

Curriculum Vitae

SCOTT J. ALLEN, PH.D.
20700 North Park Blvd.
University Heights, Ohio 44118 USA
216-397-4418 — office
sallen@jcu.edu — email

Education

- Ph.D. in Leadership & Change (2006), Antioch University, Yellow Springs, Ohio
 - *Dissertation Topic*: An exploration of theories of action in leadership development: A case study
- M.Ed. in Human Resource Development (2000), Xavier University, Cincinnati, Ohio
- B.S. in Family Social Science (1995), University of Minnesota, Minneapolis, Minnesota

Validating Experiences to Support Academic Qualifications

- *The Art and Practice of Leadership Development*. Kennedy School of Government, Harvard University, Cambridge, MA (2007)
- *The Ontological Foundations of Leadership and Performance*. Simon School of Business, University of Rochester, Rochester, NY (2007)
- *Training of Trainers Institute*. Minds at Work, Robert Kegan and Lisa Lahey. Cambridge, MA (2007)

Research Interests

- Recent research has focused on “sources of learning” in leadership development which are learning interventions used before, during and after the leadership development program. I also have an interest in leadership development’s intersection with adult learning theory, adult development theory, linkage to organizational context, and evaluation.

Publications/Research

Discipline Based Scholarship

- Hart, R. K., Conklin, T. A., & Allen, S. J. (2008). Individual leader development: An appreciative inquiry approach. *Advances in Developing Human Resources*, 10(5).
- Allen, S. J. (2008). Simulations as a source of learning: Using StarPower to teach ethical leadership & management. *Journal of Leadership Education*, 7(1), 140-149.
- Allen, S. J., & Hartman, N. S. (2008). Sources of learning: An exploratory study. *Organizational Development Journal*, 26(2), 75-87.
- Allen, S. J. (2008). A hunt for the missing 50 cents: One piece of the leadership development puzzle. *Organizational Development Journal*, 26(1), 19-29.
- Allen, S. J., & Hartman, N. S. (2008). Leadership development: An exploration of sources of learning. *SAM Advanced Management Journal*, 71(1), 10-19, 62.
- Allen, S. J. (2007). Adult learning theory and leadership development. *Leadership Review*, 7, 26-37.
- Allen, S. J., & Hannum, K. (forthcoming). The evaluation of leadership development: A quantitative and qualitative approach. *Journal of China Executive Leadership Academy Pudong*.

Discipline Based Scholarship (In Progress)

- Allen, S. J. – Something new in the mix: Non-traditional sources of learning in leadership development
- Allen, S. J. – Developmental assignments as leadership development: A tried and true approach?
- Allen, S. J., & Wergin, J. – Leadership and adult development theories: Overviews and overlaps
- Allen, S. J., & Hartman, N. S. – Sources of learning in student leadership institutes

- Hartman, N., Allen, S. J., & Karriker, J. H. – Choosing to lead: Personality, motivation, and selection of leadership development activities
- Shankman, M., & Allen, S. J. – The EIL Assessment (Jossey-Bass)
- Allen, S. J., & Shankman, M. – The EIL Facilitator’s Guide (Jossey-Bass)
- Leary, C., & Allen, S. J. – A Charge Nurse’s Guide: Navigating the Path of Leadership, 2nd Edition (Blackwell Publishing)

Books/Book Chapters

- Allen, S. J., & Kusy, M. (forthcoming). *The little book of leadership: 50 tips to accelerate leader potential in others*. Denver, CO: Moonlight Publishing.
- Allen, S. J. (2008). The landscape of leadership development in the United States. In *A Review on Leadership Education and Development Outside China*, p. 34-84. China Executive Leadership Academy Pudong: Shanghai, China.
- Shankman M., & Allen, S. J. (2008). *Emotionally intelligent leadership: A guide for college students*. San Francisco: Jossey-Bass.
- Allen, S. J. (2008). Leadership development. In Marturano, A., and Gosling, J. (Eds.), *Leadership: The Key Concepts*, p. 99-103. London: Routledge.
- Leary, C. & Allen, S. J. (2006). *A Charge Nurse’s Guide: Navigating the path of leadership*. Cleveland, Ohio: Center for Leader Development Press.
- Allen, S. J. (2004). The Beatles. In Goethals, G., Sorenson, G., Burns, J. (Eds.). *The encyclopedia of leadership, volume 2*. Thousand Oaks, CA: Sage.
- Allen, S. J. (2004). David Sarnoff. In Goethals, G., Sorenson, G., Burns, J. (Eds.). *The encyclopedia of leadership, volume 2*. Thousand Oaks, CA: Sage.

Contributions to Practice

- Allen, S. J. (October, 2007). Effective leadership. *Leadership Excellence*, 8.
- Allen, S. J. & Hartman N. (December 2006/January 2007). Leadership development tip: Identify your best sources of learning for the leadership development outcome you wish to achieve. *International Leadership Association – Member Connector*, 3-4.
- Allen, S. J. & Leary, C. (December 2006). Navigating the path of leadership: 12 qualities of an effective charge nurse. *Voice of Nursing Leadership*, 4(7), 22-23.
- Leary, C. & Allen, S. J. (November, 2006). Navigating the path of evidence-based leadership. *Voice of Nursing Leadership*, 4(6), 6-7, 12.

Presentations at Academic/Professional Conferences

- Hartman, N., Allen, S. J., & Karriker, J. H. (2008, August) – Choosing to lead: Personality, motivation, and selection of leadership development activities. Presented at 2008 Academy of Management Meeting, Anaheim, California.
- Allen, S. J. (2008, July). Immunity to Change. Presented at the Annual Conference of the Association of Leadership Educators, Spokane, Washington.
- Dixon, D., Turesky, L., & Allen, S. J. (2007, November). Integrating leadership theory and practice for sustaining organizational change. Presented at the Annual Conference of International Leadership Association, Vancouver, British Columbia, Canada.
- Middlebrooks, T., Jones, M. D., & Allen, S. J. (2007, April). Head or heart? Challenges and issues in leadership education. Presented at the Multi-Sector Leadership Forum, Indianapolis, IN.
- Allen, S. J., & Hartman, N. (2007, March). Leadership development: An exploration of sources of learning. Presented at the Annual Conference of the Society for Advancement of Management, Las Vegas, NV.
- Allen, S. J., Meehan, D., Riggio, R., Day, D., Van Velsor, E. (2006, November). Leadership development at the crossroads: Roundtable dialogue. Presented at the Annual Conference of the International Leadership Association, Chicago, IL.
- Allen, S. J., Bergeron, C. Wenzel, M. (2006, November). Praxis in leadership selection and development. Presented at the Annual Conference of the International Leadership Association, Chicago, IL.

- Allen, S. J. (2006, October). An exploration of theories of action in leadership development: A case study. Presented at the Biannual Conference of the Gallup Leadership Institute, Washington, D.C.
- Allen, S. J. (2005, November). A hunt for the missing 50 cents: One piece of the leadership development puzzle. Presented at the Annual Conference of the International Leadership Association, Amsterdam, Netherlands.
- Allen, S. J. (2005, November). Mapping leadership development. Poster presented at the Annual Conference of the International Leadership Association, Amsterdam, Netherlands.
- Allen, S. J. (2004, June). Leadership: Theory and practice. Poster presented at the Biannual Conference of the Gallup Leadership Institute, Omaha, NE.
- Allen, S. J. (2004, November). Leadership development: Challenging the lack of ideas and innovations. Roundtable facilitated at the Annual Conference of the International Leadership Association, Washington, D.C.

Other Intellectual Contributions

- Allen, S. J. (2008, April). Unpacking leadership. Wright State University. Omicron Delta Kappa Leadership Conference. Fairborn, Ohio.
- Allen, S. J. (2008, April). Unpacking leadership. University of Notre Dame, [Irish Leaders](#) Symposium. South Bend, Indiana.
- Allen, S. J. (2008, April). Unpacking leadership. University of Iowa, Student Leadership Development Conference. Iowa City, Iowa.
- Allen, S. J. (2008, March). Immunity to change at the individual and organizational levels. The American Society for Training and Development, Cleveland, Ohio.
- Allen, S. J. (2008, February). Emotionally intelligent leadership. Case Western Reserve University, Winter Leadership Conference. Cleveland, Ohio.
- Allen, S. J. (2007, July). Leadership: 10 tips for improving your leadership skills. The City Club of Cleveland, Cleveland, Ohio.
- Allen, S. J. (2007, July). The LeaderShape Institute (Lead Facilitator). Champaign, Illinois.
- Allen, S. J. (2007, March). The landscape of leadership development. The American Society for Training and Development, Cleveland, Ohio.
- Allen, S. J. (2006, November). The landscape of leadership development. Organization Development Connection, Cleveland, Ohio.
- Allen, S. J. (2006, November). Leader/Manager: Are you both? Cleveland State University, Cleveland, Ohio.
- Allen, S. J. (2006, November). Leadership development: What every coach should know. Cleveland Coach Federation, Cleveland, Ohio
- Allen, S. J. (2006, October). Emotional intelligence. Baldwin Wallace College, Berea, Ohio.
- Allen, S. J. (2006, August). The rest is still unwritten: Goal setting. The Second Year Institute, Case Western Reserve University, Cleveland, Ohio.
- Allen, S. J., (2006, June). Opening keynote (participant). Beta Theta Pi General Convention, Toronto, Canada.
- Allen, S. J. (2006, August). A Charge Nurse's Guide: Navigating the path of leadership. Cleveland State University, Cleveland, Ohio.
- Allen, S. J. (2006, May). The LeaderShape Institute (Lead Facilitator). Clemson, South Carolina.
- Allen, S. J. (2005, June). The LeaderShape Institute (Cluster Facilitator). Champaign, Illinois.
- Allen, S. J. (2005, October). The Leadership Challenge. Emerging Leaders Program, Case Western Reserve University, Cleveland, Ohio.

Professional Experience

- Visiting Assistant Professor of Management, John Carroll University (University Hts., Ohio) 2006-present
- Associate, Larry Morrow Group (Cleveland, Ohio) 2006-present
- Presidential Fellow, Case Western Reserve University (Cleveland, Ohio) 2005-2006
- Principal and founder, Center for Leader Development (Cleveland, Ohio) 2004-present
- Leadership development educator, King's Daughters Medical Center (Ashland, KY) 2002-2004
- Director of leadership development, Beta Theta Pi Foundation (Oxford, Ohio) 1996-2002

Service/Involvement (John Carroll Community)

- MBA Curriculum Redesign Committee 2008
- Students in Free Enterprise (SIFE) – Sam Walton Fellow 2007-present
- Faculty Advisor for Beta Theta Pi Fraternity 2007-present
- Advisory Team Member – JCU Emerging Leaders Program 2007-present
- Member, JCU Entrepreneurs Association 2007-present

Service/Involvement (Cleveland Community)

- City Club of Cleveland, New Leaders 2006-present
- Institute for Creative Leadership, adjunct facilitator 2005-present
- Cleveland Coach Federation, board member 2005-2007
- Organization Development Connection, board member 2005-2008
- Cleveland - American Society for Training and Development (ASTD) 2005-2006

Service/Involvement (National/International)

- Vice President, Board of Trustees – Beta Theta Pi Fraternity 2008-present
- Organization Development Institute 2006-present
- National Clearinghouse for Leadership Programs 2006-present
- International Coach Federation 2005-2006
- LeaderShape, Inc., lead facilitator 2005-present
 - Quality Team 2007-present
- Congressional Youth Leadership Council 2005
- International Leadership Association (Premier Academic Leadership Association) 2002-present
 - Chair, Leadership Development, Member Interest Group (MIG) 2007-present
- Greenleaf Center for Servant Leadership, member 2002
- Association for Psychological Type, member 2002

Courses Taught

- John Carroll University – Boler School of Business 2005-present
 - MN 151 – Opportunities for Leadership in Organizations
 - MN 202 – Business Communications
 - MN 352 – Human Resources Management
 - MN 373 – Training & Management Development
 - MN 395 – Management Skills Development
 - MN 405 – Seminar in Free Enterprise
 - MN 499 – Business Strategy
 - MN 531 – Organizational Behavior
 - MN 550 – Leadership & Management Skills
- Case Western Reserve University – Department of Arts and Sciences 2005

Selected Client List – Retreats, Consulting and Coaching

- *Higher Education*
 - Northeastern Illinois University, Miami University, University of Notre Dame, Case Western Reserve University, University of Iowa, Baldwin Wallace College, Wright State University, Southern Ohio Council on Higher Education (SOCHE), LeaderShape, Inc., Fraternity Executives Association.
- *Healthcare*
 - Cleveland Clinic – Lakewood Hospital, Fairview Hospital, Hillcrest Hospital, Quality Department & Quality & Patient Safety Institute (QPSI), Center for Health Leadership & Practice (CHLP)
- *Accounting*
 - Ernst & Young, Ciuni & Panichi, Inc.
- *Law*

- Benesch, Friedlander, Coplan & Aronoff LLP
- *Public*
 - Geauga Park District

Awards

- John Carroll University, Boler School of Business, Favorite Teacher Award 2008
- John Carroll University, Wasmer Outstanding Teaching Award, Boler School of Business-Finalist 2008
- John Carroll University, Wasmer Outstanding Teaching Award, Boler School of Business-Finalist 2007
- Case Western Reserve University, Outstanding Student Organization Advisor 2006
- Case Western Reserve University, Robert Niebaum Chapter Advisor of the Year 2006

Grants

- Ethics Across the Business Curriculum Grant – John Carroll University 2006

Professional Certifications

- Certified administrator of the Emotional Competency Inventory (ECI) – EI 360° 2002-present
- Myers-Briggs Type Indicator (MBTI) qualified administrator 2000-present