

GANNON UNIVERSITY
HUMANITIES+
LEADERSHIP
CONFERENCE



March 14, 2020

Gannon University
Erie, PA



March 14, 2020

Conference Overview

8:00 – 8:30AM Registration

8:30 – 9:30 AM

Welcome

Lori Lindley, Ph.D.

Interim Dean

College of Humanities, Education & Social Sciences

Introduction

Tania Reis, Ph.D.

Assistant Professor

Keynote

Lieutenant Pete Scobell

9:30 – 11:55AM **Concurrent Sessions I**

12:00 – 1:00PM LUNCH

3rd Floor Palumbo Open Space

1:00 – 2:55PM **Concurrent Sessions II**



Lieutenant Pete Scobell

Pete Scobell is an accomplished veteran U.S. Naval SEAL, song writer and recording artist, advocate and entrepreneur. Pete graduated from the United States Naval Academy in 2003 after training as a SEAL and being selected to attend the Naval Academy Preparatory School. While at the Naval Academy, Pete set the freshman pole vault record at 16'3" which still stands today. He also competed on the rugby team and participated in two NCAA tournaments.

During his seventeen-year naval career, he served on SEAL Team Eight, SEAL Team ONE, SEAL Delivery Vehicle Team ONE (SDVT-1), and Naval Special Warfare Development Group. He was awarded the Bronze Star with Valor, Bronze Star, Joint Commendation Medal, Navy Commendation Medal, Navy Achievement Medal, two Presidential Unit Citations, two Combat Action Ribbons, and various other service medals.

An avid musician Pete has been writing music since high school and was asked to record one of his songs for the movie *Hornet's Nest*. While working on the recording he met producer Cactus Moser and Wynonna Judd. With the help of Cactus, Pete recorded two albums and toured with Wynonna and Cactus. Pete and Wynonna's "Hearts I leave Behind" reached number one on the iTunes Charts and Pete's "Walking a Wire" reached 39 on the Music Row Chart.

Since leaving the SEAL teams, Pete speaks frequently on Traumatic Brain Injury and PTSD, and works tirelessly on behalf of returning veterans through various veteran non-profit organizations. Pete is also the founder and Chief Executive Officer of Valor Industries, a disruptive sports equipment manufacturer that provides protective equipment and technology for athletes worldwide as well as the COO for Data Donate Technologies (DDT), a New York based company.

Pete (1995) and his wife Heather (Walker 1993) are both graduates of Fairview High School. Having moved 9 times since 2005 they currently reside in Fairview, Pennsylvania and are proud parents of the next generation of Fairview Tigers: Leena (7th grade), Walker (5th grade), and Tanner (3rd grade).

CONCURRENT SESSIONS I

9:30 – 9:55

PC1234

The Marginalization of Race in Leadership Studies **Jeanette Redenius**

This presentation will explore how the construct of race is marginalized within the field of leadership studies. The conversation will include a discussion of local and national examples, as well as possible causes. The session will end with an outline of a proposed research project that will focus on African American male community leaders.

PC1234

Founders Leadership Perceptions **Rebecca Styn**

This presentation will focus on initial findings of my study - Entrepreneurial Leadership Style and Business Performance in Small Businesses: Ways Entrepreneurs Enact Leadership. Findings will focus on 13 founders in technology and manufacturing in a northeast state.

PC1234

#MakeChange: the Expansive Rhetoric of the Reproductive Justice Movement **Jennie Vaughn**

The American abortion debates clearly delineate the dichotomy of pro-choice and pro-life requiring an either/or stance. Alternatively, the Reproductive Justice movement offers an expansive rhetorical framework that seeks to give voice to the struggles of marginalized women. This presenter will give an overview of some predominant organizations within the movement, analyze ways these organizations employ the rhetoric of the movement, and finally will propose an extension of the rhetoric of reproductive justice (RJ) as an option for a discourse that acknowledges the reproductive life of each individual.

PC1234

Why the Study of Female Entrepreneurs is an Economic Imperative
Beth Burnside

Statistics indicate that there is an explosion in the number of new businesses started by women. The unfortunate reality is that businesses owned by women are much smaller than those owned by men. Female entrepreneurs are an under-studied population. The research to date has been predominantly qualitative and has taken a deficit-orientation by focusing on the under-performance of women owned businesses. This session will outline why studying female entrepreneurs is an economic imperative and why research focus needs to shift to the study of successful, high-growth women-owned businesses.

PC1234

The Model UN Experience: Contributing to Student Success in the 21st Century
Anjali Sahay and Muhammad Alsahlani

Student success in the 21st century is a lot of factors put together. Never before have students experienced so many changing realities as today's world presents: evolving academia, uncertain job markets, and an increasingly contentious political sphere. A Model UN experience can support students in developing the 4C's: critical thinking, collaboration, creativity and communication. In this session, we will highlight all the components of the Model UN that contribute to student success.

PC1234

Building Leadership Capacity through a Youth Development Program
Sonia Emanuel

Research suggests that youth leadership capacity building is a strategy that enables middle and high school students to develop competencies and skills needed to be effective in pursuing post high school goals. This session will discuss a proposed case study of a youth leadership program in Erie, and ways youth leadership development can break cycles of generational poverty.

PC1234

Understanding the Experiences of Women in C-Suite Leadership Roles
Julia Dyatel

Current statistics of women enrolling and graduating at all levels of academia surpasses that of men. Women earn 57% of bachelor's degrees, 59% of master's degrees, and 53.5% of doctoral degrees. Women also comprise 46.9% of the U.S. labor force. However, only 5.8% of Fortune 500 companies have a female CEO. According to 2018 McKinsey data, women are "leaning-in" to degree attainment, promotional opportunities, salary negotiations, and staying in the workforce longer. This session will examine the status of women in business, and discuss an avenue of study to amplify the voice of women living the experience.

PC1234

Creating Community Impact through First-Year Seminar
Erin Hart

The intentions of the First-Year Seminar (FYS) course at Gannon include: building a relationship between students and the Gannon community, developing integration of the academic, social, personal, and spiritual aspects of student life, and exploring the tenets of Catholic social teaching (CST) in daily life and work. This session will discuss the intentionality of designing and integrating service learning, Catholic social teaching, and the Gannon Reads initiative through a focused framework within the First-Year Seminar.

PC1235

#MakeChange: OER
Emmett Lombard

OER (Open Educational Resources) is a growing trend in higher education. It involves faculty providing resources for classes instead of assigning textbooks. OER can be in multiple formats, and implemented several different ways; regardless, the ultimate goal is to save students money. #MakeChange: OER is geared for all higher education stakeholders (e.g. students, faculty, administrators). It answers the who's, what's, where's, when's, why's, and how's of OER, with a main purpose to stimulate thought and conversation on the subject.

PC1234

A Case Study Analysis of Leadership and Directors of Distance Education
Tex Brieger

This session will present the findings of a study on leadership within the environment of distance education. The purpose of the study was to understand and describe the leadership practices of directors of distance education at large, private not-for-profit universities. This collective case study utilized interviews to capture the leadership experiences of 17 participants. Interviews were coded into themes and categories to provide a deeper understanding of the experiences of the directors of distance education as leaders.

PC1234

Motivation to Lead
Raymond Oshop

According to Kruglanski, et al. (2014), for those who are motivated to become leaders, the process can be difficult. People may be willing to assume a leadership role, but once the challenges of the leadership position materialize, the motivation to lead oftentimes becomes extinguished. Being motivated to acquire a leadership position, while necessary, is not sufficient in itself to sustain the motivation to persist as a leader. This session will discuss aspects of motivation and leadership.

PC1234

Creating Improbable Conversations
Richard Moodey and Claire Moodey

What do we need to make change? How can individuals begin to effect change in a group or in a culture? Drawing on tools from performance disciplines and sociology, Moodey and Moodey will move through how change can be effected. Their work proposes that asking each other how to show up as our whole selves, and then what each person present wants, it is possible to foster conversations that would not otherwise happen. Through this approach of curiosity and generosity, participants begin the process of “worlding” together using voices and bodies. This session will be interactive, performative, and participatory.

PC1234

**The Leadership Challenge and Authentic Leadership:
Themes and parallels that promote effective leadership
practice**
Zachary Hopkins and Brian Collingwood

Through *The Leadership Challenge*, Kouzes and Posner (2012) describe fundamental behaviors that can empower individuals to be introspective and effective leaders. While these practices reflect characteristics from many leadership styles, there are strong parallels to authentic leadership as described by Northouse (2016). This presentation will include themes drawn from Kouzes and Posner (2012), an explanation as to the relevance of authentic leadership (Northouse, 2016), and practical and personal examples of effective leadership success.

PC1234

**Critical Pedagogy and Spatial Justice: Aligning Critical
Urban Issues into my Teaching of GIS**
Chris Magno

Criminal Justice is not only about studying crime; most of all, it is the praxis (theory integrated with practice) of justice. Its main goal is to understand crime in the tenets of realizing justice. In this session, I will discuss how I integrated Paulo Freire's transformative social justice learning into my GIS (Geographic Information System) and Criminal Justice courses. I will discuss critical teaching methodology and students' community-based mapping and research projects. Through community-based mapping, students gain not only knowledge but also experience, not only skills but also vision, and not only critical thinking but also ways to judiciously participate in shaping their communities and society.

PC1234

Leadership Development of United States Navy SEALs
Jason Wick

How are leaders developed? Scholars suggest that leadership is a developmental process that involves an individual navigating multiple experiences that are planned, suggested, or occur by chance. In addition, research dictates that a "crisis" or challenging experience, supports optimum leadership development. This session will describe the leadership journey of Navy SEALs and the process that promotes development from an individual perspective to that of a collective mindset.

CONCURRENT SESSIONS II

1:00 – 1:25

PC1234

Females in the Engineering Field **Annalina Reis**

The purpose of this paper is to understand and explore why more females do not pursue a career in engineering. Engineering is a fast-growing and prosperous career path that provides competitive pay, job growth, and stability but there is still a lack of females in this field. Women engineers have reported facing sexism and adversity daily in their universities and jobs. Many people behave as if females are not meant to be engineers. However, with a few simple changes, such as encouraging females to study science and math at a young age, the rate of female engineers may increase, and support diversity in the field.

PC1234

Leadership, Oppression, and Survival in Octavia Butler's Dawn **Laura Rutland**

The novel Dawn is the first volume in Octavia Butler's science-fiction trilogy initially called the Xenogenesis trilogy and later retitled and sold in one volume under the name Lilith's Brood. This series depicts a post-apocalyptic world in which an alien race, known as the Oankali, have saved a remnant of humanity after a nuclear disaster, but their plans require the human race to become something radically new, radically different, and essentially inhuman. This paper will explore the ways in which this fictional situation provides a laboratory for exploring ideas about leadership under conditions of oppression and limited power.

PC1234

Leadership in Teaching English as a Second Language- TESOL Programs **Mariana Palade Syrotiak**

The Teaching English as a Second Language – TESOL field supports international students who intend to study in U.S. universities, and the instructors who teach them. Professionals leading roles in these programs balance teaching and learning in a diverse environment. As a young and lesser known field, TESOL has yet to benefit from robust research on leadership. This session presents the beginning of an exploration of the existing research on leadership in TESOL, and the potential questions posed for further inquiry.

PC1234

Computational Social Science
Adam Nogaj

Computational social science is a relatively new sub-field of study that relies on new opportunities to leverage technology, data, and algorithms in order to study social phenomena. Such research can be qualitative or quantitative. This type of research represents major opportunity for change within the pantheon of social science research methods, which have historically been interview-based for qualitative research and statistic-based for quantitative research. As my current dissertation work is also in this area, I will include aspects of my work to provide concrete examples (and share with the audience an idea of what a dissertation can look like). Additional examples of other research will be shared.

PC1234

Policewomen and Leadership: Early Findings
Eric Wagner

Women have been underrepresented as sworn officers since the inception of policing. While policing was originally believed to be a profession reserved exclusively for males, attitudes and beliefs have changed. That said, women are still largely missing in the sworn officer police units in the U.S. This session will report early findings from a study of female officers within a single state police agency.

PC1234

Gender in Leadership: Pathways to Leadership of Female United States House Representatives
Catherine Robertson

As an instructor of economics and doctoral student in Organizational Learning & Leadership, I have a particular interest in policymakers, and specifically, female policymakers. This session will include findings from a pilot interview with two elected female judges, and how the interviews informed my literature review, and framework for future study. My dissertation will compare the journey experiences of Female House Representatives while en route to the their current elected political position.

PC1234

King Lear and Compelled Speech
David A. Nordquest

The conference theme is #MakeChange: Stand up, Speak out. King Lear in Shakespeare's play demands that his daughters all take a stand and speak out to prove they deserve part of the kingdom he is about to divide among them. Cordelia declines to provide this compelled speech and is therefore disinherited by Lear. As the late political philosopher Harry Jaffa has argued, some speech cannot be compelled or bargained for. Drawing on Jaffa, I will offer some further reflections on speech, love, and freedom in King Lear.

PC1234

Pathways to Leadership for Women in the Insurance Industry
Gretchen Yori

Women are increasing and expanding their leadership roles in organizations (Eagly & Carli, 2007). Women make up over 46% of the current U.S. workforce and hold 40% of managerial positions (U.S. Bureau of Labor Statistics, 2019). Still, holding a management position does not mean a woman will eventually lead as CEO or president (Catalyst, 2019). For example, in the insurance industry, women comprise 60% of the workforce but hold 19% of board seats and 12% of officer positions such as CEO, COO, and CFO. This session will report the results of my narrative study on the pathway to leadership for women in one insurance company.

PC1234

What is the Purpose of Small Rural Schools? A Book Review of Sustainable Small Schools
Danielle Cook

Small rural schools have recently undergone significant population decline and a push towards consolidation. In New York State, consolidations have been a political focus to offer students broader educational opportunity, lower taxes, gain state aid for improved facilities, better utilize staff, and broaden co-curricular activities. Howley and Eckman (1997) offer a handbook that reviews the purpose of small rural schools, and consider the pros and cons to consolidation. In the wake of numerous failed consolidations, the handbook to be reviewed provides ideas surrounding the purpose of small rural schools and offers ideas for consideration when looking to sustain small schools in rural America.

PC1234

An Incivility Epidemic? Catholic Social Work Leadership
Sara Lichtenwalter

There is a general perception that incivility is escalating. Indeed, it is not uncommon to encounter conversations that mock, belittle, ridicule or otherwise disparage others while involved in fieldwork, group activities, policy advocacy and community engagement projects. Nevertheless, the cultivation and maintenance of positive relationships is a bedrock strategy central to effective social work practice. Catholic tradition provides an excellent framework for social work professionals committed to maintaining dignity and respect in interpersonal communications and public dialogue. This highly interactive session explores civility and the role of social work within the Catholic tradition.

PC1234

Images and Metaphors of Leadership
Jeannette Redenius and Scott Coughenour

Have you ever found yourself snuggled up in a blanket on a cold Sunday afternoon, sipping your coffee and thinking, “I wonder if anyone has ever researched fish leadership?” If so, this session is for you! This presentation will explore various images and metaphors of leadership, including fish leadership, and perhaps some mention of piñatas.

Presenters

Muhammad Alsahlani is currently a senior set to graduate in May 2020 from Gannon University with a B.A. in Political Science and a B.A. in International Studies. He was the 66th Secretary General of Gannon's Model UN Program in 2018. His future career plans are to work in international development through an American agency. alsahlan002@gannon.edu

Tex Brieger currently serves as Chief Online Learning Officer at Gannon University where his primary role is strategic leadership of distance education and online programs. He has experience as an instructional designer and online teaching, and has taught for 10 years as an adjunct instructor in computer science. brieger001@gannon.edu

Beth Burnside is the owner and founder of CMIT Solutions in Erie, PA, a full-service IT consulting firm specializing in the needs of the small to mid-size business market. She is also a PhD candidate in the Organizational Learning & Leadership program at Gannon University where her research focus is on high growth woman-owned businesses. bburnside@cmitsolutions.com

Danielle Cook is currently the secondary principal at Panama Central School serving students in grades 7 – 12 in a UPK-12 building. She has a B.A. in psychology, M.Ed. in educational psychology, and Ed.S. in school psychology. Prior to her role in school leadership, she was a school psychologist in Panama and Clymer central schools. cook105@gannon.edu

Brian Collingwood directs career services and employer relations at Gannon University. He earned a Masters in Education with a focus in Higher Education Administration. He is an alumnus of the National Association of Colleges and Employers Management Leadership Institute and the Executive Leadership Symposium. collingw001@gannon.edu

Scott Coughenour is Administrator of Operations for Erie County Office of Children and Youth. His research interests include juvenile delinquency, Adverse Childhood Experiences (ACES) in relation to the effects of childhood trauma on juvenile delinquency, specifically in regard to adolescent-limited delinquency versus lifetime-persistent delinquency. scoughenour@eriecountypa.gov

Julia Dyatel has an academic background in the biological sciences, and spent a decade within the professional field as a microbiologist and consultant. Her most recent ventures have shifted focus toward the areas of business, leading a manufacturing firm of over 300 associates, as the Director of Operations in North Western Pennsylvania. She is interested in documenting the voices of female leaders whose journey's often take non-linear paths. jd Dyatel@gmail.com

Sonia Emmanuel is a passionate youth advocate, dedicated mental health practitioner, educator, and on a mission to change the lives of children in Erie county. Sonia has experience in capacity building projects that promote strategic alliances between public schools, corporations, and community partners.
rios001@gannon.edu

Erin Hart is the Associate Director of Employer Relations at Gannon University. Since stepping into this newly created role, she has worked to strategically create an employer relations model rooted in increasing experiential opportunities for students while acting as a resource for community partners.
hart022@gannon.edu

Sara Lichtenwalter is an associate professor and field placement coordinator for the social work program at Gannon University. **lichtenw002@gannon.edu**

Emmett Lombard is professor and Outreach Librarian at Gannon University. In addition to administrative duties, he teaches a variety of courses, including the library's information literacy series. He recognizes OER's higher education potential, and has written and spoken on the topic extensively.
lombard002@gannon.edu

Zachary Hopkins is Assistant Director for Research in the Office of Institutional Research, Assessment, and Analytics at Gannon University. He earned an undergraduate certificate in statistical applications, a Bachelor's degree in mathematics, and M.Ed. with a focus in secondary education mathematics. **hopkins013@gannon.edu**

Chris N. Magno is an associate professor in the Department of Criminal Justice and Social Work at Gannon University. He earned his Ph.D. in Criminal Justice at Indiana University, Bloomington. His research focuses on urban social issues and spatial justice. He is the 2013 recipient of Gannon University's three-year Cooney-Jackman Endowed Professorship. **magno001@gannon.edu**

Richard Moodey is an Assistant Professor of Sociology at Gannon University.
moodey001@gannon.edu

Claire Moodey is a theater maker originally from Erie, PA, who has been creating work in Brooklyn for the last ten years. Clair works as a director, playwright, performer, singer, puppeteer, occasional designer, and lighting/video technician. She holds a B.A. in theater from Bard College and is a proud member of Actors Equity. **cmoodey@gmail.com**

Adam Nogaj is the STEM Center Director at Gannon University, and in that role coordinates tutorial support for undergraduate and graduate students in STEM and business courses. He received a B.S. degree in computer science and math, and an M.S. degree in computational science and mathematics.
nogaj001@gannon.edu

David A. Nordquest is an Assistant Professor of Philosophy at Gannon University. **nordques001@gannon.edu**

Raymond Oshop earned his Ph.D. from Gannon University and currently works as an Aerospace Science Instructor in JROTC for the U.S. Airforce. His research interests include leadership and motivation in emerging adults.
raymondoshop@gmail.com

Annalina Reis is an undergraduate student at Gannon University studying Industrial Engineering. She enjoys studying topics that relate to her major, such as Chemistry and Calculus, and spending time with her horse, Nova. She also has interests in understanding and furthering gender equality and women's involvement in the STEM field. By sharing her story of being a female in engineering, she hopes to give other women the courage to try something new and get out of their comfort zone. **reis002@gannon.edu**

Jeanette Redenius is a Quality Assurance and Compliance Coordinator for Erie County Office of Children and Youth. Her research interests include leadership in marginalized populations, African American male leadership, emergent leadership, and leaders who are cultural brokers. **jenr2010@gmail.com**

Catherine Robertson instructs in business and economics courses at Gannon University. She has a B.A. in Psychology and an MBA.
robertso014@gannon.edu

Laura Rutland is an Associate Professor of English and Chair of the English Department at Gannon University. Her articles and poems have been published in *Christianity and Literature* and *Poetry Breakfast*, among others. Her primary research interests have revolved around literature and scapegoating theory. She teaches Octavia Butler's fiction in her Fantasy and Science fiction and Dystopian Literature classes at Gannon. **rutland001@gannon.edu**

Rebecca Styn currently serves as Vice-President of Ventures for the Erie Innovation District and is proprietor of Room 33 Speakeasy in downtown Erie. She continually dedicates her energy to advancing the entrepreneurial ecosystem and supporting community organization. She currently pens a column focusing on local entrepreneurs for the Erie Reader. **rstyn@icloud.com**

Anjali Sahay is an Associate Professor of International Relations and Political Science at Gannon University. She is the appointed faculty moderator of Gannon's Model UN Club that hosts the high school conference every Fall. Her areas of research include: U.S.-India relations, diaspora studies, international political economy, and U.S. foreign policy towards India.
sahay001@gannon.edu

Mariana Palade Syrotiak is the director of the Office of English Language and Global Training at Gannon University. She has been affiliated with Teaching English as a Second Language (TESL) for the past decade. She has a bachelor's and master's from the SIT Graduate Institute in Brattleboro, VM.
syrotiak001@gannon.edu

Jennie Vaughn is in her fifth year as Assistant Professor of English and Director of the College Writing Program at Gannon University. Her scholarly work centers on women's writing and feminist rhetorical inquiry including projects centered on archival and oral history methods. When not teaching or writing, she can be found (like a true English nerd) with her nose in a book.
vaughn007@gannon.edu

Eric Wagner is a retired Pennsylvania State Police trooper (25.5 years). He earned a B.A. in political science with a minor in philosophy, and an M.A. focused on political theory and American government. He is currently an instructor of political science and criminal justice at Mercyhurst North East.
wagner065@gannon.edu

Jason Wick has a 25 year career in the United States Justice Department as an ATF Agent focused on difficult investigations related to violent crimes, fraud, and anti-terrorism. His work involved multiple federal, state, and local law enforcement agencies. He has served as a member of the FBI's Joint Terrorism Task Force, ATF's National Response Team, and as an instructor at the Federal Law Enforcement Training Center in Brunswick, GA. He currently serves as an instructor in Gannon University's Criminal Justice program.
wick004@gannon.edu

Gretchen Beth Yori is an analyst for a Fortune 500 insurance company where she focuses on customer service and diversity inclusion. She holds a post-graduate certificate in conflict management, a M.S. in organizational leadership, and a B.A. in communication with a minor in religious studies.
yori002@gannon.edu

Thank you!

The 2020 CHESS Humanities & Leadership Conference would not be possible without the voluntary contributions of time and energy from the following:

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