations.

Remember that the mission matters most. "Everything you contribute is useful and beneficial if it supports the mission," Nguh explains. "That's the whole idea of social change—even if you're not the person at the forefront of the organization, whatever you do helps." — A.D.

When he was a child, he would accompany his father to a local hospital, where they distributed milk to new mothers.

"Back home, there was a very high infant mortality rate, and this small act made a big difference; mothers had milk for their children," Nguh recalls. "My father always looked for opportunities to give back and make a difference. His values helped shape my work. I've also passed along the value of volunteerism to my kids. It's just a part of our identity."

**“I’ve developed a passion for nursing because you can work in bedside care, at the policy level, or in education.”**

Other family members have also influenced his life. "All three of my sisters became nurses," Nguh explains. "When I was of college age, I was trying to find my path. My family directed me toward nursing, and I trusted their judgment. I've since developed a passion for nursing because you can work in bedside care, at the policy level, or in education."

As a young man in his 20s with a recently completed bachelor's degree in nursing from a school in Cameroon, Nguh immigrated to the United States to join family members in the Baltimore area. Their presence helped smooth his transition, but Nguh was aware that other immigrants were less fortunate.

"The difficulties I found were through the lived experiences of others. I looked at the lack of resources and knowledge. If you don't have family here, you don't know how to access healthcare or know what resources are available to you," he recalls. "I never had to experience this, but I want to help others who have."

At his church, where nearly every member was born outside the United States, Nguh originated the idea of inviting social workers, immigration attorneys, and

other service providers to speak one Sunday each month. Once launched, the project grew. "It's now become bigger than the original idea and proven that time and information can help make a difference in the community," he says.

This work led him to found Community Leadership Inc. in 2005. The nonprofit helps immigrant women network with each other, access healthcare services, and become more educated. Once again, he saw his efforts make an impact. "When you empower women, you empower the family," Nguh says.

## Passing on a Passion for Volunteerism

Nguh also believes in empowering university students to serve community needs. When he turned his love of public speaking and knowledge of nursing into a new career as a nurse educator, teaching and volunteerism came together seamlessly.

"My students at the University of the District of Columbia had to take a

community service practicum in public health, so I integrated service," says Nguh. "I collaborated with churches in my community to organize a health fair. We served at a local homeless shelter and food pantry, too. Through this program, students completed their community service requirement and served the community."

This first project set other projects in motion. "As we began to do more, the students and I had more and more ideas about what we could do," he says. After reading about the plight of refugees displaced by civil wars in Africa, Nguh



Dr. Jonas Nguh stands with nursing students from the University of the District of Columbia who participated in a health fair and community outreach project in 2011.

and his students started a fundraising campaign that ultimately provided \$1.2 million for vaccines to fight communicable diseases. For another project, they collected soap from local hotels to send to Haiti after learning how even basic hand hygiene was difficult following the country's devastating earthquake.

"Almost 90% of my students were adult learners coming into the nursing profession, and many were parents with full-time jobs," Nguh explains. "That's why we collaborated to come up with these projects. We had limited resources and time, so we chose things that were feasible. When service is integrated with your work and life, it just becomes what you do. You don't think of it as something extra."

## Expanding His Reach by Earning a Doctorate

Nguh's father's lesson of service had become his own. Yet only when he earned his doctorate did he feel that he truly understood the significance of service, despite his many years of helping others.

"Before, I served out of habit, because my family did it. Now that my knowledge has expanded, I look at things from a broader perspective. My fulfillment comes from working for the good of the community," he explains. "I love Walden's mission of positive social change; it is so much of what I value. My joy is not just to have the diploma on the wall, but also to know that I have the capacity to make a difference."

In the Ph.D. program at Walden, he took leadership and management courses that have proved valuable as he's moved from teaching into academic administration, first becoming the director of the nursing certificate program for the University of the District of Columbia Community College and then, in December 2012, the academic chair for the Bachelor of Science in Nursing program at Kaplan University.

"The program really built my knowledge base and my capacity to pursue research," Nguh says. "It also helped me realize that if I keep doing what I believe in, it will make a difference in the long term."

The positive experiences he had at Walden led him to return for a second

degree. But the program he chose wasn't the typical follow-up to a doctorate: In January 2013, Nguh completed a Bachelor of Science in Nursing (BSN) at the university. "I went to nursing school in Cameroon initially," he explains. "It was challenging to verify my education when I applied for a job in the United States. It could take up to three months to get my records. Now, I have all of my educational credentials in one country."

Nguh plans to continue to add to his credentials by pursuing a third degree at Walden, a Doctor of Education (Ed.D.) with a specialization in Higher Education Leadership. He hopes the program will help him meet his next career goal: becoming the chief academic officer or provost of a university.

### Multiplying the Impact

Through all his years as a nurse, faculty member, and administrator, Nguh has never stopped volunteering. "Whenever I find myself with an extended period of free time, I love to volunteer," he says.

In a recent effort, modeled after a project at his church, Nguh rallied his Kaplan University faculty colleagues to buy blankets and donate them to homeless shelters. In the future, he'd like to return to Africa to create an orphanage for children who have lost one or both parents to AIDS.

Nguh has learned from experience that finding funding for new initiatives is always the greatest challenge. He has some advantages in overcoming this obstacle: Over the course of his career, he's acquired a large network of fellow healthcare professionals who help him connect with potential funders. He uses the research and needs-assessment skills he developed at Walden to strengthen his case for support. "Limited funding and resources demand us to be creative," Nguh says. "It's no longer a matter of thinking outside the box. There is no box—you're only limited by your own creativity."

Nguh encourages others to persist in their own efforts to serve. "The rewards of volunteering are phenomenal," he says. "It energizes me and gives me a reason to keep giving." ■



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## POSITIVELY IMPACT YOUR COMMUNITY DURING GLOBAL DAYS OF SERVICE



In 2012, alumni, students, and faculty and staff members volunteered in more than **700 cities** around the world on **Global Day of Service**. Join our international effort by contributing to a project in your community between **Sept. 30–Oct. 6, 2013**.

Visit the Walden Service Network today to find—and sign up for—a local project that matches your personal interests and passions. On the site, you can:

- > **Locate** local volunteer opportunities.
- > **Explore** global projects using the international search feature.
- > **Create** a volunteer profile to share your background and expertise.

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*A higher degree. A higher purpose.*

Log on to [www.WaldenU.edu/servicenetwork](http://www.WaldenU.edu/servicenetwork) today to choose your Global Days of Service project.

# Bringing Honor to Education

**JONATHAN KOZOL**, A BEST-SELLING AUTHOR AND ONE OF THE MOST RESPECTED VOICES ON PUBLIC EDUCATION IN THE UNITED STATES, EXPLAINS WE ALL HAVE A RESPONSIBILITY TO BRING A ‘SENSE OF JOY’ INTO THE CLASSROOM

●●● **JONATHAN KOZOL IS A SERIOUS MAN.** That should be expected. He spent the 1960s as a teacher in deeply segregated Boston schools. When he left the classroom to become a writer, he was moved to speak about the conditions he witnessed. The best-selling author has since addressed the challenges students face in the United States by putting faces, names, and stories to a very public problem. What Kozol has learned through

his continued teaching (of students and teachers alike) is that we can all have a very real, very positive impact on education. Before his plenary speech in Arlington, Va., in December, he sat down to share his advice for parents, teachers, principals, and administrators alike.

“Bring vitality, energy, and a little bit of mischievous delight into every single hour that you spend with children in our schools.”

## **WHY DID YOU FEEL COMPELLED TO BECOME A TEACHER?**

**KOZOL** I intended to be a writer. I majored in English at Harvard, spent some time at Oxford, and studied writing in Paris. I came back to the United States in 1964, and I heard Dr. Martin Luther King Jr.’s speeches. Thousands of young people were going down to Mississippi to try to break the back of segregation that summer. I realized that my own city, Boston, was profoundly segregated, so I drove across town to see if I could make a difference. I worked first as a tutor in a summer school. When school began in September, I became a teacher.

The school was in decrepit condition. The building was so crowded, my students and I shared the auditorium with another fourth-grade class. There were no dividers, just a couple of portable blackboards.

The school had very high instability in faculty. The fourth grade I was given had 12 teachers in the preceding year. Naturally, the kids went wild, which is almost inevitable when teachers keep coming and going. I had to learn on my feet very, very fast. I got to love the kids I was teaching. It was a powerful experience.

After class, I used to go with students to their homes to meet their parents. They were very hospitable. They seemed to open up and talk to me candidly. I learned a great deal about the children’s backgrounds, and it helped me as a teacher.

## **WHY DID YOU START WRITING?**

**KOZOL** I kept a journal of my day-to-day experiences in the classroom. It was during the following summer that I showed the journal to one of my professors at Harvard; he said, “You’ve got a book here. The public

needs to know about this.” It took a few years of rewriting, but that was the origin of *Death at an Early Age*.

## **WHAT WERE YOU HOPING TO SHARE IN *DEATH AT AN EARLY AGE*?**

**KOZOL** I had a very explicit goal. I wanted to end the sin of segregation in American public schools. I thought that isolating black children, especially at such an early age, was not simply damaging to them, just as Dr. King believed and as the Supreme Court believed in *Brown v. the Board of Education*, but I also thought it was an ethical abomination. I have always felt racism has been our nation’s oldest crime. I wanted to bring an end to it by showing very clearly the effects it had on children. Every book I’ve written has something to do with this, what I call the shame of the nation.



Paul Fetteris

**AS AN AUTHOR, HOW DO YOU STAY CONNECTED TO THE CLASSROOM?**

**KOZOL** I never really stopped teaching. I still spend a great deal of my time in the classroom. Teachers invite me to teach a class, and I lecture to future teachers at universities. I don't feel I've ever ceased being a teacher and an educator. I do it in my own way by telling stories; I try to reach the hearts of readers as directly as I can. I think the reason my books are widely read is because they are stories,

narratives. Readers come to know the children very well. They call me to ask what happened to specific children.

**WHAT IS THE ROLE OF RESEARCH IN EDUCATION?**

**KOZOL** There's plenty of good research, which can be useful to us if the research is carried out by people who

know anything about children. That is to say, people who have firsthand acquaintance with children in classrooms.

Too much of the research that's being done today is politicized to accommodate the current fascination with testing. Researchers can prove almost anything they want, depending on the statistics they adopt. I like research that looks with a clear eye at the realities our children face. The best research I've seen has been carried out by the Civil Rights Project at UCLA, a group that tries very hard to find ways to

equalize resources for our students and encourage diversity in our public schools.

**WHAT ADVICE DO YOU HAVE FOR ALUMNI WHO WANT TO POSITIVELY IMPACT STUDENTS?**

**KOZOL** Volunteer—and use those experiences to shape a lifelong sense of being a change agent in our society. Don't simply spend a few months tutoring kids, but keep on with them from year to year to demonstrate your loyalty.

Remember that the most important things that happen in education cannot be reduced to numbers. The best qualities of children—their originality in writing, their generosity of spirit, their humor, their sense of tragedy—will never show up on a standardized exam.

Come into the classroom with a sense of joy. Bring in amiable irreverence; get into the souls of children. Turn school into a great adventure, a journey into the world of beautiful books, a journey into all the treasures of our culture. Bring vitality, energy, and a little bit of mischievous delight into every single hour that you spend with children in our schools.

While I believe that teachers ought to be advocates for justice on a larger scale, I also urge them to take satisfaction in the day-to-day triumphs. I have on my desk a slogan, "Battles big enough to matter, but small enough to win." It's a good guideline for teachers. ■

**Creating Ripples of Change**

Go online to read an interview with residency plenary speaker Dr. Anjali Forber-Pratt, a world renowned Paralympian, who shares how education empowers everyone to be an agent of change at [www.WaldenU.edu/magazine](http://www.WaldenU.edu/magazine).



“Come into the classroom with a sense of joy.”

## SPOTLIGHT

# Creating a Safe Haven for Foster Children

**Dr. John DeGarmo '12** explains how becoming a foster parent helped fuel his passion to effect positive social change for children

By Claire Blome



● ● ● **DR. JOHN DEGARMO '12 IS A FOSTER CARE VETERAN.**

In addition to caring for their own three children, he and

his wife have fostered more than 30 children. Why does he do it? For the small joys, critical breakthroughs—even the simple smile—that occur with each child, he says.

“We had a child who was burned by his mother with cigarettes,” he explains. “She caused so much pain in his life that it took us months to elicit a smile. And that smile was a tremendous breakthrough.” The DeGarmos have also watched as a child's birth parents got off drugs, went through recovery, and worked to regain their parental rights. “Ideally, that's how it should be,” he says.

When the alumnus entered the Doctor of Education (Ed.D.) program at Walden in 2008, he knew he needed to use his doctoral study to positively affect everyone involved in the foster care system. “I created a seminar for foster parents, teachers, and case workers to work together to learn and understand the process and collaborate,” he explains.

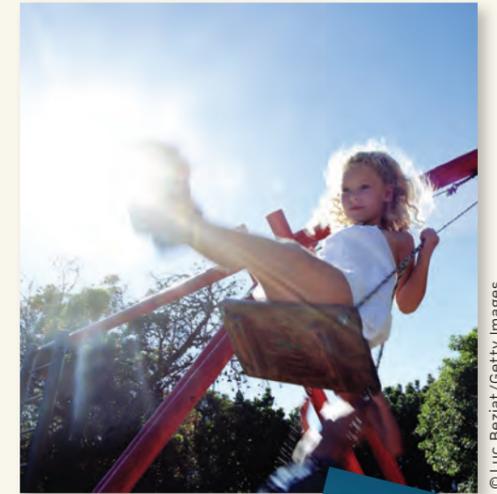
To follow up on his doctoral work, he published *Fostering Love: One Foster Parent's Journey* (CrossBooks, 2012) and *The Foster Parenting Manual: A Practical Guide to Creating a Loving, Safe and Stable Home* (Jessica Kingsley Publishers, 2013) to share his experiences and recommendations.

**What does it take to be a foster parent? Find out if it's right for you:**

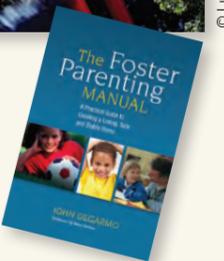
**Discuss fostering with your family.** “Foster children need stability, safety, security, and a family that will love them unconditionally,” DeGarmo says. Sit down with your family to discuss the possibility.

**Contact your local foster care agency to start training.** In training, you'll learn the basics: what to expect and how to prepare your home. Search the “National Foster Care & Adoption Directory” to find an agency near you.

**Realize fostering may lead to unexpected rewards.** Not only will you provide a stable, loving home, you may ultimately watch birth parents change their lives for the better or help a child be adopted into a loving home.



© Luc Beziat/Getty Images



**Not sure you want to become a foster parent? Anyone can reach out to help:**

**Offer baby-sitting services.**

Become a certified respite care provider and connect to foster families. You'll be able to offer foster parents a coveted date night.

**Become a mentor.** “These children need encouragement,” DeGarmo says. Volunteer to teach young adults how to balance a checkbook, fill out a job application, or learn to cook. An hour a week makes a big impact.

**Create a drive to collect suitcases.**

“When a child arrives into a foster home, they come with a black plastic bag,” DeGarmo explains. “We love to send them out with a brand new suitcase and a sense of pride.”

“I wouldn't be where I am right now, writing books and attending speaking engagements, if it wasn't for what I learned at Walden,” says DeGarmo, who presents about foster care across the country. “My goal is to effect positive social change for foster children.”

SPOTLIGHT



Martin Herbst

# A Clinic in the Cloud

Asking the simple question, 'How can I help?' led **Dr. Judith Klein '10** to an extraordinarily fulfilling volunteer opportunity

By Camille LeFevre

●●● **DR. JUDITH KLEIN '10 WAS ALREADY QUITE ACCOMPLISHED** when she began looking for ways to volunteer. She earned her M.S. and Ph.D. in public health and landed a position at biotechnology giant Amgen in Southern California, where she is responsible for project management and data analysis. She also teaches healthcare policy and law at the University of West Los Angeles. "After graduating, I needed to do something for my community. I wanted to give back," she says. Klein was specifically interested in a local free clinic where her son had volunteered. Open one day a week, it is

supported solely through volunteers and donations. Serving a predominately Hispanic, low-income population, it provides primary healthcare services, social services, and mental health counseling to more than 4,000 patients a year. "The clinic provides invaluable services," says Klein. Yet, she wasn't sure how to leverage her skills in that setting. "I'm in business operations," she says. "I'm not a nurse or an M.D." Influenced by Walden's mission to effect positive social change, she was moved to reach out to find something that fit.

## Find Volunteer Opportunities That Match Your Interests

Working at the clinic with patients and healthcare providers helped Klein put her education into practice in new ways. Here, she offers suggestions to help you replicate her success:

- › **Remember that volunteer opportunities fit all backgrounds.** Research organizations to learn how they work and how you could help. Talk to other volunteers. The extra legwork will help you discover an opportunity that matches your specific skills.
- › **Don't hesitate to make the first contact.** "Call organizations whose missions appeal to you," Klein says. "Tell them about your experiences and expertise. Ask how you can help." It's likely, she happily explains, "there will be a perfect spot you can fill. Your help is immensely valuable and the nonprofit will welcome your enthusiasm and expertise."
- › **Search sites that compile volunteer opportunities.** For example, you'll find an array of choices that match your interests at [www.WaldenU.edu/servicenetwork](http://www.WaldenU.edu/servicenetwork).

When she visited the clinic, she learned the staff had the perfect project for her skill set: implementing Medkind, a free, cloud-based system that allowed her to convert existing paper patient records to an electronic system. Today, Klein supervises volunteers and ensures patient information is entered directly into the system. "The information

includes test results and prescriptions and, most importantly, it increases the amount of time medical staff can spend with patients." In short, the database has changed how efficiently the clinic runs. "The database offers a continuity of care and an exemplary level of service to patients," Klein says enthusiastically.

## WHY I Refer...



“I've referred many colleagues and friends, four of whom have completed their MSN at Walden. Advocating for nursing education creates positive change in the lives of patients, their families, and communities.”

— Dr. Maureen Kroning '13

# Attend World-Class Forums



© Daniel Berehulak/Getty Images

**ALUMNI HAVE COMPLIMENTARY ONLINE ACCESS TO TWO WORLD-CLASS EVENTS:** The Clinton Global Initiative and the World Business Forum. This fall, innovative and socially responsible world leaders will discuss and create programs that promote positive social change. Sign up to reserve your “virtual” seat at these 2013 events:

**CLINTON GLOBAL INITIATIVE**  
**Sept. 24-26**  
**New York City**

Established by President Bill Clinton, CGI convenes a community of global leaders to forge solutions to the world’s most pressing challenges. This year’s theme is “Design for Impact: How Can We Design Our World to Create More Opportunity and More Equality?”

**WORLD BUSINESS FORUM**  
**Oct. 1-2**  
**New York City**

Be part of a transformative experience dedicated to building better businesses, better people, and a better world. Speakers include author and former General Electric CEO Dr. Jack Welch, *Superfreakonomics* co-authors Dr. Steven Levitt and Stephen Dubner, and Denise Morrison, president and CEO of Campbell Soup Co., and her sister Maggie Wilderotter, chairman and CEO of Frontier Communications.

Learn more about the events and how to sign up to attend at [myWaldenAlumni.com/events](http://myWaldenAlumni.com/events).

# Walden Receives Reaccreditation

**THE HIGHER LEARNING COMMISSION (HLC) RECENTLY REAFFIRMED** Walden University’s accreditation for 10 years. This accreditation affirms the quality of our education programs as well as the expertise of our faculty and staff. As alumni, you can be assured you have earned a degree that meets the highest standards in the profession.

“Accreditation is a promise of quality,” says Dr. Eric Riedel, Walden’s chief academic officer and a leader of the university’s accreditation steering committee. “It assures the public that Walden is continually looking at our programs, the quality of our students’ learning, and the integrity of our faculty and academic policies, and that we’re improving them.”

This exemplary accomplishment is the result of a process that lasted more than three years and involved more than 130 faculty members, alumni, students, and staff members, who engaged the entire Walden community by posting articles and videos at each step. They also contributed research to Walden’s self-study and participated in the on-site visit from the HLC’s external review team.

Accreditation is an extremely important hallmark of an institution and demonstrates that our programs meet the highest academic standards. Please share this exciting news with your colleagues and friends who might also want to take the next step in their educational journey. “Walden started with quality standards the day we were formed in 1970,” Dr. Riedel says. “We’re very proud of the Walden name and want to be sure it’s associated with quality for the long term.”

## ON MY NIGHTSTAND

# Expanding Your Perceptions



You’ll forgive Dr. Shamir Andrew Ally ‘94 if his bedside table isn’t cluttered with books; he’s a man on the move. The Ph.D. in Applied Management and Decision Sciences (now Ph.D. in Management) alumnus has traveled to 72 countries and is a visiting professor at Qatar University. A voracious reader, he started a program to donate textbooks to college students in Guyana, his birth country. Here are a few tomes he highly recommends:

**DREAMS AND SHADOWS: THE FUTURE OF THE MIDDLE EAST**  
 by Robin Wright

From an author who has covered wars and revolutions across the globe as a reporter, this book outlines how the Middle East will remain in a contest between the familiar and the feared, with the comfort of tradition bumping up against the lure of political trends.

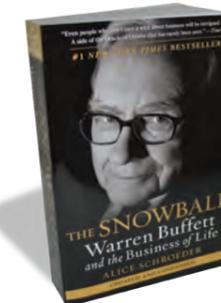


**THE EMPEROR OF ALL MALADIES: A BIOGRAPHY OF CANCER** by Dr. Siddhartha Mukherjee

The author presents a history of the disease—from the Greek slave who may have excised Persian Queen Atossa’s tumor to his own patients—to demystify its behaviors.

**THE SNOWBALL: WARREN BUFFETT AND THE BUSINESS OF LIFE** by Alice Schroeder

There are countless lessons to be learned from Buffett’s life in business, which began when he purchased chewing gum from his grandfather and resold it door to door. Now one of the world’s wealthiest people, he gives away much of his money to foundations. This book teaches readers to see disappointments as stepping-stones to spectacular achievements. — C.V.D.



What’s on your nightstand? Share your top reads by emailing [myWaldenImpact@waldenu.edu](mailto:myWaldenImpact@waldenu.edu).

# ... AGAIN

## and Again



“My experience at Walden challenged me to use what I learned to make a difference in my community. I refer everyone I can—friends who have asked about my program, co-workers, employees, and anyone who wants to continue their education. It’s important to continue beyond a four-year degree.”

— Robin Nauseef-Cataldo ’11

## In This Issue

●●● **ALUMNI AMBASSADORS ARE WALDEN ADVOCATES.** These leaders and innovators represent a broad range of fields from public education to international business, and they make time to connect with current and prospective students to share their experiences, their goals as lifelong learners, and how they are effecting change in their communities. Read about the Ambassadors in this issue:

Page 2  
**Dr. Uchenna Ekwo '11**

Page 6  
**Dr. Xavier Bruce '11**

Page 16  
**LeVar Trice '11**

Pages 20 & 46  
**Dr. Sean Stanley '11**

Page 26  
**Dr. Jonas Nguh '13**

Page 48  
**Dr. Brucetta McClue Tate '08**

Back Page  
**Paul Trupia '12**

■ Learn more about the Ambassador Program at [www.myWaldenAlumni.com/ambassadors](http://www.myWaldenAlumni.com/ambassadors).



●●● **CELEBRATE WITH FAMILY AND FRIENDS** at an upcoming commencement. The 51st Commencement Ceremony takes place Jan. 11, 2014, in Orlando, Fla., at the Gaylord Palms Resort, just a short drive from Walt Disney World. The 52nd Commencement Ceremony happens July 12, 2014, in National Harbor, Md., at the Gaylord National. Visit [www.myWaldenAlumni.com/commencement](http://www.myWaldenAlumni.com/commencement).



## New Resources Available in the Alumni Library



●●● **TWO NEW RESEARCH DATABASES,** PQDT Open and Project MUSE, have been added to the Walden University Alumni Library. PQDT Open makes it possible to search thousands of academic dissertations and theses. Project MUSE provides access to a wide range of digital humanities and social sciences content.

Access both free of charge at [www.myWaldenAlumni.com/library](http://www.myWaldenAlumni.com/library). Your myWaldenAlumni user name and password are required.

# BEGIN CLASSES ON SEPTEMBER 3

## TO SAVE ON YOUR NEXT WALDEN DEGREE

●●● **WALDEN ALUMNI WHO RE-ENROLL** and begin taking courses on Sept. 3, 2013, are eligible to receive a special **20% tuition reduction.** To learn more about this limited-time offer, contact your enrollment advisor at **1-866-492-5336.**

## YOUR REFERRAL

*is the Highest Compliment You Can Give Us.*



Imagine the networking power if there were more alumni in the world like you!

Visit [www.WaldenU.edu/refer](http://www.WaldenU.edu/refer) and recommend others to Walden today.

Thank you for inspiring others to explore Walden University.

WALDEN UNIVERSITY  
ALUMNI ASSOCIATION

# SPOTLIGHT



*Ulysses Wilcox '12, Maxine Petersen '09, Dorothy Glisson '11, and Chynita Pernell '11 gathered in Arlington in March.*



*Angela Cartwright '12 (right) and her guest Quanette Wilder at the reception in Arlington.*



*Dr. Melissa Thomas '07 and Dr. Gary Bickford '97 connected in Arlington.*

## A Close-Knit Network

●●● **NOT ONLY DO ALUMNI MAKE A POINT TO MEET NEW GRADUATES**, they also come together to catch up with their friends and colleagues. Here, we share a few photos from recent events in Arlington, Va., and Miami.



*Graduates and their families celebrated at January's commencement ceremony in Miami.*

## Upcoming Events

Join fellow alumni in these select cities for face-to-face networking and conversations with colleagues:

**OCT. 11, 2013**  
Baltimore, MD

**NOV. 15, 2013**  
Atlanta, GA

**JAN. 9, 2014**  
Orlando, FL

Visit [www.myWaldenAlumni.com/events](http://www.myWaldenAlumni.com/events) to learn more or to register for an event.

# Accolades

**The professional activities of Walden's alumni are having a significant impact on their organizations, communities, and disciplines. Here are some recent highlights.**

## Awards

**Dr. Catherine S. Bridges '11**  
**Doctor of Education**  
**Named Elementary Administrator of the Year** by the Texas Classroom Teachers Association (TCTA) in February for her open-door policy and welcoming attitude toward staff and parents. She is the principal of Juan N. Seguin Elementary School in Mission, Texas.

**Kim Harkreader '11**  
**M.S. in Education**  
**Named the Sumner County K-4 Teacher of the Year** for 2012-2013. She is a fourth-grade teacher at J.W. Wiseman Elementary School in Portland, Tenn.

**Nanette Lehman '10**  
**M.S. in Education**  
**Named Oregon Teacher of the Year 2012-2013.** She is a second-grade teacher at Haines Elementary.

**Ralphfiel Farrar '08**  
**B.S. in Business Administration**  
**Honored** at the 34th annual Salute to the Greater Cincinnati YMCA Black and Latino Achievers Program in November **for his work as a mentor.** He is a senior recruiting specialist at Ethicon Endo-Surgery, a division of Johnson & Johnson.

**Ryan Twentey '06**  
**M.S. in Education**  
Received the national Association for Supervision and Curriculum Development **2013 Outstanding Young Educator Award** for his innovative teaching methods and his contributions to the school system. He is a photography teacher at Parkville High School in Maryland.

**Tequila Pennington-Calwise '03**  
**M.S. in Education**  
**Won Essence magazine's first annual "Hardest-Working Black Woman in America" contest** for meeting the challenges of inner-city education, running a nonprofit, and maintaining her work-life balance. She is a third-grade teacher at Euclid Park Elementary School in Cleveland, Ohio.

**Dr. Danita Johnson Hughes '02**  
**Ph.D. in Human Services**  
**Inducted** into the Northwest Indiana Business and Industry Hall of Fame in March for her substantial contributions to business and her commitment to enhancing her local community. She is the CEO of Edgewater Systems for Balanced Living.

## Board Appointments

**Dr. Levon Margolin '11**  
**M.S. in Psychology and Ph.D. in Psychology**  
**Joined the executive committee of the National Alliance of Professional Psychology Providers' board of directors.** He is the CEO and chief psychologist of ibemed, a company that works to improve patient health and experience while decreasing healthcare costs.

**Robert C. McKim '10**  
**M.S. in Nonprofit Management and Leadership**  
**Elected** to a one-year term as chairman of the board of trustees of Antioch University in Yellow Springs, Ohio. He is the senior partner of McKim Nonprofit Consulting.

**Rebecca Short '09**  
**Master of Science in Nursing**  
**Elected to the Ohio League for Nursing's board of directors.** She is an assistant professor of nursing at Sinclair Community College in Dayton, Ohio.

## Presentations

**Dr. Gregory Campbell '12**  
**Ph.D. in Management**  
**Featured on C-SPAN's Consumer Protection Summit** on March 8, where he spoke about how consumers can protect themselves from fraud. He is the deputy chief inspector of Western Field Operations for the U.S. Postal Inspection Service.

**Dr. Sidney Fisher '12**  
**Ph.D. in Psychology**  
**Co-presented** "Consequences of Climate-to-Voice Perceptions: Implications for Employee Job Attitudes" at the 25th annual convention of the Association for Psychological Science in Washington, D.C.

**Dr. Marsha Lyle-Gonga '08**  
**Ph.D. in Public Policy and Administration**  
**Led the third annual Young Women's Leadership Symposium** in April at Austin Peay State University in Clarksville, Tenn., where she is an assistant professor of political science.

**Dr. Raymond Marbury '12****Doctor of Business Administration**

**Presented** “Human Capital, Information Governance, and Succession” at the Digital Government Institute’s E-Discovery, Records & Information Management Conference & Expo in April. Read more about his professional experience on page 46.

**Dr. Ahmad Salih '12****Doctor of Business Administration**

**Presented** “The Invisible Barriers to Strategy Implementation” at the Chief Strategy Officer Summit in Barcelona, Spain. Read more about his professional experience on page 46.

**Dr. Mark W. Monaghan '08****Ph.D. in Applied Management and Decision Sciences (now Ph.D. in Management)**

**Presented** “Determine Component Probability From NASA Ground System Problem Reports” at the 2013 Annual Reliability and Maintainability Symposium in Orlando, Fla.

## Promotions

**Paul Satryb '13****B.S. in Business Administration and M.S. in Management**

Promoted to **quality manager** of Hydra-Power Systems Inc. in Portland, Ore., to develop a quality management system to improve profits and positively affect the community and the environment.

**Susan L. Blesh '12****Master of Business Administration**

Hired as the **business manager** for Keystone Central School District in Pennsylvania. She formerly worked at Lock Haven University as a fiscal technician and budget manager.

**Steve Colvin '12****Master of Science in Nursing**

Promoted to **clinical team leader** of the inpatient rehabilitation unit at Carilion Roanoke Community Hospital in Virginia.

**Tanzania Merriweather '12****B.S. in Criminal Justice**

Promoted from parole associate to **probation and parole agent** at the Maryland Parole Commission in Baltimore.

**Kimberli Palmer '12****M.S. in Higher Education**

Became the **director of academic success and retention** in the office of student services at Indiana Wesleyan University in Marion, Ind.

**Robyn Woidtke '12****Master of Science in Nursing**

Became a **faculty member** at the Florida International Sleep School in Altamonte Springs where she will assist in the development of clinical education courses.

**Morgan Carter '11****M.S. in Education**

Named the **founding principal** of Providence Mayoral Academy Elementary in Providence, R.I. Set to open in August, the school is part of Achievement First, a network of 22 nonprofit public charter schools.

**Regine Choute '11****B.S. in Business Administration**

Promoted from the executive assistant to the town manager in the town of Bay Harbor Islands, Fla., to **assistant to the manager**.

**Tadd Greenfield '11****Master of Healthcare Administration**

Named **chief nursing officer** of Great Plains Regional Medical Center in North Platte, Neb.

**Dr. Tyra Norris-Ellis '11****M.S. in Public Health and Ph.D. in Public Health**

Named **chronic disease specialist** in the Department of Health Assessment and Promotion at the DeKalb County Board of Health in Decatur, Ga.

**Terrence Thornton '11****M.S. in Nonprofit Management and Leadership**

Named **director of investor services and development** at the Las Vegas Global Economic Alliance. He previously served as an administrator for the Nevada Development Authority.

**Dr. William R. Young '11****Doctor of Education**

Became the **supervisor of curriculum and instruction** for Trumbull County Educational Service Center in Niles, Ohio. He is also an adjunct instructor at Youngstown State University.

**Jamie Leigh Cannon '10****B.S. in Business Administration and Master of Business Administration**

Named the **personnel director** of Glenn County, Calif., where she oversees more than 460 employees.

**David Andrade '08****M.S. in Education**

Started work as the **chief information officer** for the Bridgeport Public Schools in Connecticut.

**Dr. Michael Vinella '07****Ph.D. in Education**

Became the **principal** of East Brunswick High School in New Jersey in September 2012. He formerly served as the supervisor of social studies and media at the school.

**Amy R. Brown '04****M.S. in Education**

Named the **director** of National College’s Florence campus in Kentucky. She previously served as the director of education and dean at Lincoln College of Technology in Cincinnati, Ohio.

**Dr. Bonnie Beardsley '03****Ph.D. in Education**

Named **dean** of the Northwestern College Violet Schumacher School of Nursing in Bridgeview, Ill.

**Dr. Jim Smucker '01****Ph.D. in Applied Management and Decision Sciences (now Ph.D. in Management)**

Named **dean of graduate studies** at Eastern Mennonite University in Harrisonburg, Va. He is also the president of the Bird-in-Hand Corp., a family company with an inn, restaurant, and bakery in Lancaster County, Pa.

## Publications

**Cynthia Batchner '12****Master of Science in Nursing**

**Co-authored the article** “From Model to Action: Using a System Dynamics Model of Chronic Disease Risks to Align Community Action” in *Health Promotion Practice* (Vol. 14, No. 1).

**Dr. Gloria Donovan '12****Ph.D. in Applied Management and Decision Sciences (now Ph.D. in Management)**

**Published the book** *Six Steps to a Better You* (Xulon Press, 2013) to detail how managers can motivate employees to perform at peak levels.

**Cassandra Drown '12****M.S. in Psychology**

**Published the article** “Vital Signs: The Importance of a Disaster Response Plan for Mental Health Care” in the Charlottesville, Va., newspaper, *The Daily Progress*, on Dec. 23, 2012, based on her capstone project. She is a case manager for Region Ten Community Services Board.

**Sherry Jones Mayo '12****M.S. in Psychology**

**Published the book** *More Confessions of a Trauma Junkie: My Life as a Nurse Paramedic* (Modern History Press, 2012).

**Dr. Tina Bloom '11****Ph.D. in Psychology**

**Had her dissertation**, *Human Ability to Recognize Dogs' (Canis familiaris) Facial Expressions: From Cross Cultural to Cross Species Research on the Universality of Emotions*, profiled in a series of articles in March, including in *The Telegraph* and *The Daily Mail*.

**Beverly A. Kantz '10 and****Karen L. Parker '09****Master of Science in Nursing**

**Co-published the article** “The Road Less Traveled” in *Nursing Management* (Vol. 44, Issue 2) about a rural hospital’s experiences obtaining accreditation.

**Dr. Linda Moerschell '09****Ph.D. in Applied Management and Decision Sciences (now Ph.D. in Management)**

**Co-authored the article** “Complexity Change Theory: Improvisational Leadership for Complex and Chaotic Environments” in the *Leadership & Organizational Management Journal* (Vol. 2013, Issue 1).

**Dyan Troxel '09****Master of Science in Nursing**

**Published the article** “Staging a Mock Trial:

Educating Nurses on the Importance of Documenting Critical Values” in *Nursing for Women’s Health* (Vol. 16, Issue 3). She is a quality management coordinator at Bon Secours Memorial Regional Medical Center in Mechanicsville, Va.

**David Holzmer '06****Master of Public Administration**

**Wrote the chapter** “Leadership in the Time of Liminality” in *The Embodiment of Leadership: A Volume in the International Leadership Series, Building Leadership Bridges* (Jossey-Bass, 2013). He is the assistant special residential director for The Arc of Cape May County in South Dennis, N.J.

**Pennie Murray '06****M.S. in Psychology**

**Authored the book** *Giving Myself Permission: Putting Fear and Doubt in Their Place* (GMP Publishing, 2013). She is a motivational life coach.

**Dr. Richard Schuttler '98****Ph.D. in Applied Management and Decision Sciences (now Ph.D. in Management)**

**Co-authored the book** *Everyday Leader Heroes: 10 Leadership Characteristics in Everyday People* (Caboodle Marketing, 2012).

**Dr. Jeffrey Fannin '97****Ph.D. in Psychology**

**Co-authored the article** “Neuroscience Reveals the Whole-Brain State and Its Applications for International Business and Sustainable Success” in the *International Journal of Management and Business* (Vol. 3, Issue 1). He is the founder of the Center for Cognitive Enhancement in Glendale, Ariz.

 We want to hear from you! Share your accomplishments at [myWaldenImpact@waldenu.edu](mailto:myWaldenImpact@waldenu.edu).

one degree many careers



## Doctor of Business Administration (D.B.A.)

Graduates from this program, which awarded its first degrees in 2011, already have a **diverse mix of careers.**

**Dr. Dayner Azzellino '11**

CEO  
MarcAstuta Limited  
Trinidad and Tobago

**Dr. Leslie Filippelli-DiManna '12**

ADJUNCT PROFESSOR  
Community College of  
Rhode Island  
Lincoln, R.I.

**Dr. Calvin Fogle '11**

DEPUTY NETWORK CONTRACT  
MANAGER  
Department of Veterans Affairs  
San Antonio, Texas

**Dr. John Leavitt '12**

DEPUTY MANAGING DIRECTOR  
Information Technology  
Support Services (ITSS)  
contract for Technik at the  
Kennedy Space Center  
Cape Canaveral, Fla.

**Dr. Raymond Marbury '12**

PROGRAM ANALYST/ADVISOR  
Department of Homeland  
Security, U.S. Customs and  
Border Protection  
Washington, D.C.

**Dr. Amye Melton '12**

VICE PRESIDENT OF SCHOOL  
OPERATIONS  
Daymar Colleges Group  
Owensboro, Ky.

**Dr. Ahmad Salih '12**

DIRECTOR OF CORPORATE AFFAIRS  
United Networks  
Kuwait City, Kuwait

**Dr. Christi Sanders '11**

DIRECTOR OF HUMAN  
RESOURCES and FACULTY  
MEMBER  
City of Granbury, and  
Southwestern Assemblies of  
God University and Indiana  
Wesleyan University  
Granbury and Waxahachie, Texas,  
and Marion, Ind.

**Dr. Sean Stanley '11**

INTERIM ASSISTANT DEAN  
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University of North Carolina  
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Charlotte, N.C.

**Dr. Charmaine Wilson '12**

BUSINESS SYSTEMS ANALYST  
*The New York Times*  
Norfolk, Va.

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- Counselor Education and Supervision
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- Education (Ph.D.)
- Health Services
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- Management
- Nursing Practice (DNP)
- Psychology
- Public Health
- Public Policy and Administration

**MASTER'S**

- Accounting
- Accounting and Management
- Addiction Counseling
- Adult Learning
- Business Administration (M.B.A. and Executive M.B.A.)
- Career Counseling
- Clinical Psychology
- Clinical Research Administration
- Criminal Justice
- Criminal Justice Leadership and Executive Management
- Early Childhood Studies
- Education (M.S.Ed.)
- Emergency Management
- Forensic Psychology
- Health Informatics
- Healthcare Administration (M.H.A.)
- Higher Education

- Human Resource Management
- Human Services
- Information Systems
- Information Systems Management
- Information Technology
- Instructional Design and Technology
- Leadership
- Management
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- Mental Health Counseling
- Nonprofit Management and Leadership
- Nursing (MSN)
- Project Management
- Psychology
- Public Administration (M.P.A.)
- Public Health (M.P.H.)
- Public Policy (M.P.P.)
- Social Work (MSW)**
- Teacher Preparation Program with a Master of Arts in Teaching (M.A.T.)

**BACHELOR'S**

- Accounting
- Business Administration
- Business Communication**
- Child Development
- Communication
- Computer Information Systems
- Criminal Justice
- Educational Studies
- Forensic Psychology
- Health Studies
- Healthcare Management

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- Interdisciplinary Studies
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- Political Science and Public Administration
- Psychology
- Public Health

**EDUCATION SPECIALIST**

- Administrator Leadership for Teaching and Learning
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- Educational Leadership and Administration (Principal Preparation)
- Educational Technology
- Reading and Literacy Leadership
- Special Education
- Teacher Leadership

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# How I Did It



## DR. BRUCETTA MCCLUE TATE '08

**DEGREE EARNED:** Ph.D. in Education with a specialization in Educational Technology

**HOW LONG IT TOOK:** Four years, part time, year-round

**WHAT ELSE I WAS DOING AT THE TIME:** I was writing grants and doing administrative work for St. Monica Catholic School in New Orleans and working as an adjunct faculty member for three institutions.

**MY BIGGEST CHALLENGE:** I was just beginning my dissertation when Hurricane Katrina hit my home in New Orleans. When we evacuated, I took three outfits, my laptop, insurance papers, transcripts, and research material. I knew I could study on the road. I went to a church in Kingwood, Texas, which provided assistance and clothing. In the same week, it held a job fair and I was interviewed by Lone Star College-Kingwood. The dean hired me on the spot. Walden provided a grant to displaced students, which helped me replace books I lost in the storm. I also received assistance for housing from FEMA, so I stayed in the Sheraton for nine months. In 2006, I came back to New Orleans to rebuild.

“ I was just beginning my dissertation when Hurricane Katrina hit my home in New Orleans. ”

**WHAT KEPT ME MOTIVATED:** My faith, my family, my fiancé who is now my husband, and my committee members. Everyone at Walden was wonderful after the hurricane. My mentor called immediately. Other professors and students emailed and asked if they could help. The compassion of the Walden community and a lot of prayer got me through everything.

**WHEN AND WHERE I STUDIED:** Early mornings, after and between jobs, and on Saturdays and Sundays—in cafés, local college libraries, and, for nine months after Hurricane Katrina, in a hotel.

**HOW THE HURRICANE INFLUENCED MY DISSERTATION:** When I realized how devastating Katrina was, my dissertation research changed. My original topic was the positive effects of online instruction, but, after Katrina, I wanted to investigate how technology could impact the rebuilding and survival of Gulf Coast academic institutions.

**HIGHEST POINTS:** There have been so many! When I defended my research, walked across the stage at graduation, published articles—and a book—and saw my research help decision-makers across the nation. My committee members helped me transform my dissertation into a book, *The Use of Instructional Technology in Dealing With Disasters: How Universities Used IT During Hurricane Katrina* (Edwin Mellen Press, 2009). I realized my work had made a positive impact on my community when I was asked to speak at a number of conferences. I'm also writing books to help children understand technology concepts through humor.

**MY NEXT BIG CHALLENGE:** I'm starting a study to research how technology contributes to communication after hurricanes. It will look at Hurricane Isaac and Superstorm Sandy. I am also working on research with Dr. MaryFriend Shepard about professors' perspectives on bullying face to face and online. It's also my vision that my children's books about technology will evolve into other learning tools and become a movie or cartoon series. — A.D.

■ Tell us how you did it at [myWaldenImpact@waldenu.edu](mailto:myWaldenImpact@waldenu.edu).

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