Kimberly Yost, PhD

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Education:

PhD, Leadership and Change
> Antioch University, Yellow Springs, Ohio
> Guskin Scholarship Recipient
> Dissertation: "A Search for Home: Navigating Change in *Battlestar Galactica"*
> Link: http://rave.ohiolink.edu/etdc/view.cgi?acc_num=antioch1347903521

MOL, Master of Organizational Leadership
> Lourdes University, Sylvania, Ohio
> Spirit of Leadership Award
> Capstone: "Harry Potter and the Development of the Post-heroic Leader"

BFA, Motion Pictures
> Wright State University, Dayton, Ohio
> Academic Scholarship Recipient
> Student Leadership Award

Teaching Experience:

Graduate Courses:
Foundations of Leadership*
Interpersonal Issues in Leadership*†
Developing as a Leader*†
Leadership Dynamics†
Lateral Leadership†
Leadership and Leading†
Leadership and Organizational Development†
Women and Leadership†
Adaptive Leadership†
Leadership's Dark Side†
Crisis Leadership: From A(ntartica) to Z(ombies)†
Organization Design & Development†
Research Methods & Statistical Analysis*†
Research Methods & Professional Writing†
Higher Education Leadership Practicum†
Thesis Seminar† (Leadership, Healthcare, Higher Education, Education, Homeland Security)
Capstone/Thesis Seminar Advisor* (Organizational Leadership)
Capstone/Thesis Seminar Advisor* (Liberal Studies)

Upper-Level Courses:
Organization Behavior & Development*†
Organizational Theory and Design†
International Business†
Leadership†

Enduring Questions Interdisciplinary Seminar: What Makes a Leader† [service learning]
Leadership's Dark Side† [cross-listed with graduate course]
Crisis Leadership: From A(ntartica) to Z(ombies)† [cross-listed with graduate course]
Women and Leadership† [cross-listed with graduate course]

Introductory-Level Courses:
Career Planning & Personal Finance*
Communication & Search Applications*†
Spreadsheets and Databases Applications*

*Indicates seated classroom instruction †Indicates online and/or hybrid teaching experience

Publications:

- "#TheResistance: Leadership and the Exercise of Dissent in the Twitterverse"

  This chapter contribution in *Leadership, Populism, and Resistance* explores the emergence and coalition of virtual groups on Twitter in the aftermath of the 2016 election to voice opposition to the Trump administration and GOP agenda. Collectively using the hashtag #TheResistance, these groups demonstrate the emergence of leaders in an online environment for creating community and common purpose in the exercise of dissent. Interestingly, many of these groups have co-opted the characters of science fiction-fantasy narratives not only as a means of creating community but enabling intragroup conferral of leadership. Discussion includes team development, intersectionality, and the anonymity of a character account as a catalyst for self-empowerment, leadership, and dissent. Published by Edward Elgar in 2020 as part of the Jepson Studies in Leadership series.

- *Leadership, Popular Culture, and Social Change*
  This volume is an exploration of the ways in which popular culture, broadly defined, intersects with leadership, and demonstrates change on individual, collective, organizational, and societal levels. The volume contributes to leadership studies through widening and imagining additional ways to think about and practice leadership. Co-edited with Dr. Kristin Bezio, Jepson School of Leadership at University of Richmond, and published through Edward Elgar Publishing in January 2018.

  "Becoming Other: Self-Transformation and Social Change in Neill Blomkamp Films"
  Chapter contribution exploring the social, economic, and political tensions of exclusion through embodied experiences of transformation to Other as depicted in Neill Blomkamp films. As a result of the journey to Otherness, the protagonists are empowered to enact social change and subvert the interests of the powerful within their social systems. The chapter frames the argument within social justification theory and discusses love and redemption as concepts inextricably tied to leadership and social change.

  "Harry Potter and the Leadership of Resistance"
  This chapter examines the evolution of Harry Potter to a transformational leader, and reflects upon how popular culture can be useful in understanding the dynamics of resistance and social change. Harry is usually discussed in terms of heroic qualities and not properly seen as a character that develops into a leader within a shared power structure where resistance is the primary objective. What we find in the *Harry Potter* books is an example of empowering others to resist detrimental social change

and create a renewal of the social contract. Throughout the series of novels, we see Harry and his peers demonstrating resistance and enacting change in creative ways that bring order from chaos and a renewed stability to their community.

- "Star-Crossed: Imagining Leadership in Science Fiction Narratives"
  Invited to contribute a chapter for the *Routledge Companion to Leadership* dedicated to the exploration of how leadership is portrayed and culturally produced in science fiction narratives. The chapter discusses the ways in which science fiction narratives echo leadership practices by mediating the tension between our rational and spiritual natures to project a positive future. Crisis leadership, emergent leaders, and themes of social justice are explored. Published by Routledge October 2016.

- "Mediating the Future: Women Political Leaders in Science Fiction Television"
  Chapter in *Gender, Media, and Organization: Challenging Mis(s)Representations of Women Leaders and Managers*, a book series on women and leadership sponsored by the International Leadership Association. This chapter explores the agentic behaviors of female presidents and prime ministers as depicted in post-apocalyptic science fiction television. This mediated depiction of the future with women at the forefront of crisis leadership continues to speak to our fears and desires for a future founded in community. Published by InfoAge July 2016.

- *From Starship Captains to Galactic Rebels: Leaders in Science Fiction Television*
  This book explores crisis leadership and the ethical principles of love, forgiveness, and inclusion through the military, political, spiritual, and emergent leaders depicted in science fiction television series of the past 25 years. Published by Rowman & Littlefield December 2013.

- "Dollmaking as an Expression of Women's Leadership"
  This chapter is the result of an arts-based research study reflectively exploring how women view their leadership practice and the challenges they experience through the creation of an art doll to express their vision of personal leadership attributes. Published in *The Embodiment of Leadership* by Jossey-Bass May 2013.

Conference Presentations:

- "#TheResistance: Emerging Leaders and the Exercise of Dissent in the Twitterverse"
  Symposium Presentation, International Studying Leadership Conference, Jepson School of Leadership, Richmond, VA, December 2017
  This presentation explored the emergence and coalition of virtual groups on Twitter in the aftermath of the 2016 election to voice opposition to the Trump administration and GOP agenda. Collectively using the hashtag #TheResistance, subgroups such as #GeeksResist, #StarFleet, #RebelAlliance, #HeroesResist, #DAResists, and others, demonstrate the emergence of leaders in an online environment for sharing credible information, calls to action, and oppositional commentaries. Interestingly, these groups have co-opted the characters of science fiction-fantasy narratives not only as a means of creating community, but enabling intragroup conferral of leadership.

- "Becoming Other: Exploring Exclusion/Inclusion in the Films of Neill Blomkamp"
  Symposium Presentation, International Leadership Association, November 2016
  The science fiction films of Neill Blomkamp, *District 9* (2009), *Elysium* (2013), and *Chappie* (2015), explore the social, economic, and political tensions of exclusion.

These films also consider the desires of the marginalized to be granted inclusion and the consequences of trying to achieve that goal through customary means. While the films depict government-corporate entities as intractably opposed to social justice, the films' protagonists emerge as leaders capable of enacting change by becoming Other and subverting the interests of the powerful. These films allow us to discuss the dynamic complexities of inclusive leadership, the porous nature of identity, and ways of supporting inclusionary practices and action in the present.

- "Galactic Journeys: The Quest for Home in Science Fiction Television"
    Presented at the 2015 Film & History Conference, Madison, WI November 2015
    This paper addresses the challenges of journeying through space in a quest to find home. In particular, the paper examines the role leader/follower constructs play in our understanding of ontological security and self-identity in relation to the emotional and spatial concept of home.

- "Leadership and the Zombie Apocalypse: Images of Leaders in *The Walking Dead*"
    Symposium Presentation, International Leadership Association, October 2014
    This case study explores images of leaders in the television series *The Walking Dead* to discuss emergent leadership and the challenges of leading in times of crisis. The study examines the tensions of follower conferral of leadership and expectations, the dangers of a charismatic paradigm, the reluctance and desire to hold power, competing needs per Maslow's hierarchical motivation theory, and the persistence of hope in the face of despair. The restorative leadership actions of love, forgiveness, redemption, and inclusion are also considered.

- "Warriors, Women, and Woo-woo: Implications for Cultural (Mis)Understandings in *Avatar*"
    Symposium Presentation, International Leadership Association, October 2012
    This paper explores the troubling aspects of the highest grossing film of all time through the paradigm of social justice issues concerning gender, race, class, faith, ecological awareness, and physical ability.

- "Exploring Crisis Leadership in Science Fiction Narratives"
    Poster Presentation, International Leadership Association, October 2012
    Based upon my dissertation "A Search for Home: Navigating Change in *Battlestar Galactica*", this poster presented the outcomes of my research for depictions of crisis leadership in popular culture and the ethical considerations of love, forgiveness, redemption, and inclusion for effective leadership practice.

- "Frakking with Toasters: Human/Cylon Love in *Battlestar Galactica*"
    Panel Presentation, Film & History Conference November 2010
    This paper explores the varied expressions of love in the television series *Battlestar Galactica* and particularly discovers the themes of redemption and inclusion as a means for greater understanding and reconciliation on personal and societal levels.

- "Harry Potter and the Development of the Post-heroic Leader"
    Individual Presentation, Bergamo Conference on Curriculum Theory & Practice, October 2009
    This paper explores the character of Harry Potter as one who transcends the label of a hero and becomes a transformational leader within his society.

Professional Development:

Online Teaching Certification Training
California University of Pennsylvania, January 2019
> Five-week certification program in online teaching and instructional design via D2L/Brightspace and following Quality Matters standards.

Quality Matters Certification Training
Notre Dame of Maryland University Baltimore, Maryland Fall 2015
> Two-week intensive course to develop understanding of online teaching, with particular emphasis on facilitation of learning styles, alignment, and assessment in accordance with Quality Matters benchmarks

Discovery Leadership Profile Certified Facilitator
Discovery Learning Inc. Fall 2015
> Trained and experienced facilitator for DLP 360^0 Feedback assessment for senior and emerging organizational leaders

Quality Matters Certification Training
Lourdes University Sylvania, Ohio Summer 2015/2017 renewal
> Modules designed to certify Lourdes University online teaching faculty following philosophical, technical, and legal protocols for designing and implementing online, hybrid, and web-enhanced courses in accordance with Quality Matters benchmarks

Powerful Online Teaching Certification
Siena Heights University Adrian, Michigan Fall 2013
> Eight-week intensive course to develop teaching and technical skills within the online education environment

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Higher Education Employment Experience:

Department of Business, Economics, Enterprise Sciences   January 2019 – Present
California University of Pennsylvania
Assistant Professor, Adjunct Professor

School of Arts, Sciences, & Business,   January 2016 - Present
Notre Dame of Maryland University
Adjunct Professor, Graduate Program

College of Business & Leadership, Lourdes University   August 2009 – July 2018
Assistant Professor, Adjunct Professor

Graduate College, Siena Heights University   August 2012 – December 2015
Adjunct Professor, Graduate Leadership Program

PhD Leadership and Change Program, Antioch University   May 2014
Writing Center Assistance
Assisted doctoral students in the writing and preparation of program learning achievements with particular emphasis on grammar, spelling, punctuation, structure/flow, and APA Style. Provided materials for students to the online Writing Resources area of Sakai for APA Style, techniques for paraphrasing and quoting, and using MSWord features effectively.

Center for Professional Studies, Lourdes University   Sept. 2011 – August 2012
Interim Director
Responsible for administrative and operational activities of multi-disciplinary student resource center
- Supervised and trained two half-time staff, two graduate student workers, and two federal work study students
- Collected data through TutorTrac and reported an increase of 58% for individual student usage, 138% increase in number of visits, and 123% increase in the number of hours for CPS usage and services over the previous academic year
- Provided academic and technology support and assistance for undergraduate and graduate students, faculty, and staff
- Developed/promoted 37 undergraduate workshops and 11 graduate workshops for Spring Term 2012; Conducted graduate workshops for Transitioning to Graduate School & Technology; Using MSWord; Using MS PowerPoint; APA Style; More APA Style (tables, figures, stats); Capstone Tips for Success; Demystifying the IRB Process; Capstone Check-In Day; Internet Scholarly Research for Graduate Students (in-class sessions for MOL and MSN programs)
- Coordinated Student Success Plan with College of Education faculty and CPS Resource Specialists
- Maintained and promoted center culture and environment

Academic Support Center, Lourdes University   August 2008 – October 2012
Tutor, specializing in graduate student assistance
Tutored undergraduate and graduate students with particular emphasis on writing structure, clarity, grammar, and APA formatting
- Provided assistance for coursework, capstone writing, technology, and academic research techniques for graduate students in nursing, leadership, education, theology, liberal studies, and business administration programs.
- Taught basic fundamentals workshops for MS Office (Word, PowerPoint, Excel); Sakai; internet use; email use; APA Style; Chicago Style; OhioLink resources and navigation; graduate level writing tips and techniques
- Conducted workshops on transitioning to graduate school that included technology needs and expectations, time management, work/home/school balance, setting priorities, organizational skills, and external supportive resources
- Recognized with *Staff "Hats Off" Award*

Service Projects & Affiliated Experience:

Lourdes University:
E-Learning Committee Chair	2017-2018
E-Learning Committee	2015-2018
Adult Learner Recruitment Committee	2016-2017
Student Research Symposium Committee	2015-2016
Various college recruitment events	2014-2017
Student Mentoring Activities	2015-2017

Research Symposium Coordinator   Spring 2015
College of Business and Leadership, Lourdes University

COBAL Movie Night Sponsor   Spring 2015
College of Business and Leadership, Lourdes University
>   Facilitated a viewing of the film "Whale Rider", which explores the influence of female
>   gender and patriarchal culture on leadership development.

Document Coordination of IACBE Self-Study Report   Summer 2014
College of Business and Leadership, Lourdes University

Peer Reviewer of Online Courses   2014-2015
Siena Heights University

Co-Chair Leadership Summit 2010-2011   April 2011
Leadership Branch/Alumni Association, Lourdes University

Most Recent Corporate & Non-Profit Employment Experience:

Faurecia Exhaust Systems, Inc. Toledo, Ohio   Nov. 2007 – Sept. 2008
Human Resources Administrator
>   Support for HR Division Vice-President, Management Development Director, and Human
>   Resource Managers within the division; leadership development and communications;
>   event planning and employee giving initiatives; assisted with major down-sizing
>   process; employee retention research project; policy and procedure development

Lucas County Improvement Corporation/
Workforce Investment Board   August 2005 – November 2007
Communications and Finance Manager
>   Support for CEO/Executive Director and Board of Directors for economic and workforce
>   development non-profit agencies; management of staff; facilitation of standing
>   committees and full boards; liaison to peer organizations, community businesses and
>   organizations, and government agencies; internal and external print/electronic
>   communications; website development; bookkeeping duties and annual expenditure
>   allocation recommendations to Executive Committee

Selected Accomplishments:
- Developed and executed internal and external communications initiatives including website design, newsletters, media releases, training modules, and marketing materials
- Designed and implemented administrative management processes and policies including employee manual development, performance review tools, work-flow processes, information systems, crisis management planning, financial accounting and controls, and work space utilization
- Capacity building for board, staff, and volunteers

Additional professional experience for over 20 years of employment in corporate,
non-profit, and arts organizations available upon request.

Memberships:
International Leadership Association 2011-present

Association of Leadership Educators 2014-present