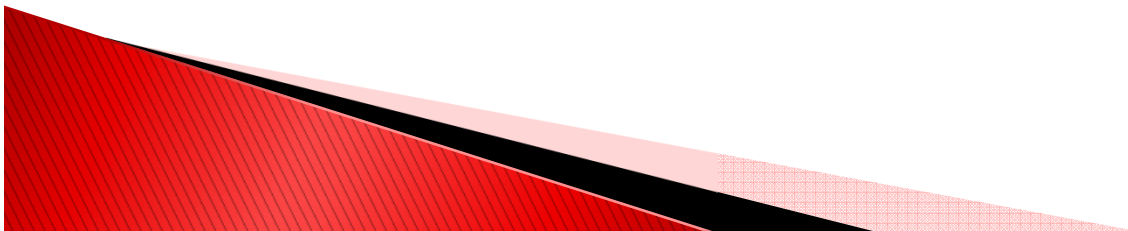




The Implementation of Servant-Leadership

A Presentation by
Dr. David Howell
Pieper Family Endowed Chair for Servant-Leadership
January 24, 2012



Longitudinal Ethnography

Longitudinal study: involves repeated observations of the same variables over long periods of time — often many decades.

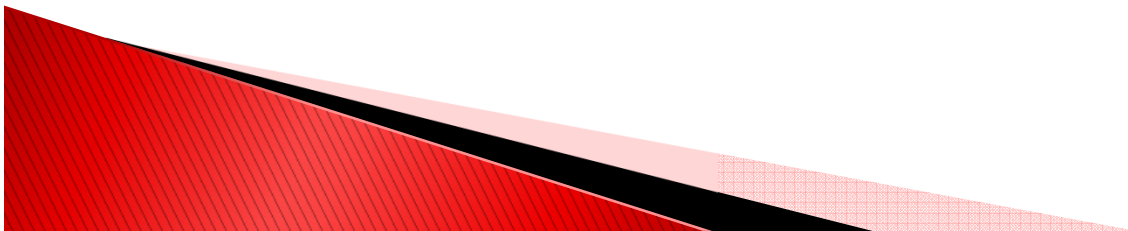
Ethnography ...literally means 'a portrait of a people.'

- http://en.wikipedia.org/wiki/Longitudinal_study
- http://www-bcf.usc.edu/~genzuk/Ethnographic_Research.html



The Researchers

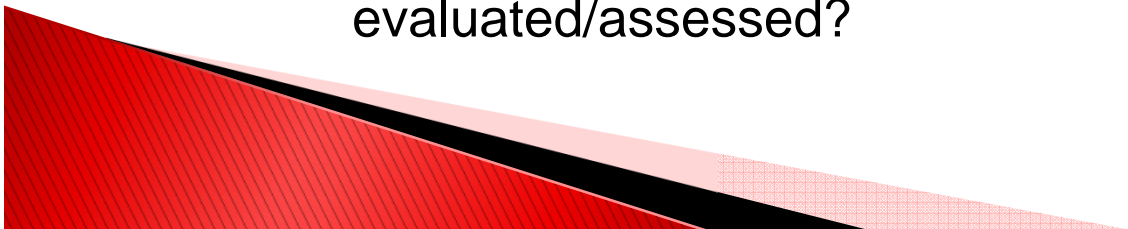
- ▶ Dr. David Howell, Ethnographic Lead
- ▶ Matt Stachelski, 2010 R.A.
 - Alumni, Technical Communications
- ▶ Barbara Meyer, 2011 R.A.
 - Junior, Technical Communications



The Research Project: Guiding Questions

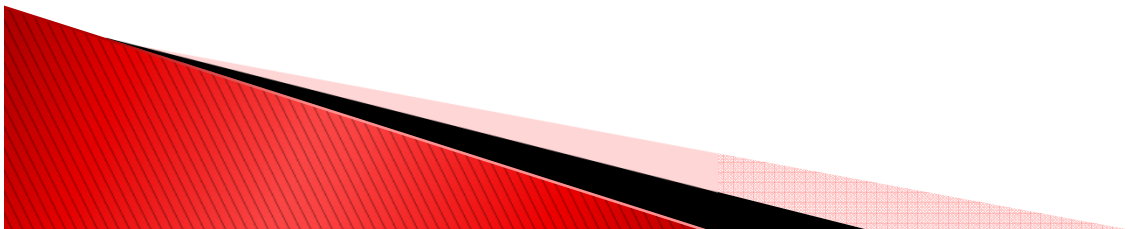
How is Servant-Leadership implemented at MSOE?

- What guiding principles, values, or ideals make MSOE Servant-Leadership unique from other forms of service learning or volunteerism?
- What percentage of students engage in acts of Servant-Leadership? Of Service? Of volunteerism?
- How is Servant-Leadership and its efforts structured?
- How is the student Servant-Leadership experience evaluated/assessed?

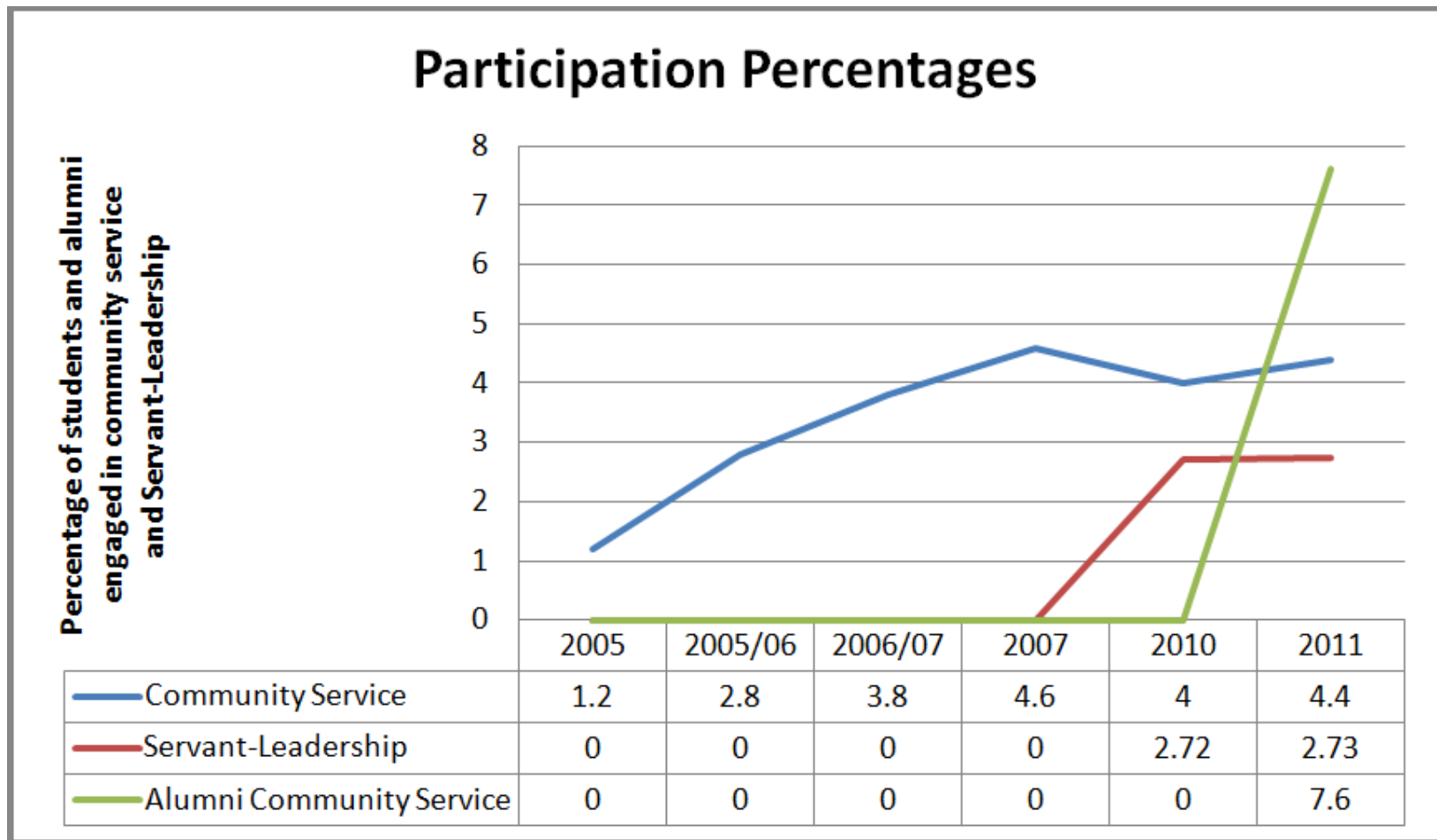


Research Methodology

1. Approved by the Institutional Review Board
2. Gather data and triangulate:
 - **Survey**
 - **Interviews**
 - **Field Observations**
3. Reflection, analysis, and writing the report



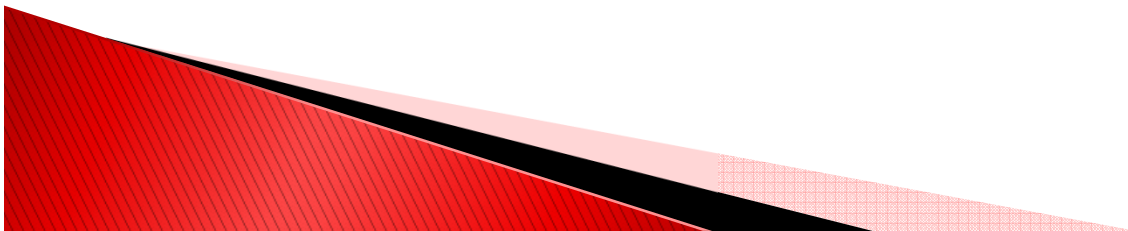
Survey Results



Interview Data

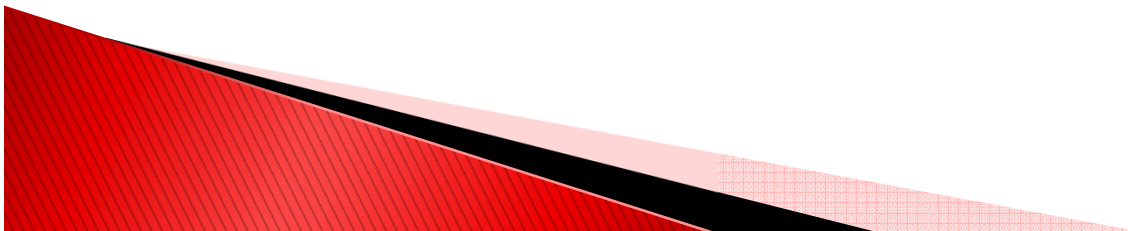
Bruce: *Leading while volunteering...everyone is on the same level...I am [not] above anyone... [and] you encourage people (p. 67).*

Penelope: *I am a lot stronger than I ever thought...It pushed me to the max...I found the drive within myself. This is important to me (p. 69).*



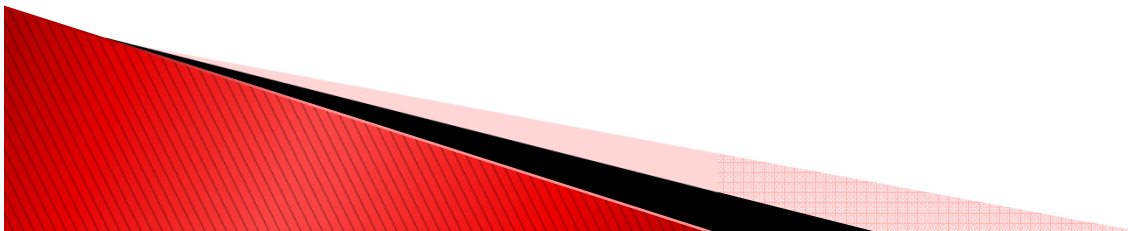
Field Analysis—Tutoring

Sam's student gets stuck on a problem and asks him for help. He leaned over the table and read the problem to himself. After some consideration he asks Len for additional help. The textbook is passed between the student and two tutors as they all search for an answer in the appendix and index. The tutors decide on an answer they think applies to the subject. Then Len goes online to double check the answer. He loudly answers "Yes! I knew it!" and confirms that the answer he and the other tutor decided upon was correct. Light laughter ensues (p. 64).



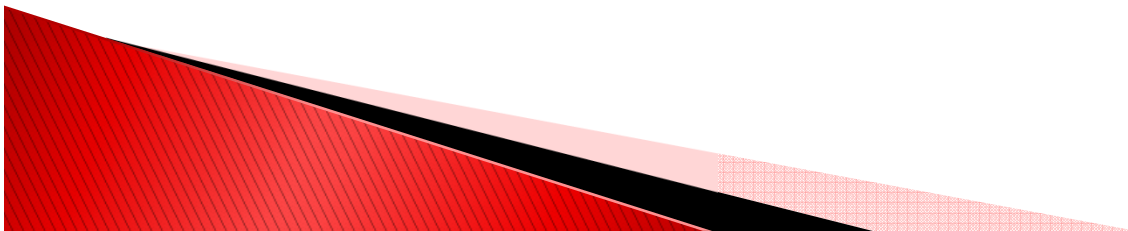
Conclusions and Recommendations

- ▶ Understanding
- ▶ Time
- ▶ Interest

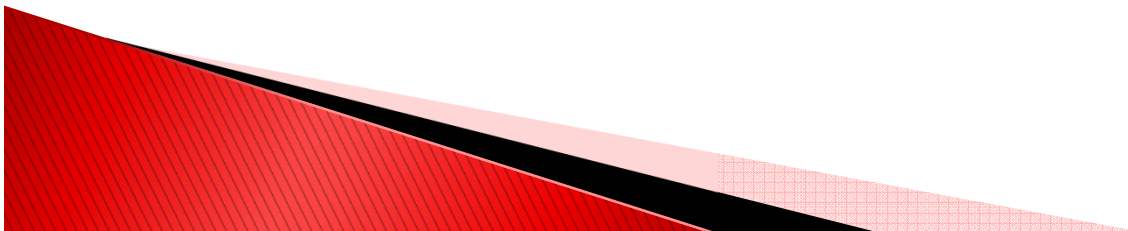


Acting on the Recommendations

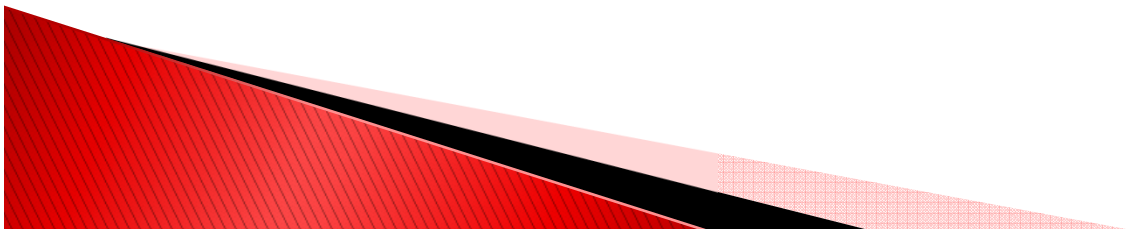
»» Data-driven changes



Understanding



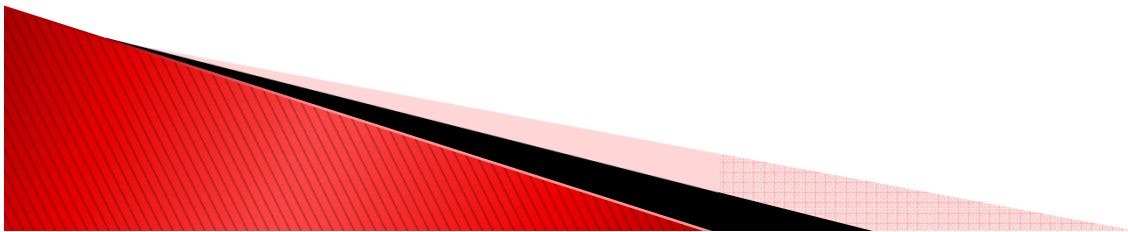
Time



Interest



Questions and Answers





For more information

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