

Johnson Institute

For Responsible Leadership

Annual Report
2018-2019



GSPIA University of Pittsburgh
Graduate School of Public
and International Affairs

www.gspia.pitt.edu

MESSAGE FROM THE DIRECTOR

The 2018-2019 academic year has been one of continuous growth in the mission and programs of the Johnson Institute for Responsible Leadership – a year in which we reached several milestones:

- With the selection of the 11th cohort of Leadership Portfolio Program students, we have now provided an unparalleled leadership development experience for 132 aspiring professionals. The number of partner organizations that provide governing board seats to these students has grown to more than 30 and we continue to expand the number of community leaders who serve as mentors.
 - The Leadership Portfolio Program has attracted international interest with the publication of an article in the UK-based journal, *Teaching Public Administration*, describing the pedagogy and outcomes of the LPP through its first ten years.
 - We have now internally published ten case studies profiling the work of both established and emerging leaders whom we have recognized with one of our two annual leadership awards.
 - The case study on Admiral Thad Allen, *Leadership in a Crisis*, has been published in the leading journal of public affairs teaching, the *Journal of Public Affairs Education*, as one of the first contributions to that journal's new case study series.
- Through the Frances Hesselbein Leadership Forum, we published four issues of the award-winning journal, *Leader to Leader*. That publication once again won the Apex Award for excellence.
 - Our award ceremonies and lecture series presentations attracted larger audiences than ever before, thus expanding our service to the region and our visibility as a venue for public discourse on important issues of leadership and public service.
 - The Nonprofit Clinic, in which students provide professional-quality management consulting, has surpassed 100 client organizations. Conservatively, considering student and instructor time, this amounts to over \$500,000 in professional services to nonprofit organizations.

Our work with students, leaders, and community organizations has always been a source of inspiration and hope. In them we see people of great accomplishment working side-by-side with young aspiring leaders to create a future that is bright and promising. We have the unique privilege of working every day with people who stand in defiance of darker societal and political forces that tolerate, if not encourage, tactics of division, distrust, and even violence. Never has our faith in our community been more severely tested, yet also more strongly affirmed, than in the wake of the October 27 massacre at the Tree of Life synagogue in Squirrel Hill, a hate crime of unspeakable evil and ignorance. The faculty, students, and staff of the University of Pittsburgh joined with thousands of Pittsburghers and millions around the world in asserting that we are "Stronger than Hate." One of the Johnson Institute's Emerging Leader awardees played an important role in mobilizing community support for the Jewish community.

We aspire to contribute to the training of a new generation of leaders who will not only disavow the tactics of division and the politics of distrust and extreme polarization, but will use their leadership tools and wisdom to overcome these forces in our society and around the world. With your help and active participation, it can happen.



A Special Thank You and Farewell

For the past 11 years, Lydia McShane has made invaluable contributions to the Johnson Institute, GSPIA, and the University. Her impact on the Johnson Institute goes far beyond administrative oversight. She has had a significant impact on the educational experience of students in our Leadership Portfolio Program and she has developed and sustained a rich network of community partners who support our mission. She is widely respected and liked here on campus and in the community. On two occasions, most recently in 2019, students have selected Lydia as Staff Member of the Year.

Lydia has accepted an offer to serve as Manager, Executive Affairs for Amachi Pittsburgh, a very fine nonprofit organization that works with children and families of people who are incarcerated. Lydia received her Master's degree from GSPIA last April and she wants to continue her professional growth by making a direct impact on our community.


I have had the pleasure of working with Lydia McShane for her entire tenure here at GSPIA and I am enormously grateful for the opportunity to work with and learn from her. She will be sorely missed, not only for her substantial administrative and leadership skills, but also for her compassion, empathy, and commitment to public service.

This is a wonderful opportunity for Lydia and I am very happy for her. Her new role is a perfect fit for her skills, her credentials, and her values and passions. Lydia will make a direct impact on our community, which will be great for all of us.

Lydia, our thanks and very best wishes go with you from the faculty, students and staff of GSPIA and the Advisory Boards of the Johnson Institute and the Hesselbein Leadership Forum.

As always, I am grateful not only to Lydia for her engagement this year, but to LaVonne Johnson and family, Dean John Keeler, Ming Lo Shao, and other individual and institutional supporters who have invested their talent as well as their treasure to our mission.

Sincerely,


Kevin Kearns
Director



Lydia McShane, 2019 GSPIA Staff Member of the Year and Kevin Kearns, 2019 Donald Goldstein Teacher of the Year celebrate at the GSPIA Graduation

ADVISORY BOARD

- Heather Arnet**
Women and Girls Foundation
- Gregg Behr**
The Grable Foundation
- R. Bruce Bickel**
- G. Andrew Bonnewell**
Federated Investors
- Kathy Buechel**
Philanthropy Forum/GSPIA
- George W. Dougherty, Jr.**
GSPIA
- Peggy Harris**
Three Rivers Youth
- Daniel S. Heit**
JusticeWorks YouthCare, Inc.
- John T. S. Keeler**
GSPIA Dean
- James M. Kelly**
Carlow University
- C.E. (Ned) Pfeifer**
- Allison Putnam Quick**
Allegheny Health Network
- Ian Rosenberger**
Thread
- Joyce Rothermel**
Thomas Merton Center
- Lisa Scales**
Greater Pittsburgh Community Food Bank
- Leslie Scallet**
Consultant
- Penny Semaia**
Senior Associate Athletic Director for Student Life
- Taylor Seybolt**
Ford Institute for Human Security/GSPIA
- Cecile Springer**
Consultant
- Miles Wallace**
EWD LLC
- James Weber**
Duquesne University
- Marisa Bartley Williams**
YMCA
- Nancy Zionts**
Jewish Healthcare Foundation



Maxwell King shares his remarks at the 2019 Exemplary Leadership Award ceremony

Feature in GSPIA Perspectives 2018 issue

GSPIA Perspectives featured profiles of students who have participated in the programs of the Johnson Institute and the new Frances Hesselbein Leadership Forum. *Perspectives* also presented an article featuring LaVonne Johnson, exploring her interests in ethical leadership.

Emerging Leader Award, October 18, 2018

Mila Sanina, Executive Director, PublicSource
Wasi Mohamed, Executive Director, Islamic Center of Pittsburgh

The Emerging Leader Award went to two remarkable leaders in Pittsburgh -- Mila Sanina, Editor, *PublicSource* and Wasi Mohamed, Director, Islamic Center of Pittsburgh. *PublicSource*, under Ms. Sanina's leadership, is a widely trusted platform for investigative reporting. Mr. Mohamed was honored for his efforts to build bridges of collaboration and understanding, especially with respect to faith-based organizations. Tragically, the Tree of Life shootings were perpetrated just a few weeks after this award. Wasi Mohamed was instrumental in mobilizing Pittsburgh's Muslim community in raising money for the victims, families, and the community. And *PublicSource* has provided continual coverage on the tragedy, focusing attention on the roots of anti-Semitism, the trauma on the community, and gun control efforts. Their award ceremony can be viewed here: <https://www.youtube.com/watch?v=-tvc7yOQ6WQ>



Kevin Kearns with Emerging Leader Award honorees Mila Sanina and Wasi Mohamed



Kevin Kearns and John Keeler with Maxwell King and Grant Oliphant, 2019 Exemplary Leadership Award winners

Exemplary Leadership Award, March 21, 2019

Maxwell King, President and CEO, The Pittsburgh Foundation
Grant Oliphant, President, The Heinz Endowments

The 2019 Exemplary Leadership Award went to two important philanthropic leaders – Maxwell King, President and CEO of The Pittsburgh Foundation and Grant Oliphant, President and CEO of The Heinz Endowments. They were honored for their service and impact on Pittsburgh's philanthropic community which is internationally recognized for its effective grantmaking and collaborative strategies. Their ceremony can be viewed here: <https://www.youtube.com/watch?v=2c0xrla3tg4>

Publications

We try to engage graduate students in our research activities as much as possible. This year, we completed work, with students as co-authors, on two case studies and we are nearing completion on two more, also with student co-authors and team leaders. These are teaching cases, designed to be used in the classroom under the direction of a skilled instructor. Some of them contain teaching notes and supplemental materials to enhance classroom discussions. We now have completed ten in-depth, student-authored cases of people who have won our annual leadership awards.

Thad Allen case published

The case study on Admiral Thad Allen, *Leadership in a Crisis*, has been published in the leading journal of public affairs teaching, the *Journal of Public Affairs Education*, as one of the first contributions to that journal's new case study series. The article was co-authored by the staff of the Johnson Institute in partnership with students who help write the original draft following Allen's award.

Kearns article on Governance

Kevin Kearns published an article designed to help college and university boards stay focused on their most important duties and obligations. The article, "A Framework for Focus," appeared in the January/February issue of *Trusteeship*, the journal of the Association of Governing Boards of Universities and Colleges. The article is especially timely in the wake of scandals involving favoritism in the admissions process at some colleges.

LPP attracts international interest

Kearns also has an article forthcoming in the UK-based journal, *Teaching Public Administration*, describing the pedagogy and outcomes of the Leadership Portfolio Program through its first ten years. The publication in this particular journal demonstrates the international interest in the LPP as a potential model for universities around the world.

Nonprofit Clinic

The Nonprofit Clinic is a capstone seminar taught every spring, but it is administered out of the Johnson Institute because of the logistical complexities entailed. Students act as management consultants to nonprofits in our region and, at times, we serve national organizations. To date we have completed over 80 professional-quality consultancies on topics like marketing, strategic planning, branding, financial analysis, governance, organizational design, and many other management and leadership topics. Conservatively, the Nonprofit Clinic has provided well over \$500,000 in service to our community.

Continuing Conversations

Continuing Conversations is a GSPIA student-led group that was founded on examining our implicit biases and having meaningful conversations with those with different opinions. Each week there is a different topic selected and an open-ended group discussion. This year, under the leadership of Jam Hammond, Continuing Conversations held three panel discussions that the Johnson Institute sponsored.

The first was *Muslim Immigrants and Refugees in the Media and In Our Community* held in conjunction with the Emerging Leader Award events with Mila Sanina and Wasi Mohamed. The second focused on *Policy for Policing Diverse People* with Pittsburgh Bureau of Police Commanders Eric Holmes and Jason Lando, Pitt Police's Community Relations Unit Head Sergeant Mark Villaseñor, and Dr. Emma Lucas-Darby who sits on Pittsburgh's Citizen Police Review Board. The third discussed the *New Frontier of Administration* and Tracy Certo of *NextPittsburgh*, Jason Jones of Idea Foundry, Laura Kisailus of Darwin, and Dan Stiker of New Sun Rising formed the panel.



LPP Cohort #10 students, Kevin Kearns, and Lydia McShane explore the Karina Smigla-Bobinski installation at the Mattress Factory

Leadership Portfolio Program

Our flagship teaching program is the **Leadership Portfolio Program** – a 14-month leadership development experience for exceptionally motivated GSPIA students. With the graduation of the current cohort of students in April, we will have completed ten years of this unique program which now boasts more than 100 alumni, most of whom are assuming substantial positions of leadership in our community and elsewhere. Graduation is always bittersweet as we bid farewell to students who have participated in the Leadership Portfolio Program in the prior two years while welcoming students who were selected in February for the new entering cohort. The number of partner organizations that provide governing board seats to these students has grown and we continue to expand the number of community leaders who serve as mentors.



LPP Cohort #10 Graduation Celebration



LPP student Rachel Vinciguerra, joined by Diane Cohen, Kevin Kearns, Muge Finkel, and fellow students is honored by the Graduate and Professional Student Government

Classroom sessions on leadership are conducted once per week. We pick speakers who are experts and leaders in their fields, while being mindful of our diversity and inclusion goals. Among the many outstanding presentations this year were:

“Diagnosing Your Leadership Style” by Jean Ferketish and Sarah Wagner, University of Pittsburgh

“Ethical Leadership” by Bill O’Rourke, former President of Alcoa Russia

“Diversity Makes Us Better” by Chaz Kellem, University of Pittsburgh

“Leadership in Action” by David Hickton, former US Attorney and Director of Pitt’s new program in Cyber Security, Law, and Policy

“Preventing Nonprofit Fraud” by Denis Neier, Forensic Accountant

“Preparing and Launching an Effective Job Search” by Michelle Pagano Heck, Nonprofit Talent

LPP Students participated in many community-wide events including:

Pittsburgh Speaker Series, Pittsburgh Arts and Lectures, YWCA Racial Justice Awards, and events sponsored by CCI, Focus on Renewal, New Sun Rising, Women for a Healthy Environment, Contemporary Craft, Pennsylvania Women Work, Neighborhood Allies, All for All, Forbes Fund, PACE, and PCRG

Travel grants helped students to travel to the ASPA Conference in Baltimore, CREA Conference in Chicago, Refugee Crisis Workshop in Greece, and the Net Impact Conference in Phoenix.

HESELBEIN FORUM

EXECUTIVE-IN-RESIDENCE

Kathleen Hower, Co-founder of Global Links (Spring Term 2019)

Kathleen Hower is the winner of the 2009 Johnson Institute Exemplary Leadership Award for her leadership of Global Links, a pioneering medical material recovery organization dedicated to promoting better environmental stewardship and improving health in resource poor communities here and in Latin America and the Caribbean. Ms. Hower worked intensively with students in our leadership development programs and has also acted as a coach for student-consultants in our Nonprofit Clinic.

Fredrick W. Thieman, Esq. Former U.S. Attorney and Henry Buhl, Jr. Chair for Civic Leadership (Fall Term 2019)

Frederick W. Thieman currently serves as the Henry Buhl, Jr. Chair for Civic Leadership. In this capacity, he works to bring people together to address Western Pennsylvania priorities, and advance designated regional initiatives. Prior to his appointment to the Chair, he served for nearly a decade (2007-2016) as President of the Buhl Foundation, Pittsburgh’s oldest multi-purpose foundation. A former United States Attorney for the Western District of Pennsylvania, Mr. Thieman arrived at Buhl with an impressive civic and professional background. Appointed by President Clinton, Mr. Thieman served as the United States Attorney from 1993 to 1997. Mr. Thieman will provide leadership mentoring to students in the Leadership Program in International Affairs and will work with faculty and staff on projects of mutual interest.

Leadership in International Affairs: Professor Julia Santucci, Senior Lecturer and former analyst in CIA and Department of State

Professor Santucci is drawing on her experience as a Senior Advisor in the U.S. Department of State and as an analyst in the CIA to develop a new leadership development program specifically designed for students who are pursuing careers in international affairs. Thus far, nearly 40 students have participated in this unique leadership development program. The program teaches students how to assess foreign leaders and covers a range of topics related to leadership in an international arena. Professor Santucci also pairs each student with a virtual mentor working in their field.

Leader to Leader journal

We published five issues of this practitioner-focused journal and we are very pleased to report that *Leader to Leader* was again a recipient of the Apex Award for Publication Excellence in 2018.

HESELBEIN LECTURE SERIES

General (ret) Lloyd Austin III, 12th commander of the U.S. Central Command (CENTCOM) September 21, 2018


General Austin has had a remarkable career in leadership, eventually serving as the senior U.S. military commander of the regional unified combatant command responsible for the 20 countries that make up the Central Region (CENTCOM) that includes Iraq, Syria, Iran, Afghanistan, Pakistan, Yemen, Oman, Saudi Arabia, and Kuwait and is considered vital to international security. He advised the President of the United States, the Secretary of Defense, and other national-level leadership on a broad range of military matters. He engaged routinely with heads of state and senior civilian and military leaders throughout the Middle East and Central and South Asia and the broader international community. General Austin’s speech can be viewed here: <https://www.youtube.com/watch?v=3kokTyIIL08>

Skip Spriggs, President and CEO, Executive Leadership Council April 2, 2019

Mr. Spriggs is the President and CEO of the Executive Leadership Council, an organization that helps advocate and prepare African Americans for corporate leadership positions in the C-suite and on boards of directors. Mr. Spriggs has served in senior business roles at several Fortune 500 companies across diverse industries over the last 35 years. He most recently served as Senior Executive Vice President and Chief Human Resources Officer at TIAA. In 2012, he was named one of *Savoy Magazine’s* top 100 Most Influential Blacks in Corporate America. His speech can be viewed here: <https://www.youtube.com/watch?v=562lQOGj3Jg>



Hesselbein Forum Lecture Series speaker Skip Spriggs, Executive Leadership Council



University of Pittsburgh
Graduate School of Public and International Affairs
3916 Wesley W. Posvar Hall
230 S. Bouquet Street
Pittsburgh, PA 15260
412-648-1336

www.johnsoninstitute-gspia.org

GSPIA University of Pittsburgh
Graduate School of Public
and International Affairs
www.gspia.pitt.edu

ON THE COVER: Paul O'Neill, Chancellor Pat Gallagher,
Chancellor Emeritus Mark Nordenberg. GSPIA Dean John Keeler