

*Summer Weekend
Schedule:*

ORLD 612:
June 5 - 6 - 7
June 19 - 20 - 21

ORLD 613:
July 10 - 11 - 12
July 24 - 25 - 26

ORLD 611:
July 31, Aug 1 - 2
Aug 7 - 8 - 9

*Numbers you should
know:*

Library - Ann Driscoll
410-651-7558

Library - Interlibrary Loan
410-651-6609

A Cut Above Newsletter



Summer 2009

Volume 1

Issue 4

Cecelia Visits the White House

Cecelia's husband Ken photographed the family at the White House Easter Egg Hunt 2009. Pictured are Cecelia's youngest daughter Kennedy (center), (left to right): older daughter Tyler, mother Linda, and herself. For more of Cecelia's photos and other cohort members' family photos, see page 4.

Karen Casey

Karen was born on November 13th and has two older brothers, Herbert Tillery and Norman Bell. Both her parents are deceased, Edward Bell (deceased 6/10/1963) and Elaine T. Bell (deceased 4/18/2008). Karen is a native Washingtonian (DC) and is currently residing in Bowie, MD. She is a Senior Public Health Analyst at National Institute of Child Health and Human Development, NIH, and has over 20 years of experience in the Information Technology field. She holds the B.S. in Computer Systems (American University) and M.S. in Management Information Systems (Bowie State University). Karen enjoys bowling, card games (Bid Whist and Pinochle), travel, and hanging out with family and friends. Her favorite saying is "What doesn't kill you makes you stronger."

Unique Morris

Unique was born on August 8th. Wrote Unique, "My family is like my spice rack and salad dressings - 5 close friends that add spice to my life and 1 Fabulous boyfriend that makes my life sweet!" Her parents are Ursula & Mike Morris. Unique's hometown is Seattle, WA, and she considers Charlotte, NC her 2nd home and Washington DC her 3rd home. She is employed with District of Columbia Public Schools and Trinity University (Adjunct Professor). She holds the MBA from Trinity University and the BA in English from Johnson C. Smith University. Her hobbies include "Lemon Drop Martini's at Happy Hour with my friends, sitting at the beach & reading a magazine while listening to Beyonce, Frankie Beverly and Maze & Jay-Z, watching Desperate Housewives and travelling with the love of my life!" Her favorite quote is "Dream Big - God has a bigger dream for you than you have ever imagined."

*"A life without love is like a year
without summer."*

Swedish Proverb

Carnegie Cohort Endeavor

Date: Monday, May 11, 2009, 10:30 AM (forwarded via email from Stacy Cottingham)

To All:

I pray this [message] finds each of you in good health and high spirits. Your name and email address were given to me by Dr. Harry Hoffer who has asked me to assist the ORLD Department in its Carnegie Cohort endeavor. My role will be to assist you in any plausible way to help you accomplish a successful dissertation defense by May 2010. As you may recall this goal was conveyed to you at the March 2009 "kick-off" retreat you attended with Dr. Hoffer announcing this endeavor. It is important to understand that my role will be to help motivate you and answer questions that may come up. From time to time I will email you asking how you are doing and where you are in your research process. I promise not to be an annoyance or intrusive but to keep in touch just to see if you need any assistance. My contact information is listed below if you have any questions please feel free to call, email or write.

Thanks, *Mike*

Dr. Michael F. Costello, 3083 Kitts Hummock Road, Dover, Delaware 19901, 302-678-2302, drmikecost@comcast.net

Date: Thursday, May 28, 2009, 2:43 PM (forwarded via email from Stacy Cottingham)

To All: A quick update on the Carnegie Cohort initiative.

Yesterday, May 27th, a meeting was held with Dr. Jennifer Keane-Dawes the Dean of Graduate Studies; Dr. Madhumi Mitra, Coordinator of Biology Education; Dr. Jurgen Schwarz, Director Food Science and Technology; Dr. Harry Hoffer, Director Organizational and Educational Leadership Programs and myself. The purpose of the meeting was to review where we are with respects to the Carnegie Cohort initiative, where need to be, and how to get there. The following is a synopsis of the salient points.

1. Dr. Keane-Dawes informed us that UMES was recognized by US News & World Report magazine as one of the "Best Education Schools" in America. If you wish to review the article, the link is provided:

<http://grad-schools.usnews.rankingsandreviews.com/best-graduate-schools/top-education-schools/items>

Dr. Keane-Dawes spoke of the importance of gaining national recognition for not only our organization but for our students and graduates. In short an enhanced national recognition will open opportunities for additional funding (especially at the federal level) in the form of grants, etc. Additionally it will help in recruitment of both faculty and students, especially in graduate programs.

The comment was made that "we are our own 'best kept' secret" and by obtaining the Carnegie status it will help to promote our University (i.e. Graduate Programs) on the national level. The SED data will be help us achieve national recognition therefore please return the data sheet via postal mail to Dr. Keane-Dawes as soon as possible.

2. Although we face challenges, there was consensus that the goal of 20 graduates, between May 2009 and May 2010, was "doable." With the successful defense of Robin Jackson last week, a conservative estimate of 4 - 5 Ph.Ds from the Schools of Biology Education and Food Science & Technology, and 14 - 15 from ORLD/EDLD the goal appears to be within our reach.

3. A discussion ensued concerning how to help our Candidates complete their research and the writing of their manuscripts. Suggestions were made, (a) concerning the scheduling of writing seminars with Dr. Betty Taylor-Thompson during the summer, and (b) the use of faculty to "edit" completed manuscripts at a nominal fee.

4. Additional suggestions: (a) holding seminars and inviting students to present/discuss their proposals/research, etc. (b) develop a mentoring system, (c) implement a system of email updates as to our progress towards the goal of 20 graduates.

5. The library's hours of operation are daily from 8:00 AM till 5:00 PM, however they will change to daily from 8:00 AM till 7:00 PM in the near future. The library is closed on weekends.

6. It was agreed to invite candidates and students from the other disciplines (i.e. Schools of Biology Education, ORLD/EDLD and Food Science and Technology) to attend Proposal and Dissertation Defenses.

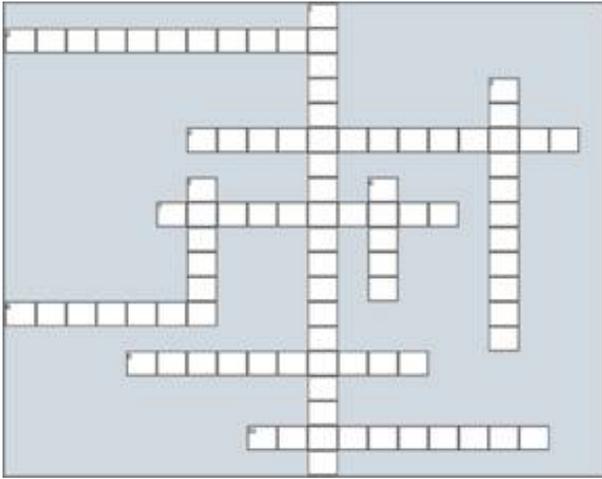
7. We discussed the importance of faculty's participation in the achievement of this goal, especially those that chair committees.

In closing, our meeting was upbeat, positive and collaborative. Our discussions centered around our efforts to help our students to achieve successful defense of their research. In my opinion, I feel the best motivators are the removal of roadblocks and copious amounts of positive motivation from faculty and staff. Therefore I'm offering to be a "clearinghouse" for suggestions, information and positive encouragement for our students. Your feedback is encouraged. Also if you know of someone that has not been included in my mailings (and wishes to be included) please ask them to send me an email and I will be glad to include them.

Thanks and I hope all have a great weekend.

Mike, Dr. Michael F. Costello, drmikecost@comcast.net

Leadership Crossword Puzzle



Reflections from Spring 2009 by Karen Casey

- Cohort has dialogue with administration concerning program format and requirements; another 611 is added for August.
- Cohort member Kantrice Vincent breaks foot while performing mommy "duties"; the cohort is praying for her quick recovery and return to class.
- Cohort member Lisa Johnson delivers various sermons including "Come on in Where the Table is Spread" for a local Women's Day service.
- Several cohort members attend the ORLD retreat and report.
- Cohort member Unique Morris attends Dr. Attoh's comps preparatory session.
- Cohort members attend proposal defense for Ron Siers.
- Ethics Saturday class visits Frederick Douglass Library; Librarian Ann Driscoll teaches searching tools and tips.

Across

2. _____ leadership theories attempt to combine the trait, behavioral, and contingency theories to explain successful, influencing leader-follower relationships.
4. The _____ leadership roles include figurehead, leader, and liaison
7. _____ leadership theories attempt to explain distinctive styles used by effective leaders, or to define the nature of their work.
8. Pat's main job is to gather information pertinent to the company so that he can analyze problems and understand events outside the company. Pat serves the _____ role.
9. Jaunita is starting a new project in her company. For this project they will need to purchase state of the art computer equipment. This is a one time purchase, one that will cost a lot of money, but won't likely happen again. Jaunita is trying to get a good deal on the equipment so that the project can get off the ground. Jaunita is playing the _____ role.
10. Thomas has to go to the company charity ball every year. It is important that he represent the company well at this event because he fulfills the _____ role.

Down

1. This is a shared mindset that represents a fundamental way of thinking about, perceiving, studying, researching, and understanding leadership.
3. _____ leadership theories attempt to explain the appropriate leadership style based on the leader, followers, and situation.
5. Gretchen does all the hiring and training in her department. Her main job is to perform the management functions to effectively operate the managers' organization unit. Gretchen is performing the _____ role
6. _____ process theories focus on how a leader contributes to group effectiveness.

Leadership Crossword Puzzle comes from <http://www.uncc.edu/home/charlton/leadership/LeadershipCrossword.htm>. To check your responses, visit the website and select Chapter 1 Answers.

Marvin Blye

Marvin was born on February 19th. His siblings include sisters: Louise, Shirley, Mary, Jackie, Louester, Teresa and Wanda, and brothers Sam, Sam, Terry, Simon, and Curtis. Marvin was number 12 of 13 children. His parents are Joseph Blye, Jr., and Annabell Blye and his hometown is Charleston, SC. Marvin is employed at Wor-Wic Community College as an Instructor of Accounting and he works at SHORE UP! Inc. His educational credentials include the BS in Accounting (UMES) and MBA (Wilmington University). Marvin loves playing sports - basketball, baseball, football and table tennis (ping pong) and playing video games. His favorite quote is from I Corinthians 15:58: *“Therefore, my beloved brethren, be ye steadfast, unmoveable, always abounding in the work of the Lord, forasmuch as ye know that your labour is not in vain in the Lord.”*

Lucinda Pietroski

Cindy was born on October 2nd. Her family members include father & step-mother Joe & Jeanne Major; mother Kim Major; brother Jon Major; husband David Pietroski; in-laws Joey & Karen Pietroski; sister-in-law Tammy Pietroski; and niece Kelly Payne. In terms of hometown, Cindy writes of being a “Navy Brat” and notes “that I never really had a ‘Hometown,’ but I lay claim to Mooresville, NC (where my family is from) or Pocomoke, MD (where I spent the most time growing up and graduated HS from).” She is employed by Lockheed Martin as a Systems Engineer. She holds the BS in Mathematics w/ minor in Physics from Salisbury University ('03) and MS in Engineering Management from ODU ('06). Her hobbies include photography, firefighting & rescue, event planning/coordinating/volunteering, and traveling. Cindy’s favorite quote is, *“Everything is theoretically impossible, until it is done.”* - Robert Anson Heinlein

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We are on the Web!

Visit us at:
<http://www.umes.edu/ORLD>

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“We Are Family”



Karen's Rachel (top) "jumps for joy" as part of the Elite Cheer Action squad.



"Hail to the Chief!"



Cecelia, daughter Tyler, and Oprah's Chef, Art Smith



Lisa's Crew (l-r): Timisa, Timmy, and with husband, Tim



"Continuous effort - not strength or intelligence - is the key to unlocking our potential."
Winston Churchill