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The Relationship Between the Leadership Practices of Presidents and the Organizational Culture of Christian Colleges and Universities [Dissertation Notice]

Jeremy Blake O'Dell

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DISSERTATION NOTICES

O'Dell, Jeremy Blake (2014). *The relationship between the leadership practices of presidents and the organizational culture of Christian colleges and universities.* Ph.D., Biola University.

The purpose of this study was to examine the relationship between the leadership practices of presidents and the organizational culture of Christian colleges and universities. The leadership practices of presidents were measured utilizing the Leadership Practices Inventory-Self (LPI-S) and the Leadership Practices Inventory-Observer (LPI-O). The spiritual leadership practices (a combination of spiritual gifts and leadership behaviors) of presidents were measured utilizing the Spiritual Leadership Practices-President (SLP-P) and the Spiritual Leadership Practices-Employee (SLP-E) scales. Organizational culture types were assessed utilizing the Organizational Culture Assessment Instrument (OCAI). Participants in this study consisted of the presidents and a random sample of administrators, faculty members, and administrative staff members from among the 115 member institutions of the Council for Christian Colleges and Universities (CCCU) in the United States.

Analysis of the data and hypotheses revealed statistically significant positive relationships between a variety of leadership practices and several organizational culture types as defined by the instruments used, indicating that there is a relationship between the leadership practices of presidents and the organizational culture of Christian colleges and universities.

Olatunji, Isaac, Jr. (2012). *The inward disciplines of spiritual formation among Seventh-day Adventist ministerial leadership.* Ph.D., Walden University.

Spiritual atrophy and burnout among ministerial leaders can result in lowered leadership effectiveness, potentially hindering organizational growth and negatively affecting the leaders' impact on the communities they serve. Recognizing these realities, this study addressed declining spirituality among Seventh-day Adventist ministerial leadership and sought possible solutions. This phenomenological study sought to understand the strategies, challenges, differences, and similarities of the inward disciplines of spiritual formation as preventive measures minimizing spiritual atrophy and burnout. The research questions were designed to investigate the importance and impact of this phenomenon in the lived experiences of the study participants. Data were collected from open-ended interview questions utilizing Creswell's framework of data analysis to determine the effects, experiences, and personal strategies of the participants, through which significant themes were developed.

Results revealed that ministerial leaders receive spiritual benefits that minimize the risk of spiritual atrophy and burnout by consistently practicing the inward disciplines of spiritual formation, making them the first priority in their lives. A spiritually strong ministerial leadership has a chance to impact social change by providing a paradigm for other ministerial leaders to spiritually facilitate positive spiritual growth in their respective organizations thereby impacting the communities they serve.