

LaVerne L. Ludden, Ed.D.
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EDUCATION

Doctor of Education - Degree granted Aug. 15, 1985
Area of Concentration: Adult and Community Education
Cognate Area: Public Administration
Ball State University - Muncie, Indiana

Master of Public Administration - Degree granted Nov. 15, 1973
Area of Concentration: Public Administration
Ball State University - Muncie, Indiana

Bachelor of Arts - Degree granted Aug. 5, 1971
Majors: Psychology and Social Work
Asbury College - Wilmore, Kentucky

PROFESSIONAL EXPERIENCE

- **Professor, Graduate Studies in Leadership, Indiana Wesleyan University – June 2010 to Present.** This position involves teaching fulltime in the Doctor of Education in Organizational Leadership program. I also serve as dissertation coordinator to assist students in developing their research problem and matching them with a supervisor. In addition I recruit and mentor dissertation committee members. The courses taught included DOL 720–*Critical Inquiry*; DOL 730–*Leadership and Personal Development*; DOL 740–*Organizational Theory and Design*; DOL 760 *Seminar and Praxis in Leadership*; DOL 800–*Adult and Organizational Learning*; DOL 880–*Application of Research Methods*, and DOL 915–*Dissertation Seminar*.

Dissertation Committees

- Chair – Dr. Pam Grissom (2015). The use of reflection by leaders: A study of upper-tier organizational leaders. (Committee members: Dr. Terry Neal & Dr. John Johnson).
- Chair – Dr. Damita Williams (2014). The relationship between span of control and leadership style of nurse leaders (Committee members: Dr. Pamela Giles & Dr. Joseph Steensma).
- Chair – Dr. Julie Speaker (2014). Quality of leader-member exchange relationship: Comparing hired versus inherited subordinates (Committee members: Dr. Sharon Drury & Dr. George Howell).
- Chair – Dr. Paul Richardson (2013). An examination of the quality of leadership studies dissertations and characteristics of successful doctoral graduates (Committee members: Dr. James Fuller & Dr. Boyd Johnson).
- Chair – Dr. Mel Woodard (2012). Constructing an assessment for the imbalance theory of foolishness (Committee members: Dr. Todd Voss & Dr. Keith Starcher).
- Chair – Dr. Jay McNaught (2012). How Baby-Boomer experienced leaders use intuition in decision making (Committee members: Dr. James Fuller & Dr. Phillip Millage).
- Chair – Dr. Herman Najoli (2012). Wisdom and organizational citizenship behavior in leaders (Committee Members: Dr. Robert Thompson & Dr. Harriet Rojas).
- Chair – Dr. Scott Livingston (2012). Perceptions of executive coaches about wisdom in organizational leaders. (Committee members: Dr. James Fuller & Dr. Al Long)
- Chair – Dr. Timothy Puls (2011). Authentic leadership and its relationship to ministerial effectiveness. Committee members: Dr. Keith Newman & Dr. Stephen Griffith).
- Chair – Dr. Stephen Griffith (2010). Transformational leadership and change readiness using assessments for near-term prescriptive organizational intervention (Committee members: Dr. James Krai & Dr. Harriet Rojas).
- Committee member – Dr. Randy Savage (2012). An investigation of story as a leadership influence tool to lead millennials. (Committee chair: Dr. Sharon Drury, committee member: John Johnson).
- Committee member – Dr. Mary Anna Bradshaw (2007). Organizational leadership and its relationship to outcomes in residential treatment (Committee chair: Dr. Boyd Johnson, committee member: Dr. James Fuller)
- Committee member – Dr. Kenneth Rauch (2007). Servant leadership and team effectiveness: A study of industrial manufacturing correlation (Committee chair: Dr. Sharon Drury, committee member: Dr. Tom Griffin).
- Currently chairing committees for 8 doctoral students and serving as a committee member for 1 doctoral student.

PROFESSIONAL EXPERIENCE (continued)

- **Professor and Chair, Graduate Studies in Leadership**, *Indiana Wesleyan University* – March 2005 to June 2010. This position involved chairing the Division of Graduate Studies in Leadership where the Doctor of Education in Organizational Leadership program resides. It also required teaching nine credit hours of courses per year. Courses taught included DOL 715 *Personal Development and Leadership*, DOL 720—*Critical Inquiry*, DOL 800—*Adult and Organizational Learning*, DOL 760 *Seminar and Praxis in Leadership*, DOL 880 *Application of Research Methods*, and DOL 915—*Dissertation Seminar*. I was the first permanent chair for the department. When I began as chair there were 26 students in the program and when I resigned the chair position for health reasons there were approximately 140 doctoral students enrolled in the program.
- **Executive Director**, *The Possibility Network (IWU)*, Marion, Indiana – June 2002 to June 2005. This program was developed through a \$10.6 million grant from Lilly Endowment to Indiana Wesleyan University. The purpose was to connect adults in Indiana with the educational resources that would fulfill their learning needs. The Possibility Network (TPN) did this through a Web site and a staff of Learning Consultants that advised adults about their learning needs. Through this program over 60 organizations involved in adult learning—including 18 colleges and universities—were brought together in a collaborative effort to increase the education level of adults in Indiana.
- **President**, *Work Savvy, LLC: Fishers, Indiana* – April 2000 to June 2002. The purpose of this company was to assist organizations in enhancing organizational and leadership effectiveness through a combination of improved employee performance and organizational development. This included consulting, training, and development of specialized products. One of the clients for my consulting business was Indiana Wesleyan University and I closed the consulting firm after being offered a position as Executive Director of The Possibility Network.
- **Career Columnist**, *Indianapolis Business Journal: Indianapolis, IN: March 2001 to August 2002*. This was an unpaid position for a newspaper that reaches an audience of more than 100,000 professionals in the Indianapolis area. The column appeared semi-monthly and was discontinued because IBJ decided to drop the entire section in which the column appeared.
- **Vice President-Special Projects**, *JIST Publishing: Indianapolis, Indiana* - July 1993 to May 2001. JIST Publishing is a leading publisher in career planning, occupational information, and job search. The firm publishes books and produces videos and software products. The responsibilities included researching and developing books and software programs using occupational data from the U.S. Bureau of Labor Statistics and other sources. Initiating new product ideas and engaged in activities to promote organizational strategy. Under my direction nine new software products were created, five new customer-training workshops were developed, and nine new reference books were published. In addition, I managed the implementation of the company's Web site and developed several key alliances with other businesses to increase the company's presence on the World Wide Web. Periodically, I conducted workshops on career topics for career management professionals and educators.
- **Dean, Graduate, Adult and Continuing Studies**, *LeTourneau University: Longview, Texas* – August 1991 to July 1993. LeTourneau University is an independent Christian liberal arts college with a strong academic emphasis in the areas of engineering, technology, and business. I provided the primary leadership in the administration of an accelerated degree completion program for adults. There were approximately 800 students enrolled in the Bachelor of Science in Management degree, 100 M.B.A. students and 200 students in general education courses. I directed the development of the first two graduate degree programs offered by the University: the Master of Business Administration and Master of Engineering Management. I also guided the operation of educational centers at Dallas—including the expansion of the center—Longview, Tyler, and Bedford and helped establish a new center at Houston. I also served as a member of the President's cabinet. In addition, I developed the curriculum for the courses, *Career and Professional Development* and *Seminar in Graduate Education* and periodically taught these courses.
- **Associate Professor (Tenured)**, Department of Organizational Leadership and Supervision, School of Business and Management Sciences, Indiana-Purdue University at Fort Wayne
Fort Wayne, Indiana - August 1985 to August 1991
The campus had an enrollment of approximately 12,000 students and the department had over 750 majors in its associate and bachelor degree programs. I was the course coordinator for human resource development and computer application courses, which entailed curriculum development and guidance of adjunct faculty teaching these courses. I taught the graduate courses in human resource development for the master's degree that was jointly offered by our department and the Department of Education. I was also active in continuing education, consulting, and research, and was awarded an Excellence in Teaching Award by the Indiana University Division of Continuing Education. Courses taught included: *Organization & Administration of Training & Development (Graduate)*, *Essentials of Supervisory Management*, *Microcomputer Applications for Supervisors*, *Entrepreneurship and Small Business Management*, *Basic Methods of Training for Supervisors*, *Contemporary Supervisory Training Issues*, *Applied Creativity for Business and Industry*, *Personnel Supervision*, and *Senior Research Project*.

PROFESSIONAL EXPERIENCE (continued)

- **Project Director**, JIST Works, Inc.
Indianapolis, Indiana - August 1984 to July 1985
The job focused on directing an outplacement project established to provide job search training and assistance to over 1,500 workers who lost their jobs through plant closings in Bluffton and Dunkirk, Indiana. This was done while completing my doctoral dissertation.
- **President**, Employment, Training, and Educational Services, Performance Designs, Inc., Career Quest
Bluffton, Indiana - April 1978 to August 1985
I was joint owner and president of a consulting, research, and training firm for business and government specializing in career management and education practices. The firm employed 15 full time and 55 part time employees and had an annual operating budget of \$600,000. The business conducted over 50 major consulting projects during its existence. This included the training and development of more than 4,000 people. I jointly managed this company along with two other firms. Performance Designs was established in 1980 as a consulting firm specializing in helping people learn how to use personal computers and productivity software. In 1980, Career Quest was established as a firm that specialized in outplacement activities for workers employed by state and local governments.
- **Executive Director and Director of Occupational Development Center**, Community and Family Services, Inc. (formerly Joint Organization for Broader Services, Inc.-JOBS, Inc.)
Portland, Indiana - December 1971 to April 1978
This is a nonprofit community action agency serving a six-county area in northeastern Indiana. My initial employment with the agency was as a Neighborhood Youth Corps counselor, then Acting Head Start Director, Assistant Director of Planning, Executive Director, and finally Director of the ODC. As Executive Director of the community action I directed a staff of more than 100 employees assigned to 12 social service programs including Head Start, Meals-on-Wheels, Senior Transportation Services, and Manpower Development, and Youth Programs. When CETA was implemented in 1974, I decided to concentrate my efforts totally on directing the Occupational Development Center that focused on workforce development. This was a semi-independent agency within the organization that covered a five county area under contract with the balance-of-state workforce development program in Indiana. The center employed 30 staff members who served over 1,200 clients a year.

ADJUNCT TEACHING

- **Adjunct Faculty**, Statewide School of Technology, Purdue University
West Lafayette, Indiana (Spring 2000)
Taught OLS 384, Leadership Process, at an extension campus in Kokomo on the campus of Indiana University. I was asked to teach other courses but was not able to arrange my schedule to do.
- **Instructor**, Graduate School, Teachers College, Ball State University
Muncie, Indiana (1993 to 1999)
I taught the following courses for the Department of Educational Studies: EDAC 631, Adult and Community Education; EDAC 632, Organizing Adult Education Programs; EDAC 634, Adults as Learners; EDAC 635 Strategies for Teaching Adults and EDCUR 671, Evaluation of Educational Programs. These are graduate level courses. I typically taught one course each semester at an extension campus located in Indianapolis.
- **Instructor**, Indiana Wesleyan University, Leadership Education for Adult Professionals (LEAP)
Marion, Indiana (1993 to 1994)
I taught a course for the M.B.A. program entitled Management of the Total Enterprise that focuses on strategic management. I taught three classes in this course over a one year period. I stopped teaching for Indiana Wesleyan University when I began teaching classes for Ball State University.
- **Instructor**, Center for Lifelong Learning, Ball State University
Muncie, Indiana - Summer Quarter 1985
I taught a graduate course in Staff Development through the Curriculum Department.
- **Instructor**, Political Science Department, Ball State University
Muncie, Indiana - Spring Quarters 1983 & 1984
I taught a course on Research Methods in Political Science for two years as an adjunct faculty member.

PROFESSIONAL AWARDS AND HONORS

- **National Pedagogical Dragomanov University Gold Medal.** The gold medal is the highest honor bestowed by the University – other than an honorary doctorate. The University located in Kiev, Ukraine is the largest teachers college in the country of Ukraine with approximately 27,000 students. The medal was awarded in honor of the work I did to promote leadership development in Ukraine and for promoting cooperation between American and Ukrainian institutions of higher learning. Awarded in March 2009.
- **Benjamin Franklin Silver Award 2002.** This award is given by the Publishers Marketing Association—a group of 3,400 publishers. *Best Jobs for the 21st Century, 2nd Edition* was one of three books nominated for the best career book of 2002.
- **Telly Award.** These awards are given for non-network film and video productions of outstanding quality and merit. *Job Savvy: How To Be A Success At Work*—a book I wrote—was used to create a three-part video series in 1995 titled *How To Be A Success At Work*. In 1996, two of these videos were awarded a Telly. The Telly Awards are designed to honor excellence in local, regional and cable TV commercials, and non-broadcast video.
- **American Society for Training and Development, Region V, Award for Excellence in Service to Client.** This award recognizes outstanding service in human resource development that is provided to a client or employer. I was nominated by GTE for this award based on a large consulting contract that is detailed in the section on consulting activities. Awarded in October 1990. Region V included the states of Illinois, Indiana, Michigan and Wisconsin.
- **Indiana University, School of Continuing Studies, Teaching Excellence Award.** This award honors outstanding teaching and recognizes creative time and energy devoted to nontraditional students participating in non-credit courses. Awarded in November 1988.
- **American Society for Training and Development, Region V, Distinguished Contribution to Human Resource Development.** This award is presented annually to members of the profession for their exceptional contribution to the field of human resource development. Awarded in October 1988.

SERVICE TO THE PROFESSION

- **American Society for Training and Development - Member and former officer**
Regional Director, Region V (Illinois, Indiana, Michigan, and Wisconsin), 1991
Co-Director, Trainers with Religious Affiliations Network, 1989-1990
Assistant Regional Director, Region V, 1989-1991
President of Fort Wayne Area Chapter, 1986-1988
Region Five Council Member, 1986-1991
Chairman of Region V Leadership Conference, 1989
Chairman of Pre-Conference Institute 1987 Region V Conference, 1987
- **Association of Career Professionals, International – Member and officer**
USA National Board member – 2002 to 2003
President, 2002 to 2003
Vice President, 2000-2001
- **Association for Computer-Based Systems for Career Information – Member and officer**
Membership Chair, 2002
National Career Development Association Conference Planning Committee, 2001-2002
Board member – 2001-2002
- **International Leadership Association – Member and officer**
Faculty and Administrators of Doctoral Programs Learning Community – Co-Leader 2015-present
Public Service Member Interest Group – Chair 2007-08
Public Service Member Interest Group – Chair Elect 2006-07

SERVICE TO INDIANA WESLEYAN UNIVERSITY

- **University-wide Involvement**
Scholarship Council – Sept. 2014 – August 2015
Faculty Credentials / Graduate Performance Qualifications Task Force: Graduate School - 2015
Chair, Lilly Research Loading Award and World Changing Faculty Award Selection Committee: 2014
Vice President, Faculty Senate: Sept. 2008 – August 2010
Faculty Senate – Sept. 2006: Aug. 2010
Chair, University Faculty Relations Committee: Sept. 2008 – August 2010

SERVICE TO INDIANA WESLEYAN UNIVERSITY (continued)

- **University-wide Involvement (continued)**
 - Member – University Faculty Relations Committee: Sept. 2006 – August 2008
 - Scholarship Council: Sept. 2006 – August 2010
 - University Faculty Rank and Promotion Council: Oct. – Dec. 2009
 - University Benefits Task Force: May 2009 - Sept. 2009
 - HLC Criterion 3 Committee: Sept. 2008 – Aug. 2009
 - UALC/Senate Bylaws Task Force: Feb. 2008 – May 2009
 - Provost Search Committee: January 2007 – January 2008
 - Faculty Rank and Promotion Task Force: Oct. 2007 – Feb. 2008
- **College of Graduate Studies**
 - Faculty Chair – Sept. 2006 – Aug. 2010
 - Member, Professional Development Council – Sept. 2006 – Aug. 2010
 - CGS Faculty Rank and Promotion Council – Sept. 2006 – Sept. 2009
- **School of Service and Leadership**
 - Dean's Advisory Council – August 2014 – present

Other University Activities

Seminar on Wisdom and Executive Coaching for DOL Students – October 18, 2013
Sabbatical – Dec. 1, 2012 – May 31, 2013
CAPS Faculty Bylaws Revision Task Force: May – Aug. 2009
CAPS Task Force on Innovation in Academic Programming: Mar. – May 2009
Branding Study Focus Group: Sept. 2009
Athens to Jerusalem Seminar: Oct. 2006, Mar. 2007, Feb. 2009
Principium Faculty Lecturer: Feb. 2, 2010
Book discussion groups led by Associate Provost: 2009
Midwest Scholars Conference: 2003-2010, 2012

SERVICE TO THE CHURCH

- **Colson Center for Christian Worldview**
 - Centurions: 2004 – Present – This is a commissioned role spreading a Christian Worldview to the world.
- **Church at the Crossing (Indianapolis, IN)**
 - Adult Teacher: 1995-2010, 2012-Present
 - Life Group Leader: 1994-Present
 - Board of Elders: 2004-2010
 - Organized outreach program for Bell's Chapel Church of God (Indianapolis inner-city church): 2003-2006
 - Adult Ministry Advisory Group: 1996-2003
 - Budget Committee: 1995-1998
- **Billy Graham Evangelistic Crusade – Indianapolis**
 - Discipleship Small Group Leader: 1999-2000
 - Counselor 1998-1999
- **First Church of the Nazarene (Longview, TX)**
 - Board Member: 1991-1993
- **Sonlight Wesleyan Church (Bluffton, IN)**
 - Administrative Board Member: 1986-1991
 - Sunday School Superintendent: 1986-1991
 - Adult Teacher: 1985-1991
- **Ossian Church of the Nazarene (Ossian, IN)**
 - Sunday School Superintendent: 1977-1982
 - Junior High Teacher: 1974-76
 - Adult Teacher: 1976-1980

SERVICE TO ORGANIZATIONS

Dr. Ludden has consulted with more than 60 organizations that included consulting projects consisting of budgets as large as \$500,000. The following is a sample of the most recent consulting projects.

- **Truth@Work/EDGE Mentoring (Indianapolis, IN) August 2013**
These organizations “are helping business leaders, entrepreneurs, CEO's and executives be the gifted leaders that God has created them to be. We are helping business leaders build better businesses and improve their lives professionally, personally and spiritually.” Dr. Ludden provided a group of nonprofit CEO's with a workshop on the application of wisdom in leading nonprofit organizations.
- **University of Saint Francis (Fort Wayne, IN) August 2012**
Dr. Ludden worked with the Dean of Students to facilitate a training session to help staff in a newly reorganized division consider how wisdom can be used to increase collaboration among the staff. The session was preceded by the staff completing the Wisdom-Based Leadership Inventory developed by Dr. Ludden. Staff then discussed how insights from this instrument could be used to help them become a more collaborative group.
- **Greenville College (Greenville, IL) January 2009 to April 2009**
Dr. Ludden was part of a two member team of scholars that visited the campus to review the bachelor's degree completion program in organizational leadership. The review entailed a curriculum review, on-campus visit consisting of interviews and observing classes. The completion of the project involved writing a report consisting of findings and suggestions for improving the program.
- **Indiana Youth Institute (Indianapolis, IN) December 2004 to July 2008**
IYI received a Lilly Endowment grant to establish a Web site for middle school students that will encourage them to pursue education beyond the high school level. I helped them develop a career interest assessment inventory for one Web site and was subsequently contacted to assist them in creating content for the career descriptions for two Web sites they operate. Additional work was done to help them correlate careers with college majors and provide descriptions of those college majors. The Web sites are known as *Drive of Your Life* and *Trip to College*
- **Learning Assistant Technologies (Marion, IN) June 2005 to March 2006**
This project involved working with the leaders of LAT to establish a spin-off company market and develop e-Learning Factory. This is a software product designed to help educators easily create learning objects. The consulting activities involved testing the software with focus groups, developing marketing concepts and campaigns, and writing grant proposals to economic development agencies in Indiana.
- **Indiana Wesleyan University (Marion, IN) December 2001 to June 2002**
IWU with funding from Lilly Endowment created The Possibility Network. The purpose of the project was to help adults in Indiana identify resources that can help them fulfill their educational needs. The consulting focused on contacting educational leaders, developing alliances with organizations that could participate in The Possibility Network, and obtaining their agreement to become part of the network. The work also consisted of developing curriculum for their educational consultants, training educational consultants, and acquiring appropriate assessment devices for their Web site.
- **Indiana Wesleyan University (Marion, IN) April 2001 to June 2002**
IWU received funding from Lilly Endowment to establish a career program for community schools in Grant County and to transition the career planning for college students from Student Services to the Center for Life Calling. Provided advice and delivered small projects to facilitate these activities.
- **Bitwise Solutions (Indianapolis, IN) October 2001 to June 2002**
Bitwise is a Web design and software development firm. This work focused on assisting them with the Bravelo Institute project. The institute was designed to help train employees from other firms in the application of high tech concepts to improve their business practices. I have concentrated on assisting them with the leadership development courses.
- **Geneva College (Beaver Falls, PA) July to August 2001**
This project included a review of the Master of Science Degree in Organizational Leadership for the college. The focus was on assessing the marketability of the program to other colleges. In addition, advice was provided on how the college could improve their Degree Completion Program (DCP) to make it more competitive.
- **PermaBar Technology, Inc. (Lincoln, NE) Sept. 1985-November 1996.**
This project provided ongoing management consulting assistance that focused on corporate strategy and customer training programs. This was an entrepreneurial business that patented a system for bar coding metal and glass objects. The consulting with the firm started during the conceptual development of the business and this relationship continued until the company decided to license the process in 1996.

SERVICE TO ORGANIZATIONS (continued)

- **Lee, Hecht, Harrison** (Stanford, CT) September 1991-December 1991.
This firm specializes in outplacement for businesses throughout the United States. Dr. Ludden provided consultation on the curriculum design for a course on self-employment for displaced managers. This project also included writing both an instructional guide and workbook for course participants.
- **United Telephone Corporation of Indiana-Sprint** (Warsaw, IN) May 1990-October 1990. Dr. Ludden lead a team of three consultants who developed the curriculum for training employees on a new computer application for the IBM AS 400 computer system. In addition, training was provided to employees.
- **GTE North** (Westfield, IN) May 1989-December 1990 - Dr. Ludden was given a leave of absence from the university to manage a project to provide personal computer training to GTE North. This involved managing a team of six consultants who provided an eight-course curriculum to employees in a five state area. Over 450 class days were delivered to approximately 1,800 employees.
- **Central Soya** (Fort Wayne, IN) May, 1989. Dr. Ludden provided a workshop called "Honing Our Training Skills" for a group of managers and researches involved in training sales personnel and dealers. He also directed a needs assessment of supervisory personnel training needs.
- **Rea Magnet Wire** (Fort Wayne, IN) October 1988 to March, 1989. Dr. Ludden began working with Rea Magnet wire by developing and delivering a workshop for supervisors on "How To Conduct Meetings". He then supervised a training needs assessment project that resulted in recommendations for the establishment of a training program for the wire plant.
- **Bethel College** (Mishawaka, IN) December 1987 to March 1988. Dr. Ludden consulted with the Vice President of Business about the best approach for staff development of the administrative personnel in the college. In following up with this consultation, Dr. Ludden provided two workshops (offered in four, 3 1/2 hour sessions). One workshop was entitled "Improving Your Teamwork: Doing More Together" was attended by 27 staff members. Another workshop was "Creativity Applied To Your Job" and was attended by 31 staff members.
- **North American Van Lines, Relocation Management Systems** (Fort Wayne, IN) May to July 1987. RMS, Inc. was an intrapreneurial organization within NAVL, which sells computer systems and software to agents of NAVL. Dr. Ludden worked with the Training Specialist for this company to provide consultation on the systematic development of a more effective customer-training program. This project concluded with a total revision of the course curriculum and re-writing of the course materials.

SCHOLARSHIP - PUBLICATIONS

PERIODICALS

- **International Leadership Association Member Connector** – July 2013 Issue, Featured Publication & Author Interview, *From Smart to Wise: Acting and Leading with Wisdom*. I conducted an interview with Prasad Kaipa about his book and the interview appeared in this issue of the monthly newsletter.
- **Indianapolis Business Journal** – I wrote a column called RE:Careers that appeared bimonthly. The column provided career advice for professionals. This column began in the spring of 2001 and ended two years lat

BOOKS

- **Job Savvy: How to Be a Success at Work 5th Edition** by LaVerne L. Ludden (2012) Originally published in 1993, this is the fifth edition of a highly popular workbook (more than 200,000 copies have been sold) that can be used to educate employees and students about basic job responsibilities and skills that are required by all employers. A separate *Instructor's Guide* and PowerPoint slides were developed to accompany the book.
- **300 Best Jobs without a Four-Year Degree** by J. Michael Farr and LaVerne L. Ludden (2003) JIST Publishing. This is a "sister" book to *Best Jobs for the 21st Century*. It includes more than 50 "best jobs" lists, including best pay, fastest growth, most openings, best part-time, best for self-employment, and more. It contains 300 information-packed job descriptions from a wide range of fields and industries that require on-the-job training, work experience in a related job, postsecondary vocational training, or an associate degree.
- **O*NET Dictionary of Occupational Titles 2nd Edition**, developed by J. Michael Farr and LaVerne L. Ludden (2002) JIST Publishing. This is a book based on the U.S. Department of Labor's database of occupational information entitled O*NET. It is an authoritative resource of information on all occupations found in the U.S. economy. We developed the first book based on this new database. The purpose of the book is to provide young people and adults with information that is useful in selecting a career.

SCHOLARSHIP – PUBLICATIONS (continued)

BOOKS (continued)

- ***Best Jobs for the 21st Century 2nd Edition***, by J. Michael Farr and LaVerne L. Ludden (2001) JIST Publishing. This is a book that identifies and describes the occupations that are projected to have a positive rate of growth to the year 2006. It identifies the best paying, fastest growing jobs and jobs with the most openings. It contains lists of the best jobs for women, young people, senior citizens, part-time workers, etc.
- ***Guide for Occupational Exploration*** by J. Michael Farr, LaVerne L. Ludden, and Laurence Shatkin (2001) JIST Publishing. This is a reference book on the U.S. Department of Labor O*NET occupational information system. It analyzes all occupations in the U.S. economy and organizes them into interest areas. It then describes the kind of work, skills, abilities, interest, school subjects, and work values that are related to each interest area.
- ***Supervisor Savvy: How to Retain & Develop Entry-Level Workers*** by LaVerne L. Ludden and Tom Capozzoli (2000) JIST Publishing. This book informs supervisors and managers how to improve the performance of all workers but concentrates on the needs of entry-level workers. It focuses on issues related to managing immigrants, ex-offenders, welfare-to-work employees, younger workers, older workers, and contingent workers.
- ***Best Jobs for College Graduates for the 21st Century*** by J. Michael Farr and LaVerne L. Ludden (2000) JIST Publishing. This book uses data from the U.S. Bureau of Labor Statistics to examine all jobs that require some type of degree from a college or university. The book then describes each of the jobs. This is a reference guide that can be used by guidance counselors and career education teachers.
- ***Franchise Opportunities Handbook 2nd Edition*** by LaVerne L. Ludden (1999) Park Avenue. This is a directory that was originally developed by the U.S. Department of Commerce. I modified the book by adding chapters on starting your own business, determining if a franchise is a good option, and how to select a franchise. The original edition of this book—published under the title *Directory of Franchise Opportunities*—was such a strong seller the publisher decided to publish an updated version.
- ***Be Your Own Boss***, Contributing Editor, LaVerne L. Ludden (1998) Park Avenue. The purpose of this book is to help readers develop basic entrepreneurial skills. It describes basic entrepreneurial characteristics, how to start a business, how to buy a business, and how to operate a consulting business. I wrote the section on buying a franchise and edited the remaining portion of the book for content matters.
- ***Ludden's Adult Guide to Colleges and Universities*** by LaVerne L. Ludden and Marsha J. Ludden (1997) Park Avenue. This book is a reference guide containing information on almost 500 colleges and universities with degree programs designed for adult students. It is based on a survey completed by the institutions and is the most thorough and objective resource on adult degree programs available.
- ***Back to School: A College Primer for Adults*** by LaVerne L. Ludden (1996) Park Avenue. This book has been featured—along with the author—on the NBC Today Show. The purpose of the book is to help adults consider traditional and nontraditional options for completing their college degree. It provides practical guidance on how to succeed in the higher education environment. It also contains a guide detailing degree programs for about 250 colleges and universities collected in a survey.
- ***Mind Your Own Business: An Entrepreneur's Guide To Getting Started 2nd Edition*** by LaVerne L. Ludden and Bonnie R. Maitlen (1994) JIST Publishing. This is a book designed to help people assess their interests, skills, and abilities as entrepreneurs and provides information about how to establish a new business. Approximately 16,000 copies are in circulation.

ASSESSMENT INSTRUMENTS

- ***Career Awareness and Reflective Discovery (CARD) Sort*** by LaVerne L. Ludden and Bryan Wright (2000) JIST Publishing. This is a career interest assessment instrument that is designed to help middle school students, high school students, and adults with low reading skills to identify occupations that interest them.
- ***Individual Employment Plan (IEP)*** by LaVerne L. Ludden and Bonnie Maitlen (2002) JIST Publishing. This is both an assessment instrument and guide for planning an educational program. The assessment identifies skills that are needed to improve an individual's employability. The plan helps professionals develop and appropriate educational and training plan to help the individual acquire the skills.
- ***Individual Service Strategy Portfolio*** by LaVerne L. Ludden, Bonnie R. Maitlen, & J. Michael Farr, (1993) JIST Publishing. This is an instrument designed for use in assessing an individual's capabilities to successfully compete for a job and advance on the job. It aids in the development of a training program that will enhance a person's competitiveness in the workforce. Approximately 150,000 copies are in circulation.
- ***The Employability Development Plan*** by LaVerne L. Ludden, Bonnie R. Maitlen, & J. Michael Farr (1985) JIST Publishing. This is an instrument designed to assess the employability of youth and adults and to develop a strategy for training the person for employment. More than 350,000 copies are in circulation.

SCHOLARSHIP – PUBLICATIONS (continued)

PROFESIONAL PAPERS

- Ludden, Vern (2015). Wisdom-based leadership: A model for leadership training and development. *Proceedings – 2015 AHRD International Research Council in the America's*.
- Puls, Timothy R., Ludden, LaVerne L. & Freemyer, J. (2014). Authentic leadership and its relationship to ministerial effectiveness. *The Journal of Applied Christian Leadership*, 8(1), 55-75.
- Ludden, LaVerne L. & Johnson, R. Boyd (2006) *Global leadership: From Kokomo to Kiev*, International Leadership Association Conference, Case Study Session, Chicago, IL, November 1-5, 2006
- Wright, David & Ludden, LaVerne (2003) The Possibility Network: Creating a statewide, technology-mediated lifelong learning collaborative, *A Collection of Papers on Self-Study and Institutional Improvement, (2003) Volume 1: Establishing and Sustaining Effective Connections*, The Higher Learning Commission: A Commission of the North Central Association of Colleges and Schools, April, 2003.
- Ludden, LaVerne L. & Wood, Jr., George S. (1988) *The perceptions and attitudes of school superintendents toward adult illiteracy. Proceedings - 1988 Midwest Research-To-Practice Conference in Adult, Community, and Continuing Education*.
- Ludden, LaVerne L. (1988). The importance of adult literacy in the work place: Perceptions and responses among HRD professionals. *Proceedings of the 1988 HRD Professors Network*.
- Barrett, Robert A., Miller, Michael J. and Ludden, LaVerne L. (1987). Improving communication/presentation skills. *1987 Frontiers in Education Conference Proceedings*.
- Ludden, LaVerne L. & Wood, Jr., George S. (1987) Practice driven research: A model for bridging the gap between research and practice. *Lifelong Learning: An Omnibus of Practice and Research*, 10(2), 21-25.
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- Ludden, LaVerne, (1986). Grassroots computer education: A study of computer user groups and the model they provide for learning to cope with new technology. *Proceedings of the 27th Annual Conference of the Adult Education Research Conference*.
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- Miller, Michael J. & Ludden, LaVerne L. (1986). Management and development through situational leadership. *Proceedings of Academic Chairpersons: Unraveling the Paradox*, 515-523.
- Ludden, LaVerne L., *Learning To Cope With Technology: A Study of Computer User Groups as a Model for Computer Literacy*. (1985) Unpublished doctoral dissertation.

PUBLICATIONS IN PROGRESS

- Book with a working title: *Flourishing as a Wise Leader*. Currently there are approximately 50 pages written and an annotated bibliography of over 900 journal articles that serve as the scholarly foundation for the book. My goal is to have it ready to submit to a publisher sometime in 2015.
- Article with a working title: *Virtue Based Leadership and Assessing Organizational Leaders Inclination for Virtuous Practice*. This article is based on research that is still in progress with the most recent addition of 500 respondents to a questionnaire I developed in conjunction with Dr. Boyd Johnson and is based on a leadership model developed by the entire faculty of the Department of Graduate Studies in Leadership. Work on this project began in 2010 and was most recently updated as of June 2014.
- Article with working title: *Wisdom-Based Leadership a Measurement of Wisdom in Leaders*. This is an ongoing research project of an instrument I developed that is based on a model of wisdom-based leadership. There have now been two iterations of collecting data from a total of over 700 leaders to test the reliability and validity of the instrument. Work began on this project in 2011 and most recent work on this research project took place in November 2013. Discussions have occurred with scholars in Canada and South Africa to determine the application of the instrument in other cultures.

SCHOLARSHIP – PROFESSIONAL PRESENTATIONS

- Literature and Leadership Development: From Story to Practice. **Tobias Leadership Conference**, Indianapolis, IN, May 2, 2015.
- Preparing Stewards of the Leadership Field: A Workshop on Doctoral Education. **16th Annual International Leadership Association**. San Diego, CA, October 30, 2014. (A six-hour pre-conference workshop that included presentations by Dr. Boyd Johnson, Dr. Joanne Barnes, Dr. Bruce Winston (Regent University), Dr. Gina Matkin (University of Nebraska, Lincoln), and Dr. Marilyn J. Bugenhagen (Marian University, Wisconsin).
- Character and Virtue in Leadership: A Review of Current Research with Both Academics and Leaders in Mind. **Tobias Leadership Conference**, Indianapolis, IN, April 25, 2014. Co-presented with Dr. Tim Beuthin.
- Wise Leadership in a Complex World. **Webinar for the American Society for Public Administration**, December 17, 2013.
- Developing Wise Leaders to Increase Organizational Capacity. **15th Annual International Leadership Association Global Conference**, Montreal, Canada, November 1, 2013. Co-presented with Dr. Jay McNaught, Dr. Mel Woodard, and Pamela Grissom.
- Wisdom-Based Leadership. **2013 Child Welfare Leadership Conference**, Indianapolis, IN, June 14, 2013.
- Coaching Executive Leaders How to Develop and Apply Wisdom. **14th Annual International Leadership Association Global Conference 2012**, Denver, CO, Oct. 26, 2012. Co-presented with Dr. Scott Livingston.
- The Multifocal Organizational Leadership Model and its Application to Leadership Development. **International Leadership Association Global Conference 2011**, London, England, Oct. 27, 2011. Co-presented with Dr. Boyd Johnson, Dr. Tim Beuthin, Dr. Sharon Drury, and Dr. Jim Freemyer
- How Can Leaders Avoid Making Foolish Decisions? **Tobias Leadership Conference 2011 (Center for Leadership Excellence)**. Indianapolis, IN. March 5, 2011. Co-presented with Dr. Mel Woodard.
- Wisdom at Work: A New Way of Thinking for Business Leaders. **International Leadership Association Global Conference 2010**, Boston, MA. October 28, 2010. Co-presented with Scott Livingston.
- Wisdom and Leadership. **Principium Lecture** Indiana Wesleyan University, Marion, IN. February 2, 2010
- Wisdom and Leadership. **Tobias Multi-Sector Leadership Conference**, Indianapolis, IN. March 6, 2009.
- Digital Natives: A Study of Technology and Leadership. **Tobias Multi-Sector Leadership Conference**, Indianapolis, IN. Co-presented with Dr. Boyd Johnson. May 10, 2008.
- The Adult Learner: A Review of the Literature and Experiential Observations. **Midwest Scholars Conference**, Indianapolis, IN. Co-presented with Dr. Tom Griffin and Dr. Sharon Drury.
- Global Internship Programs for Adults. **Midwest Scholars Conference**, Indianapolis, IN. Co-presented with Dr. Boyd Johnson. February 22, 2008.
- *Faith Integration at the Graduate and Doctoral Level*. **CCCU 1st Annual Adult Education Conference**, Indianapolis, IN. Co-presented with Dr. Tim Beuthin. February 21, 2008
- Leadership and the Mind: Exploring Emotional Intelligence, Mental Preferences, and Leadership – Roundtable presentation at **International Leadership Association Ninth Annual Global Conference**. Vancouver, B.C. November 2, 2007
- *A Technology Enabled Global Internship for Working Adult Students*. **Teaching and Learning with Technology Conference-Purdue University**, West Lafayette, IN. Co-presented with Dr. Boyd Johnson. April 3-4, 2007
- *Writing a Wikibook: A Learning Process for Students*, **Teaching and Learning with Technology Conference-Purdue University**, West Lafayette, IN. Co-presented with Dr. Dale Fowler. April 3-4, 2007
- *Instructor Created Learning Objects: A Possible Solution* **Teaching and Learning with Technology Conference Purdue University**, West Lafayette, IN. Co-presented with Dan Wright. April 3-4, 2007
- *Global Leadership: From Kokomo to Kiev*, **International Leadership Association Conference**, Chicago, IL. Co-presented with Dr. Boyd Johnson. Nov. 1-5, 2006
- *Faculty Created Learning Objects: E-Learning Factory Offers a Solution*, **MERLOT (Multimedia Educational Resource for Learning and Online Training) International Conference**, Ottawa, Ontario. Co-presented with Dan Wright. August 8-11, 2006
- *A Hybrid Doctoral Program in Organizational Leadership*, **Teaching and Learning with Technology Conference-Purdue University**, West Lafayette, IN. March 1-2, 2006.

SCHOLARSHIP – PROFESSIONAL PRESENTATIONS (continued)

- *At the Starting Line: From a GED to PhD, Break Out! Break Through! Break Away!* **2005 Indiana Association for Adult and Continuing Education**, Bloomington, IN, May 12 & 13, 2005.
- *Learning Objects and Self-Directed Lifelong Learning*, **2005 All Partners Conference of the Indiana Higher Education Telecommunications System and Indiana Partnership for Statewide Education**, Indianapolis, IN, Co-presented with Rodney Nichols. April 15, 2005.
- *Implications of a Postmodern Worldview for Higher Education Faculty*, **Midwest Scholars Conference**, February 25, 2005, Indianapolis, IN.
- *Using Technology to Meet the Learning Needs of Adult Learners*, **Midwest Scholars Conference**, February 25, 2005, Indianapolis, Co-presented with Rodney Nichols.
- *Thinking Right: The Importance of a Healthy Worldview*, **Indiana University-Purdue University at Fort Wayne Campus Ministry**, Panel Discussion that included Mark Mellinger, Terra Brantley, Dr. Bill Breuning, and Denny Howard. (invited speaker) September 16, 2004.
- *21st Century Learning for Adults – Perspectives for Career Professionals*, **Association of Career Professionals International-Indiana Chapter**, Indianapolis, IN, September 15, 2004.
- *21st Century Adult Learners*, **IWU College of Adult and Professional Studies Faculty Retreat** (invited speaker), September 10, 2004.
- *Learning Like the Internet*, **2004 All Partners Conference of the Indiana Higher Education Telecommunications System and Indiana Partnership for Statewide Education**, West Lafayette, IN. Co-presented with Dan Wright. April 2004.
- *Lifelong Learning: The Key to Helping Your Employees Thrive in a Changing World, Developing a High Performance Workforce*, **IWU and The Possibility Network**. Marion, IN. November 13, 2003.
- *The Possibility Network: Connecting With Adults, Keeping Up...the Developing Digital World*. **Annual conference of the Indiana Distance Learning Association and the International Digital and Media Arts Association**. Carmel, IN. October 28, 2003.
- *Impact of Technology on Adult Education* (keynote speaker) **Indiana University Richey Symposium**, July 8, 2003, Bloomington, IN
- *The Possibility Network: Creating a Statewide, Technology-Mediated, Lifelong Learning Collaborative*, **Annual Meeting of The Higher Learning Commission of the North Central Association**, Co-presented with David Wright, April 2003, Chicago, IL
- *Employee Retention: The Role of Career Professionals*, **Careers Conference 2001**, Madison, WI, February, 2001.
- *Career Awareness: A New Approach*, **Careers Conference 2001**, Madison, WI, February 5-7, 2001.
- *Career Awareness and Reflective Discovery Sort: A Proactive Career Assessment*, Presented to the **Association for Career and Technical Education**, San Diego, CA, December 7-10, 2000. Co-presented with Bryan Wright.
- *Skills for the Jobs of the Next Decade*, Invited speaker for the **International Career Development Conference**, San Francisco, CA, November 1-5, 2000.
- *Best Jobs for the 21st Century for College Graduates*, Invited guest speaker for the **IUPUI Career Focus Job Fair**, Indianapolis, IN, September 21, 2000.
- *Employee Development and Job Retention: A Two-Way Street*, Presented to the **National Career Development Association Conference**, Pittsburgh, PA, June 22-24, 2000. Co-presented with Tom Capozzoli.
- *CARD Sort: An Interactive Career Exploration System*, Presented to the **National Career Development Association Conference**, Pittsburgh, PA, June 22-24, 2000. Co-presented with Bryan Wright.
- *O*NET-Introducing the Jobs Database of the Future*, Presented at “The Future of Vocational Rehabilitation: Going Into the Millennium” sponsored by the **Rehabilitation Institute of Chicago**, Chicago, IL, June 4-5, 1999. This was a workshop for about 75 vocational rehabilitation counselors.
- *Computers, Cyberspace, and Careers*, Presented to the **International Association for Career Management Professionals**, New York, NY, April 15-18, 1999.
- *Creating a Web-based Career Management Business*, Presented to the **International Association for Career Management Professionals**, New York, NY, April 15-18, 1999.
- *Career Decision Making Using O*NET*, **National Association of Job Search Trainers**, Cincinnati, OH, April 9-11, 1998.
- *Distance Learning and Universities* - Presented via the Internet through **Global Learn Day**. This was a Real Audio conference that began with speakers in Guam and moved through the time zones until it ended in the United States on October 12, 1997. It was attended by people in over 75 countries.

SCHOLARSHIP – PROFESSIONAL PRESENTATIONS (continued)

- *Keeping Them on the Job: Helping Clients Succeed Once They've Got the Job.* Presented to the **National Association of Job Search Trainers**, Salt Lake City, UT, April 17-19, 1997.
- *Occupational Information and the Job Search.* Presented to the **National Association of Job Search Trainers**, Salt Lake City, UT, April 17-19, 1997.
- *Exploring Public/Private Partnerships for Career Information.* Presented to the **Association of Computer-Based Systems for Career Information**, Daytona Beach, FL, January 12, 1997.
- *Adults Returning To College.* Presented to the **National Association of Job Search Trainers**, Orlando, FL March 29 & 30, 1996. This was a presentation given on two separate days of the conference.
- *Job Retention Skills.* Presented to **MOST Skills Training Conference** sponsored by the Michigan Office of Employment Policy Consortium, Detroit, MI, September 25-29, 1995
- *Adult Learners in Higher Education: Implications for Colleges, Universities, and Employers.* Presented to the **New Jersey Placement Group**, Princeton, NJ April 29, 1994. This was the keynote address.
- *Enhancing Employee Development Through Partnerships With Line Managers.* Presented at the 1991 **American Society for Training and Development National Conference**. San Francisco, CA, May 21, 1991.
- *Ethics in Human Resource Development.* Presented at the **1990 American Society for Training and Development National Conference**. Orlando, FL, May 1990.
- *Comprehensive Program Development Model for Customer Training Programs.* Presented at the 1988 **American Society for Training and Development National Conference on Technical and Skills Training**. Indianapolis, IN, December 2, 1988.
- *The Perceptions and Attitudes of School Superintendents Toward Adult Illiteracy.* Presented at the 1988 **Midwest Research-To-Practice Conference In Adult and Continuing Education**. October 21, 1988. Co-presented with Dr. George S. Wood, Jr.
- *Effective Presentation Graphics Through IBM Computer Shareware.* Presented at **Computers In Continuing Education: Sharing That Works**, Kansas City, MO, May 22-24, 1988. Co-presented with Mattie Wallace and Dr. Michael J. Miller.
- *The Importance of Adult Illiteracy in the Work Place: Perceptions and Responses Among HRD Professionals.* Presented at the **Human Resource Development Professors Conference-American Society for Training and Development**. Dallas, TX, May 21-22, 1988.
- *Illiteracy in Business: Perceptions, Prevalence, and Solutions.* Presented at **Literacy in the Workplace**, Indianapolis, IN, May 13, 1988. This conference was sponsored by the Indiana Adult Literacy Coalition.
- *Personal Computer Training Techniques That Work.* Presented to the **Fort Wayne Area Chapter of American Society for Training and Development**, Fort Wayne, IN, February 18, 1988.
- *Adult Learning: The Leading Edge.* Co-presented with Kim McDonald. **Fort Wayne Area Chapter - American Society for Training and Development**. February 19, 1986.
- *Personal Computer Graphics for Business Presentations.* Co-presented with Michael Miller and Shirley Rickert. **28th International Conference for the Association for the Development of Computer Based Instructional Systems**. November 10-13, 1986.
- *High Tech Graphics to Improve Presentations.* Co-presented with Michael Miller and Shirley Rickert. **Training Fest 86: A Celebration of Learning, American Society for Training and Development Region Five Conference**. October 26-28, 1986
- *Personal Computer Training Techniques That Work.* **Training Fest 86: A Celebration of Learning, American Society for Training and Development Region Five Conference**. October 26-28, 1986.
- *Identifying the Adult Literacy Research Needs of Indiana: Utilization of the Nominal Group Technique.* Co-presented with Dr. George Wood, Associate Professor at Ball State University. **1986 Midwest Research-to-Practice Conference in Adult, Community, and Continuing Education**. October 3-4, 1986.
- *Connecting the Bridges Between Research And Practice.* Panel presentation with Professor Ludden as one of the panel members. **Indiana Association for Adult and Continuing Education - Annual Conference**. May 2-3, 1986.
- *Integrating Personal Computers into a Supervisory Management Curriculum.* **Applying New Technology in Higher Education: Fifth Annual Conference**. March 24-26, 1986. Co-presented with Michael Miller.
- *Computer User Groups: High Tech - High Touch in Higher Education.* March 24-26, 1986. **Applying New Technology in Higher Education: Fifth Annual Conference**.
- *High Tech Graphics to Improve Presentations.* Co-presented with Mike Miller, Shirley Rickert, and Mattie Wallace. **Fort Wayne Chapter - American Society for Training and Development**. March 20, 1986.

SCHOLARSHIP – PROFESSIONAL PRESENTATIONS (continued)

- *Management and Development Through Situational Leadership*. Co-presented with Michael J. Miller. **3rd Annual Conference, Academic Chairpersons: Unraveling the Paradox**, February 12-14, 1986.
- *Integrating Personal Computers Into A Supervisory Management Curriculum*. Co-presented with Michael J. Miller. **27th Annual International Conference of the Association for the Development of Computer-Based Instructional Systems**. February 3-6, 1986.
- *Computer User Groups: An Untapped Resource*. **27th Annual International Conference of the Association for the Development of Computer-Based Instructional Systems**. February 3-6, 1986.
- *Learning To Cope With Technology: A Study of Computer User Groups as a Model for Learning New Technology*. **National Adult Education Conference**. November, 1984.
- *Grassroots Computer Education: A Study of Computer User Groups*. **Midwest Research-To-Practice Conference in Adult and Continuing Education**. October 1984.
- *The Interdependence of Robots, Computers, and People*. Co-presented with Dr. Roy Weaver and Deborah Roudebush, **National Adult Education Conference**, December 1983.