About the Contributors

Mihai C. Bocarnea, Ph.D., joined Regent University in 1995 and currently serves as an Associate Professor in the School of Global Leadership & Entrepreneurship. He is an expert in the areas of communication, research methods, quantitative analysis, and statistics. His research interests include organizational communication, cross-cultural leadership, servant leadership, organizational change and pedagogy of online learning. Dr. Bocarnea has also served as research consultant for various organizations in the U.S. and overseas.

Jason D. Baker is a Professor of Education at Regent University where he serves as the advisor of the distance education cognate in the Doctor of Education program. His research interests include faculty and student perspectives toward online learning, social dynamics in the online classroom, and models of effective online learning. He has authored and edited multiple books, chapters, and articles in the area of online learning and educational technology. In addition, he has consulted with numerous organizations regarding the development and management of developing online learning programs. He holds a Ph.D. in Communication from Regent University, an M.A. in Educational Technology Leadership from The George Washington University, and a B.S. in Electrical Engineering from Bucknell University.

Rodney A. Reynolds is Director of Educational Effectiveness and Institutional Research at California Lutheran University. He received his Ph.D. degree in Communication from Michigan State University. He has held tenured/senior positions at a number of universities. When possible, Dr. Reynolds teaches courses on Research Methods, Persuasion, and Interpersonal Relationships. His research interests include measurement, social influence, message processing, and ending conversations.

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Audrey Barrett received her degree in Leadership Studies with a special emphasis on Nonprofit Organizational Management from the University of San Diego in May 2008. She was nominated for and received the William P. Foster Outstanding Dissertation Award for her work to develop the Nonprofit Ethics Survey. Dr. Barrett worked as a Doctoral Research Assistant for the Institute for Nonprofit Education and Research while completing her degree and represents one of the first graduates nationally with a doctoral degree focusing on Third Sector studies. Dr. Barrett currently serves as part-time faculty at various institutions of higher education and maintains a private practice as a licensed clinical social worker. Dr. Barrett is married to her husband Kevin and together they have two sons.
Benjamin J. Bates (PhD, Michigan) is a Professor in the School of Journalism & Electronic Media and Adjunct Professor in the School of Information Sciences at the University of Tennessee, Knoxville. His research focuses on the development of media and information systems, media and information economics and policy, and the changing nature of media markets and values. This includes more than 25 years of research on Internet issues and topics. He’s taught research methods at the undergraduate, Master’s and Doctoral levels, was a founding board member of the Association of Internet Researchers, and has served on IRBs at two universities.

Corné J. Bekker, D. Litt. et Phil joined Regent University in 2005. He previously served as the Associate Dean for Academics for a Bible College in Johannesburg, South Africa and now as a Professor of Biblical and Ecclesial Leadership for the School of Global Leadership & Entrepreneurship and as chair of the Department of Biblical Studies and Christian Ministry in the School of Undergraduate Studies at Regent University. He is the editor of the Journal of Biblical Perspectives in Leadership (JBPL) and the co-editor of Inner Resources for Leaders (IRL).

Ben Birch is a Ph.D. student in the School of Information Sciences at the University of Tennessee, Knoxville, and a Research Assistant in the NSF-funded DataONE (www.dataone.org) project. His current research interest focuses on the emerging role of the data manager in the world of data-intensive science. He holds a Bachelor’s degree in Mechanical Engineering from the Georgia Institute of Technology, and worked for a number of years as a Licensed Professional Engineer (Virginia). Returning to school, he then earned a Master’s degree in Computer Science and a Master’s degree in Information Sciences, both from the University of Tennessee, Knoxville.

Yael Brender-Ilan is a Professor of Management at Ariel University Center. She specializes in OB and Human Resource Management. Her research focuses on personnel selection, HR procedural and distributive justice, employee compensation and alienation, and the ethics of HR practices and procedures. She is currently the Chair of the Department of Economics and Business Administration at Ariel University Center.

Orly Calderon, Psy.D., is a full time faculty member at Long Island University, teaching courses in research design, assessment and evaluation, and psychopathology. Dr. Calderon earned her B.A. in Psychology and Education from Long Island University, her M.A. in Developmental Psychology from Teachers College, Columbia University and her Psy.D. in school and Community Psychology from Hofstra University. Dr. Calderon specializes in program evaluation and outcome assessment, and her work has been presented and published in various peer-reviewed forums and journals. She has been an active member of the Long Island University Web Learning Project from its inception, and has been involved in the design and implementation of the outcome assessment program of blended learning at the university. In 2010, she has been appointed the university’s Coordinator of Blended and Online Learning Outcome Assessment.

Celeste Condit (Ph.D., University of Iowa, 1982) is a Distinguished Research Professor at University of Georgia. She is currently exploring the relationship of biological and symbolic facets of human being in producing human experience and human social structures. She has recently studied public un-
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understanding of genetics and public communication about genetics, with emphasis in gene-environment interaction and “race.” She uses the “Reacting to the Past” role-playing approach in teaching Communication in Government and Communication and Social Movements. She is currently working on a book manuscript on pathos.

Gail Derrick received her Doctor of Education Degree in Higher Education Administration in May 2001 from The George Washington University, Washington, D.C. She earned her Master’s of Arts in Education and Human Development with an endorsement in Secondary Administration also from The George Washington University, and a Bachelor of Arts in Secondary Education with an endorsement in General Science and Pre-Algebra from Virginia Wesleyan College, Norfolk, Virginia in 1982. Dr. Derrick’s previous employment was with Troy State University, Atlantic Region, as the Associate Regional Director for Academic Affairs. Most of her career was with the Virginia Beach City Public Schools including positions as the Administrative Coordinator in the Department of Curriculum and Instruction, Science Instructional Coordinator for the middle school science program, and Mathematics/Science Teacher at Independence Middle School. In addition, she has served as an Academic Reviewer for the Virginia Department of Education for public schools accredited with warning since 1999, and a freelance item writer for the development of assessments in the area of science. Dr. Derrick is a Senior Associate for Human Resource Development Enterprises, Washington D.C., a professional services firm that helps organizations leverage learning and development activities by focusing on the autonomous learning that occurs naturally within organizations.

Dail Fields (Ph.D., Georgia Institute of Technology, 1994) serves as a Professor in the Regent University PhD program in Organizational Leadership. He served as founding Editor of the International Journal of Leadership Studies, a peer-reviewed research journal from 2005-2011. He was a Fulbright Scholar in Lithuania 2006-2007. Dr. Fields is the author of “Taking the Measure of Work,” a reference guide to measurement in organizations published by Sage Publications in English and Chinese. He has published research studies in the Academy of Management Journal, Journal of Management, Health Services Research, Group and Organization Studies, Journal of Occupational and Organizational Psychology, and Leadership. Dr. Fields continuing research interests include leadership assessment within and across cultures, management and leadership in healthcare, and leadership development.

Fred J. Galloway is currently Associate Professor in the School of Leadership and Education Sciences at the University of San Diego, where he has also served as Associate Dean and Director of strategic programs. Prior to joining the university faculty, he was Project Director for the national Direct Student Loan Evaluation project at Macro International, as well as the director of federal policy analysis at the American Council on Education, where he represented the interests of the higher education community before the executive and legislative branches of the federal government. Dr. Galloway received his Bachelor’s and Master’s degrees from the University of California, San Diego in Economics, and his Doctoral degree in the Economics of Education from Harvard University. His research interests include higher education policy, the economics of education, and econometrics, and he has published numerous articles, book chapters, and policy reports in these areas.
Jeff Hale (Ph.D., Regent University, 2010) is co-owner of WellSpirit Consulting Group, Inc. in the Greater Chicago Area. Dr. Hale has 19 years of cross-cultural leadership experience including living and working for 13 years in French-speaking West Africa. He has published research studies in Leadership and the International Journal of Organizational Theory and Behavior. Dr. Hale’s continuing research interests include servant leadership within and across cultures, measures of transformational ministry outcomes, and applications of hermeneutic phenomenological philosophy to organizational behavior.

Tobias Heilmann is an Assistant Professor at the Division of Social and Business Psychology at the University of Zurich, Switzerland. He leads the corporate image and corporate leadership group at the University of Zurich. He is also a Military Academy at ETH Zurich faculty, Switzerland. He holds a PhD from the University of Zurich, Switzerland. His expertise is in leadership with a focus on transformational and transactional leadership as well as on laissez-faire leadership with topics related to followers’ personality, leadership processes, and outcomes.

Paul Kaak teaches numerous courses in leadership for both the MA in Leadership and the Leadership Minor at Azusa Pacific University. From 2006-2010 he was Assistant Director of the Noel Academy for Strength-Based Leadership and Education. Dr. Kaak now serves the University as a Faculty Development Fellow in the Office of Faith Integration.

John Kilroy, PhD, serves as Dean and Associate Professor at Fresno Pacific University School of Business in Fresno, California. Dr. Kilroy received his Doctorate in Organizational Leadership from Regent University School of Global Leadership and Entrepreneurship. Prior to entering Higher Education his previous experience includes the Aerospace industry, where served as Program Manager within the Advance Research and Design Technology for commercial and government research programs, and the Finance Industry as Training Director. His research interest includes the effects of mergers on surviving employees, the impact of leaders’ values on employee commitment to the leader, employee performance, and organizations success. He serves as a consultant on team development, strategic planning including succession planning, and organizational change.

Dan Lawson holds multiple advanced degrees, including a Ph.D. in Organizational Leadership. As a noted author with publications in the field of leadership and ethics, he has identified a “Global Leadership Ethic” for application in corporate and non-profit organizations. He has also developed a new construct for identifying authentic leader integrity. He is recognized as a motivational speaker and well known for his seminars on leadership, assessment, ethics, integrity, and leadership development. Dr. Lawson is a Dean at Ashland University where he teaches classes on the undergraduate, Masters, and Doctoral level on such subjects as leadership, management, business ethics, organizational theory, and organizational behavior. He also oversees the Leadership Development Academy and serves as a consultant for leadership development, leadership assessment, team building, and ethics training. Dan has been married to Lynne for more than 32 years. They have two adult children, Alesia and David.
**J. Alan Marshall** is a Colonel in the United States Air Force. He graduated from the United States Air Force Academy in 1987 with Honors and a double major in Astronautical Engineering and Mathematics. He holds a Ph.D. in Organizational Leadership from Regent University, a Master of Science Degree in Applied Mathematics from the University of Washington, and a Master of Aeronautical Science Degree from Embry-Riddle Aeronautical University. He served in various Air Force assignments, including serving as a U-2 pilot and commander of a combat flying squadron supporting Operations Iraqi Freedom and Enduring Freedom. Colonel Marshall’s major awards include: U-2 Pilot Distinguished Graduate, 8th Air Force Chief of Safety of the Year, 8th Air Force Individual Safety Award, and 380th Air Expeditionary Wing, Daedalian Exceptional Pilot of the Year Award. Colonel Marshall is married to Kendra, his wife of 22 years, and they have two boys: Nolan and Joshua.

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**Tracy H. Porter** is a member of the faculty of Cleveland State University where she holds the position of College Lecturer within the Department of Management and Labor Relations. Dr. Porter has extensive experience in the higher education field and has taught numerous management courses. Prior to becoming a Professor, she was a health care administrator and a management consultant. Dr. Porter received her PhD in Organizational Leadership from Regent University with a concentration in human resource development. Her current research interests are in leadership, individual differences in the leader-follower relationship, and spirituality in the workplace.

**Ulf-Dietrich Reips** is a tenured IKERBASQUE Research Professor at University of Deusto in Bilbao, Spain, where he leads the iScience group (http://iscience.deusto.es/). He holds a PhD and the venia legendi from the University of Tübingen, Germany. Prior to taking his current position in Spain, he worked for the University of Zurich, Switzerland. His main research is on Internet-based research methodologies and the psychology of the Internet. In 1994 Reips founded the Web Experimental Psychology Lab, the first laboratory for conducting real experiments on the World Wide Web, and provides many Web services for researchers and students via his iScience Server at http://iscience.eu. He has taught in several European countries as well as in the US (e.g. for the National Science Foundation and the American Psychological Association). Reips was elected the first non-US American President of the Society for Computers in Psychology and is founding editor of the *International Journal of Internet Science* (http://ijis.net). Many of his ca. 100 publications (in English, German, and Spanish, see http://personalwebpages.deusto.es/reips/pubs/publications.html) are widely cited in the field.

**Rushton (Rusty) S. Ricketson** is currently Associate Professor of Leadership and Chair of the Leadership Department at Luther Rice Seminary & University. He also serves as the President of Foundation of the Faith, Inc., a ministry committed to developing followers of Christ and embedding follower-first organizational cultures in organizations throughout the United States and developing countries. Dr. Ricketson has a BS in Education from the University of Georgia, a MDIV from Southwestern Baptist
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**Rody Rodriguez** M.A. is currently a Doctoral student at the University of Utah. His academic career has taking him all over the Western United States. Rody received his B.A. in Communication with an emphasis on Mass Communication from California State University San Bernardino. Afterwards, Rody and his wife wiped off to the Hawaiian Islands for graduate school where he completed his M.A. in Communication from Hawaii Pacific University. His Master’s thesis focused on examining the apocalypse in popular art. His present studies focus on New Media. In particular, his research has examined how culture pertains to video games, mainly MMOs.

**Philip Salem** (Ph. D., University of Denver) is Professor of Communication Studies at Texas State University. His publications include work on organizational communication, interpersonal communication, communication and technology, research methods, and communication theory. He has been investigating communication networks since the 1970s. He has received awards for Mahis work on communication and technology, and he was the third person to receive the Outstanding Member Award from the Organizational Communication Division of the International Communication Association. He wrote _The Complexity of Human Communication_, a book about nonlinear communication processes published by Hampton Press. He received a Fulbright Senior Specialist fellowship funding collaborative international scholarship through 2012.

**Lijiang Shen** (Ph.D., University of Wisconsin-Madison, 2005) is an Associate Professor in the Department of Communication Studies at the University of Georgia. His primary area of research considers the impact of message features and audience characteristics in persuasive health communication, message processing and the process of persuasion/resistance to persuasion; and quantitative research methods in communication. His research has been published in major communication and related journals.

**Jamie Swalm** was born and raised in New Jersey. He holds a Bachelor’s of Business Administration Degree from the University of Delaware, a Master’s of Divinity Degree from Westminster Theological Seminary in Philadelphia, Pennsylvania, and a Ph.D. in Organizational Leadership from Regent University in Virginia Beach, Virginia. Jamie started his career in the financial world at a large bank in Baltimore, Maryland. Following his time in the banking field, Jamie pursued theological training and entered the ministry. His ministry experience includes being a Youth Pastor, an Associate Pastor, a Senior Pastor, and a church planter. Currently Jamie serves as the Senior Pastor of the Red Lion Evangelical Free Church in Delaware. Jamie is married to his college sweetheart, Cathy. Together they have four children and live in Delaware.

**Hazel Traüffer**, Ph.D., currently an Organizational and Leadership consultant, brings over 10 years of operational and consulting experience in the Learning and Development field, helping clients, in both the private and public sectors, create environments conducive to autonomous learning, change implementation, and improved performance. In academia, Dr. Traüffer serves as Academic Quality Reviewer for
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Gideon Vinitzky (Oct. 23, 1964 - Oct. 30, 2010) was a professor of Marketing at Ariel University Center. He specialized in interactive marketing, specifically focusing on internet marketing, virtual shopping, on-line interfaces, on-line decision making and on-line consumer experience. He developed and managed on-line web-survey software for the use of researchers who choose to put their questionnaires on-line and collect data via the internet.

Michael M. Whyte, Ph.D., is currently the Provost Emeritus and a Professor at Azusa Pacific University. As Provost from 2002 to 2010, Whyte led six schools, one college, and 400 fulltime and 700 adjunct faculty; supervised enrollment management, academic services, and seven regional campuses. With over 12 years of accreditation experience, he has also served as a Western Association of Schools and Colleges (WASC) Commissioner since 2006. Whyte’s experience also includes: a B.S. in International Affairs/American Politics at the USAF Academy, Colorado Springs, Colorado in 1978, and a M.S. and Ph.D. in Education from the University of Southern California in 1982 and 1990. Whyte was Senior Associate Professor (Tenure) at the USAF Academy from 1986-1995. In 1995, he was a National Defense Fellow and Visiting Professor at Howard University, and was a Professor at Northern Arizona University from 1996-1999.

W. David Winner currently teaches at Azusa Pacific Online University, Liberty Seminary, Northampton Community College and Regent University, School of Undergraduate Studies. As a former pastor with 20 years of experience serving in three churches working with teenage students, college students, young adults, and families, Dr. Winner brings a depth of practical application and real world experiences to his teaching. Dr. Winner has a BA in Youth Ministry from Eastern University, a MDIV from Palmer Theological Seminary and a PhD in Organizational Leadership with a major in Human Resource Development from Regent University. He is married to Dena and has three great kids.

Bruce E. Winston, PhD, serves as both Dean and Associate Professor of Leadership at Regent University’s School of Global Leadership and Entrepreneurship in Virginia Beach, Virginia. Dr. Winston teaches, trains, and consults in the areas of leadership and organizational development as well as university administration and strategic foresight. In addition, he has 13 years of experience leading organizations in the commercial printing industry and 19 years of experience leading academic units at Regent University. Dr. Winston has lectured and consulted in the United States as well as Canada, Europe, and South Africa. He also speaks and teaches in other areas including communication, quality improvement, and marketing.