

Northeastern University

Center for Work and Learning Newsletters

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April 2005 Newsletter

Dear Friends of POE:

We hope that everyone is excited about the upcoming Spring season. We are delighted to report our most recent developments here at the Center.

Corporate Initiative

In March, the Center launched a corporate-based "Learning Consortium," a program offered to learning and development professionals in the corporate world committed to work-based learning. The initiative, designed by Center colleagues, Corvis Catsouphes and Sim Cooledge, would entail an ongoing dialogue among corporate development managers, who committed to action learning in their own organization, would learn from each other's experience.

POE Community

2005 POE Conference Update

As many of you know, the Center and the Provost's Office will host the Third Annual Conference on Practice-Oriented Education on June 14-17, 2005. This conference will be held in conjunction with the World Association of Cooperative Education (WACE) 14th World Congress. Joe Raelin chaired the review committee that solicited and evaluated conference proposals, and then with Mary Bea Lingane, executive assistant to the Provost, co-coordinated the POE program for the full conference. Our POE community will be presenting the following:

- Malcolm D. Hill, James Stellar, Richard Porter, Susan Setta and Joe Raelin, "A Debate on Intentional Work-Integrated Learning"
- Betsey Blackmer, Lorna Hayward, Tom Sherman, Joe Raelin and the POE Research Fellows, "The Rashomon Dialogue: An Interdisciplinary Community of Practice Dedicated to Integrative Teaching, Learning, and Scholarship"
- Robert Leaver and Joe Raelin, "A World Café on Practice-Oriented Education"

"Guided Peer Mentoring" Pilot

Dean Jim Stellar, Rick Porter, Center Senior Research Fellow, and Joe Raelin have been planning to offer a "Guided Peer Mentoring" pilot, introducing students in the College of Arts and Sciences, College of Business Administration, and Bouve College of Health Sciences to a process of concurrent reflection while on-co-op. They have met with the deans and co-op coordinators in all three schools and are preparing a launch for the second summer session of '05.

Martha's Vineyard Summer Institute on Experiential Education

The Center for Experiential Education & Academic Advising (CEA), within the College of Arts and Sciences at Northeastern University, will host the Martha's Vineyard Summer Institute on Experiential Education in July. The goal is to help campuses develop strategies that strengthen their efforts to promote learning outside and inside the traditional classroom through a range of activities. These may include cooperative education, service-learning, undergraduate research, community-based research, study abroad, academic internships, student leadership development, and other related programs.

Federal Reserve Bank's Minority Scholarship Program

Kwamina Panford, Associate Vice Provost of Academic Opportunity and Diversity and past POE learning community member, hosted the American Economic Association and the Federal Reserve Bank's Minority Scholarship Programs' Representatives here at NU on Feb 24, 2005. This event was organized by the Office of the Provost for minority students interested in advanced study in Finance/Accounting, Business, Math/Statistics, and other quantitative disciplines.

Reflective Practice and Practice-Oriented Studies in the Architecture Studio

Bonnie Kwan proposed several research studies involving the use of reflective practice and learning teams as part of the architectural design experience. The studies engage the use of reflective skills in individual and group learning to investigate their validity and effectiveness as well as their effects on the design process. Possible broader implications would also be examined including the application of these tools in an academic design studio or at a practicing design firm. These proposals were inspired by the work of Donald Schön, who created the concept of the reflective practitioner and spearheaded innovative research in learning through practice.

Grants

2005 CEIA Research Grant

Betsey Blackmer from the Department of Cooperative Education, Lorna Hayward from the Department of Physical Therapy, and Joe Raelin, received a \$2,000 grant award from the 2005 CEIA Research Grants program for a proposal entitled "Determining Practice-Based Outcomes from Reflective Practices during Cooperative Education." This study is proposed to determine whether a taught model of reflective practice followed by explicit journaling within a cooperative education experience can produce enhanced practice-based outcomes. The study features the launching of a new outcomes scale to be created by the Center and based upon the principles of meta-cognitive reflection on practice. The study's hypothesis is that students who have a framework for reflection on experience will be better prepared to recognize and assimilate the learning benefits related to co-op compared to students who are unguided in their discovery process.

Recent Publications

(Please write to us if you are interested in any of the below articles.)

"Learning a New Kind of Leadership for the Academic Workplace," *The Academic Workplace*, 16(1), Spring 2005. By Joe Raelin.

"A Community of Practice Dedicated to Integrative Teaching, Learning, and Scholarship," for the Bound *Proceedings of the Scholarship of Teaching and Learning Conference*, Northeastern University's The Center for Excellence in University Teaching, forthcoming in Fall, 2005. By Lorna Hayward, Betsey Blackmer, Tom Sherman and the POE Fellows with Joe Raelin.

- "Stop Teaching Leadership." The LIM Newsletter, Issue 55, March 2005. By Joe Raelin.
- "Taking the Hero out of Charisma," Professional Insight, 5-6, March 2005. By Joe Raelin.
- "Reflection as the Engine of Ethical Inquiry," *The Systems Thinker*, 16 (1): 10-11, February, 2005. By Joe Raelin.
- "Behaving Leaderfully," (Chapter Three, pp. 39-41) in Bill Treasurer (ed.), *Positively M.A.D.*, San Francisco: Berrett-Koehler, 2004. By Joe Raelin.

Center Events and Presentations

Boston Consortium: Vogt Fellowship

The Center has been partnering with the Boston Consortium for Higher Education to develop collaborative leadership among the top administrators in Boston's distinguished schools of higher learning. Co-sponsored programs all make use of the Center's action learning methodology. We are pleased to announce that given the success of the First Vogt Fellowship, we will be initiating a second cohort starting in the early fall. The Vogt fellows, honoring the remarkable work and spirit of Susan Vogt, Vice President of Finance and Treasurer at Wellesley College from fall 2000 through fall 2003, sharpen their leadership skills by working on a strategic project within their home institution while benefiting from the support of sponsors, coaches, and a learning team. They also participate in a leadership development series facilitated by Joe Raelin. More information is available at the URL: http://www.boston-consortium.org/professional_development/vogt_fellowship_update.asp.

"The Role of Action Learning in 'Leaderful' Development," Presentation for the Crossroads Seminar Series sponsored by the Department of Organizational Sciences and the School of Business of George Washington University, Washington, March 21, 2005. By Joe Raelin.

"Leaderful Practices in the Workplace," Presentation for the Leadership for Change Alumni Learning Series, Boston College, Chestnut Hill, MA, February 7, 2005. By Joe Raelin.

"Massachusetts' Safe Schools Program: Success with Faculty and Staff," Paper delivered at the National Multicultural Summit Hollywood, CA, January 26, 2005. By Laura Szalacha.

"Leaderful Development: Creating Leadership at All Levels of the Business," Keynote for the January dinner meeting of the Institute of Management Consultants, New England Chapter, Newton, MA, January 31, 2005. By Joe Raelin.

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