From Walden University's Career Services Center, welcome to today's webinar, using the doctor of business administration degree to advance your career.

I'm Lisa Cook, and I will be your moderator.

Joining me is advisor Nicolle Skalski who has worked
with our DBA leadership to present you with a wonderful panel of four DBA alumni who will be talking about their diverse background ranging from leadership to health care management to project management and marketing.

So our DBA leadership joining us today are Dr. Freda Turner, associate dean and DBA program director as well as Fred Walker, our associate DBA program director.

So before we get started, I'd like to briefly introduce you to our Career Services Center team.

There are five of us.

We work full-time from the Walden Minneapolis office.

And our mission is to educate, coach, and advise our learners to proactively manage their career.

So with that I'm now going to hand it over to Nicolle to launch a poll.

>> Nicolle: Thank you, Lisa.

At the end of your program here at Walden we have career goals in mind.
What do you hope to do.

So this is kind of an open question.

If you could use that questions box and just type in the answer into the questions box, and we'll give everyone a moment to do that.

Wow, we have some people joining us just so Freda and Fred you know all the way from Lima, Peru.

Amazing.

So we have academia, IT consulting, management and leadership, teaching business on line, opening a school for women to teach leadership school -- skills.

Fantastic.

Teach at a university.

Be level executive positions.

Government, consulting, supply chain management.

Health care management long-term, academia.

This is fantastic.

Advance in the department of defense.

Think tanks, teach at a collegiate level.

Business consulting.

Post-secondary education.

Business management consulting.
That is fantastic, so it looks like we have a wide range that kind of matches our panel today.

We have four excellent panelists who will be sharing
their distinct career stories and transitions with their DBA.

And with that I will hand it over to Dr. Freda Turner to introduce our amazing and wonderful panelists today.

>> Thank you very much.

And welcome to everyone who has dialed in. First thing I'd like to say about the doctor of business administration is the practitioner degree is 100 years older in the United States than the Ph.D. degree.

What that meant is a practitioner degree is equal to a medical doctor, and so the very first medical doctor received credentials prior to a Ph.D. getting credentials.

So on the panel I would like to introduce Jason Newcomer, there's Jason.

And Annirate Clarke.

You'll see her on the left and if you will advance the slide, please.

And Dr. Warren Lesser and Dr. Jeffrey -- is Jeffrey with us today Weide?

>> I will be telling Jeffrey's story for him,

Dr. Turner.
I will gladly share his story but was not able to make it live

>> Okay.
Yeah, I know he travels extensively.

Okay.

Thank you.

Would you like each of these individuals to speak at this time or --

>> We'll just move on until we get to their part.

Thank you, Dr. Turner.

Appreciate it.

Okay.

So as Dr. Turner expressed and we can see from the wide range of background from our panelists, the DBA degree is very versatile.

Today we're going to discuss the versatility of this degree and how our panelists and others can use it to advance their career, and then we will explore that through our alumni success stories.

So some of the benefits of the DBA would be to gain knowledge and expertise in a particular industry.

Follow that scholar practitioner path, possibly gain better salary, career flexibility, create a niche as a consultant as some of you have done, implement a business idea and collaborate on a research project.
Now, today we will be listening to a DBA alumni who has used their degrees in a variety of distinct career paths.
So here's a sampling of a number of career paths one can take with the DBA degree, and again this is by no means a comprehensive list, but it is a great place to start, and I see that many of you on the open poll mentioned a variety of these areas including government, consulting, teaching, non-profit, and starting their own business. We also created a visual based on data from the top 7 job titles that Walden DBA alumni hold.

Now I want to hand it over to our first wonderful Walden alumni DBA panelist, Jason Newcomer, and he's deputy director of logistics and maintenance with the United States Air Force to share how the DBA has transformed his career.

>> Thank you so much, Nicolle.

I appreciate it.

Hi, I'm Dr. Newcomer.

You can call me Jason.

First I would like to say thank you to the Career Services team to get us set up to tell our stories.

I want to thank Dr. Turner and Fred Walker for giving us the recommendation and of course thank you for the attendees for being interested in the DBA program and
our panelists stories.

There were a lot of great amazing and diverse range of goals for use of the DBA, and all of those things
mentioned are extremely possible.

Would you mind advancing to the next slide, please.

Thank you.

So for the DBA the first thing I was told to speak about and it's extremely important in my development is why the Walden DBA specifically was right for me. And so Walden first as an online institution I'm active duty military.

I work full-time hours.

They range. Sometimes I work 6 p.m. to 6 a.m.

Sometimes the opposite.

Sometimes 8 to five.

It just depends on what I'm doing.

So it was very important for me to find an online program, but the structure was one of the biggest things that Walden offered that other programs did not offer. And so when I was thinking about degree programs, business is obviously -- it's transferable across many fields, and as an Air Force officer my job is to lead the on behalf of the president of the United States our military forces, and so the Walden DBA offered a flexibility and the specialization that I needed to be
successful in my career, and so that practical piece versus theoretical kind of ties into that because I will using it in a practical nature.
I know a lot of people ask that question can I use this degree to teach, and I both teach and am in the military, and so while your education going through the Walden DBA program will be focused on practical application of your research, there’s nothing that prevents you from doing theoretical research as well external to that or post DBA, and I have chosen to do that, and it’s been zero pain in that transition going back between the practical and the theoretical.

Walden has great structure.

As I said before, I tried with a previous school, and when I was with that school, they had an open type of classroom where there weren’t deadlines. As long as you had things turned in on time and it was a one-on-one piece with the faculty and the student. You didn’t have a classroom where you interacted with other students, and that just didn’t work out for me. I could be somewhat a procrastinator, so that open ended timeline really doesn’t work out very well.

So when I joined Walden and I looked at the programs and saw how they were broken up between assignments on Wednesday and Friday and deliverables on Sunday, it was...
exactly what I needed to get a personal rhythm so I
could balance my life around school because I knew when
things were due and expected.
So that part was great and the tuition was great, and everything was in my means, so that was the way I went.

And going down to the last bullet, I'm glad I did because in the end I had some great faculty.

It was great curriculum, and what's funny about that is there's things that happen even today to where I think about, oh, wait, I did have that in one of my classes, and I pull out the textbook from my shelf and there it is clear as day so there's a lot of things that come back later because you learn a lot of information and there's no way to remember it all.

You can move to the next slide, please.

So how the DBA helped my career.

Nicolle, I don't want to read off of the slide.

Is it okay if I take about two or three minutes and tell a quick story here?

>> Of course.

We would encourage that.

Thank you.

>> Excellent.

So when I started my DBA program, I just moved to Washington, D.C., and I was working at the Pentagon for
an executive.

I was executive assistant to a general there, and when
we had our feedback session, our supervisor and
supervisee feedback, he asked me what I was doing to advance my education, since I already had my master's degree.

I told him I was working on my Walden DBA. And he was extremely impressed. I told him we had courses in strategy, marketing, and leadership.

As a result of that -- this is not even graduating yet, he predetermined my next location which is where I am now in Oklahoma City to be the chief strategy guy here to develop our corporate strategy that the Pentagon uses to oversee certain functions of the military.

So as I continue this story, I'm going to use standard business terms so as to not confuse people or make you do any mental transcribing.

So I moved here to do strategy and as soon as I arrived our CEO, he interviewed me as part of my on boarding process, and as we were sitting down, he was going over my record he noticed that I had beside my education it said MAS plus and which is for master's and then it had the plus and he had never seen that before, and he said what does that mean?
And I told him that means when ear a Ph.D. candidate or doctoral candidate, the military updates your record to reflect that.
And I told him it was a DBA focused on leadership and he said wait a minute did you have any courses on change management?

And I said yeah, that was one of our main courses for our specialization, and he tells me okay you're going to help me.

In fact, we're going to help each other.

And so here before I arrived he has this huge organizational problem.

It wasn't aligning functionally.

It was inefficient.

Now that I had this program behind my belt, he wanted me to help him with that. So over the next two weeks or so I put together -- I looked through all the government regulations to make sure we know the legal reasons for why you can structure things the way you can and cannot.

I gave him a binder, and I gave him a suggested work chart after I interviewed all the managers in the organization and used those research skills I learned with my DBA to do interviews, find commonalities and align people where they actually should be and organize the structure of the organization based on that, and he
was extremely impressed.

So impressed that he actually pulled me out of that job
that I was sent there to do and put me in a leadership
job, so here the directors work right for the CEO, and
I'm a deputy director.
So he jumped me up two positions into a higher
leadership role over 103 people giving me the
opportunity to further develop my leadership skills.
And so that was an amazing opportunity.
And that was completely unplanned.
I did the DBA to help me develop in my career, but I
didn't realize it was going to launch my career the way
it did.
As far as the assistant professor as soon as I fished my
doctorate degree they promoted me immediately.
And I went from being cleared from only one course
that -- I've taught one course since 2008 with a
master's degree that I was qualified to teach to
suddenly receiving thesis students for two different
programs and being opened up to multiple courses.
And then of course I updated my LinkedIn profile which
I'll talk about a little bit later, and one of my
contacts noticed that that was updated, and they
contacted me and asked me some questions about what the
curriculum involved, and after I explained it to them
and my dissertation topic -- or my doc study topic, I
was invited to be the vice chairman on the board and
work their strategy for the non-profit.
So all of these things just happened all at the same time, and it was confusing, and it was exciting, and I'm so glad that I completed my Walden DBA because it opened so many doors to include research, course clearances and speaking engagements.

Random people contact me on LinkedIn and invite me to come do speaking engagements for various events around Oklahoma City. It's absolutely amazing.

For accomplishments the publishing one some people ask can I publish this.

As soon as I finished, I e-mailed some of the other faculty members and said, hey, does anybody need any help with their research projects? I'm a new graduate. I've only done one study.

I'd like to be an assistant on some of your teams, and I got a few e-mails back saying, What do you have in mind? I presented an idea, and I went from being the person asking if I could get on a project to they said all right take it and lead it, and they forced me to lead the project as a learning opportunity, and they supported me, and we've done four publications since then.
We just submitted one on Tuesday, a different team.

We submitted one on Monday.

And about three weeks ago, I submitted another study
with some other colleagues that I met on a women and aviation maintenance or the lack thereof, and so it's been really exciting, a lot of opportunities.

I was put in for a leadership award at my job because of all the things that have been happening and all the opportunities I've taken advantage of, and the biggest thing this year a few weeks ago I found out that I was nominated for a very selective leadership development program where I will leave for about three years, and the first year is more academic on military leadership and development, and the next two years I'll be put as a commander in charge of an organization to lead that and so so many things happen, and it's just been absolutely amazing.

As far as challenges, my biggest challenge, you have to meet the expectations that come with the title. I notice there's some panelists are talking about challenges within the program, so I'm glad that mine focuses on some things after that because what happens -- when you have a doctor people look at you as a doctor.

If you make a typo on a form and all those things that
the DBA program focuses on throughout your doctoral study and you come back it was a few minor things why did it come back.
But the truth is when you graduate that is the expectation that you're a doctor, and people do not expect to see typos and bad products and poor programs and bad oversight. All these things are expected to be things that you're going to work through because you're determined and engaged and then also understand that your DBA is a license to learn, and when you graduate from the program while you may be an expert because of your work experience, you're a new doctor, and a whole new world of things are opened up to you, and you're going to be able to learn and grow within that entirely new world that's available because of your new accomplishment, and so just be open to learning, be humble, and that's all for that slide, please.

So my recommendations, as I noticed before -- as I noted before there will be expectations of you, and with those expectations you have to live up to some of the them. You have to walk the walk. You're a doctor. You're a professional. You should carry that image.
Make sure you capitalize on your specialization.

Just like with medical doctors.

If you go to a medical doctor, they’re very specialized.
One doctor specializes in infectious disease and another
one on the heart and another on the neurological system.
DBAs are the same way.
My specialization is in leadership and I think I have
well informed education on that, but if you start to ask
me about marketing, I'm going to have to refer you to
Warren because I can't really help you out very much
there.
Understand your limitations and that's okay.
The sign of a good leader is to create a team around you
that compensates for your shortfalls and you support
each other and move forward, and that's exactly what I
have in my organization right now.
The leadership team complements each other very well,
and we're very successful because of that.
And the last thing is don't expect people to call you
doctor. They will.
Some people will call you doctor.
A lot of times it's a term of respect.
People at work call me major doctor.
Kind of in joking but also because they like me.
If they didn't they wouldn't say that. There's no
expectation for people to call you that.

Don't walk in and say, hey, I'm doctor such and such.

It kind of sends a bad image once you graduate.
Even though it's tempting to do, I would advise against that.

That's a personal opinion.

And use your research skills to solve real problems.

I used the qualitative, the interview skills that I learned throughout my DBA program to collect information and find commonalities, identify themes and based on that solve the organization's problem align it in the right way.

And that was extremely valuable, and my skills were used again, the quantitative skills in the non-profit where we're trying to develop a way to measure student success in these youth that we're trying to teach entrepreneurship to, ways to measure the change and having gone through multiple courses on that and having experience with that it was very easy to produce a product for the CEO because of my research experience, and it was applied research that solved the real problem, and it feels really good.

Next slide, please.

So I recommended LinkedIn.

I did mention that earlier.
That was where my friend that is the CEO of the non-profit reached out to me and noticed the difference in my resume.
I would encourage you to create a LinkedIn profile.

It's a great way to network with other folks.

There's a Walden DBA network group if you're already on LinkedIn.

And the students post questions about help with doc studies and there's resources and alumni and it's an amazing network.

You can connect with other people in your field that maybe aren't DBA graduates but in your field, and of course for those of you who are looking for a different job once you finish your degree, there's all different types of profile segments and things you can do to make yourself more marketable and be noticed because of your degree.

LinkedIn is a great asset.

I encourage you to sign up for that.

And then for those of you still in the program or if you're working your doc study, I notice one of the problems I had as I went through was the DOIs and finding all of your DOIs so aside from Googling those, you can use that link that I provided there.

Cross refs owns the DOI process.
You can actually enter a reference and it will find the DOI for you and give it back.

That was a small tidbit and save some of the current
students a lot of trouble.

That's all I have.

Again I want to thank the Career Services team and Dr. Turner and everybody on the line for inviting me.

>> Thank you so much, Jason.

And right on track with LinkedIn.

Next we have Dr. Annirate Clarke.

Annirate, are you with us?

>> I am.

Good afternoon, everyone.

>> Thank you.

Thank you.

I'll let you take it from here.

>> Okay.

My name is Annirate Clarke, and presently I work with a bank. I'm assistant manager and have become lead trainer.

I also facilitate with non-profit organization and also volunteer.

I am a training consultant for a hospital called Wellstar, and I had gotten this position like right after my doctorate degree.
Next slide.

Why pursue a Walden doctoral degree.

As Jason had mentioned before, I did a lot of research
on schools that I wanted to pursue a doctoral degree, 
but Walden was the top of my list. 
Walden had become a wonderful school for me. 
It provided me with a well rounded eye level business 
education. 
The professors are great at Walden. 
At Walden the doctorate degree helped me become relevant 
within my workplace and within my profession. 
It provides me the cutting edge knowledge that leads to 
better job performance in today's world. 
The opportunity to potentially become a business 
professor or grow into a leadership role within the 
industry. 
How the DBA helped my career. 
The DBA helped my career presently in my organization. 
I was promoted to a lead trainer in the whole Wells 
Fargo that I work with. 
This was actually given to me, and I didn't see it 
coming. 
I was promoted. 
Why? 
Because I pursued the DBA at Walden, and my managers,
they all know that I was pursuing this degree, so they

were all like, when are you going to finish?

When are you going to finish?
And I’m like it's coming, it's coming.

But I think they were looking for it sooner than when I was done.

It also trained me for career opportunities.

Opportunities as a business professor are arising.

Almost every day I get e-mails, I get calls from different organizations.

The DBA also helped my career by sharpening my research skills.

Challenges and accomplishments.

The challenges I had is that I set standard for myself.

I asked myself do I want to grow.

Yes, I do.

So the challenge to achieving specific goals in my life, the methods I used like target a problem clearly, like whatever I don't know I would ask question and avoid getting off track.

I identified the specific trends and resources that I have to use to overcome challenges.

The dedication involved countless hours of research and scholarly writing.

Overcome the challenges of public speaking and
presenting reports in presentations, that was a
challenge because you would never get me to do this what
I'm doing now before my DBA.
So my accomplishment with the DBA is I have a publish coming out shortly.

It's in the pipeline.

One of my greatest accomplishments is that I start my own consulting company in training.

And I was nominated in Atlanta for the business specialist for Metro Atlanta, and I'm also a training consultant for a hospital where I train physicians using their operating system, which is called Epic.

Recommendations, the Atlanta chamber of commerce is a good thing to join.

It provided networking in all areas of research with other engaged research professionals.

We have the Atlanta Wellstar chapter, and this is like for people who are in the health care department, and this is a valuable resource for information, training and employment opportunities.

You can network with so many people there that it's phenomenal.

We have the Georgia association of health care executives, and this is a network for career development, forum for professional exchange.
Also the recommendation, this is the Nigerian American chapter of commerce.

This is where I have worked with other people.
This is from so many different culture, but I have
joined the Nigerian chapter of commerce.
This provided resources and support for communities to
help their organization in whatever venture they may
pursue.
The SHRM.
Most of us know the SHRM, it is a connect member only.
For those still in school you only pay $35 to join it
and it is like -- it is a good resource.
It help with online communities for specialized HR
information.
So this you can join and for those of you who are still
in school, what I would have to tell you is use the DOI
as Jason said.
This will help you along the way a real lot.
So cross reference, it's phenomenal.
Just use it, and it will help you as you go along.
Thank you.
>> Thank you so much, Annirate, and hold on because
we'll probably have lots of questions for you all.
Okay.
Next we have Dr. Warren Lesser.
And his specialization was in marketing and Warren, are you there?

And I'll hand it over to you to talk about your
entrepreneurship and your business venture.

>> Thank you.

It's an honor to be asked to join this webinar, and I appreciate the invitation.

If you would please advance to the next slide.

The first question is why did I pursue the Walden DBA.

And I think when you look at Walden versus other schools, I looked closely at Argosy and Phoenix and Capella.

I looked at accreditation and I examined curricula from all those universities, and I really felt like Walden's program was more together, that they had a higher standard of education, and when you're going to put that much work into going for a doctorate, you definitely want to find a program that has rigor because at the end of the day if your program is not rigorous, you're not going to improve your skills and your education, and it's not really going to help you succeed.

I looked at technical resources, and Walden's library is amazing.

I was talking to a colleague of mine today who also graduated from Walden.
We were buddies in school.

We're still buddies.

And I said, Greg, I don't want to overestimate. You
think all the databases in the library at Walden has.
I think it has tens of millions.
Greg said why don't you count.
I said great idea.
It is enormous.
I think when you're busy as we all are today in today's hectic pace, if you can find resources at your fingertips within seconds, it's such a blessing.
You have all these papers to write.
You have research to conduct, and the value of an excellent library cannot be overstated.
My recruiter was really good at Walden.
I developed a rapport with her.
I trusted her so that was a big factor and when you look at the size of Walden, that is a testimony in and of itself as to how successful they have been, and I think their diverse student body as well as their diverse faculty just has to add value to the education, and in my case it certainly did.
And then I think at the end of the day it's your gut feeling, it's your gut that you can trust or not trust.
In my case I did trust it and I asked myself the
question, I'm going to have a DBA.

People asked me where did you get your DBA.

I want to say -- I have to answer the question from
which university did you get your DBA, and I'm going to feel the best by saying I got my DBA from Walden.

Sometimes people look at online universities. They really don't understand them in this day and age because we're so used to brick-and-mortar education, and I think that the online university from my experience was even more difficult, but from the reputation standpoint you can't beat Walden.

The reason I went back was because I have a 1987 MBA. I'm one of the older students for use. And I needed something to fit my busy schedule with running businesses.

So I wanted to with the advent of the internet in the '90s I had to get with the program, and if you want to be successful in business and want to know how to run a business, then you better be pretty savvy with what's going on with the worldwide web.

In my business I deal with several physicians, medical doctors, D.O.s, nurse practitioners and I deal with government officials in the FDA and I think that when you have some credentials it gives you a little more credibility when you're dealing with these folks and
maybe they listen to you a little bit more, so that helps you achieve the objectives you’re trying to achieve.
My daughter is in med school lastly and on a personal note I can't have my daughter outdo her dad.

So it's kind of fun.

It is cool to have a doctorate and you can't rub -- you don't want to go around saying I'm a doctor and boast about it.

I think you have to prove your worth other than just saying I have these credentials, therefore I'm so good.

Next slide, please.

I looked closely at the DBA versus the Ph.D.

It was a tough decision really, and both degrees are terrific.

The ultimate decision for me was which degree is going to help me be successful in business.

Which degree is going to give me the skills I need on a day in and day out basis to run an operation from top to bottom including finance, including marketing and management, including regulatory aspects of a business including human resources and from a practical hands on perspective I think the DBA equips managers to run their business more competently.

If I was going to devote more of my life to research I
think the Ph.D. would be more appropriate.

So for me the DBA was the degree to help me exceed more
in my career of running businesses.
I've been an entrepreneur for a long time and I've had a few companies I've started from scratch and with good teams of people and blessings from above have had success.

SpectraCare was the first company and it grew in 1988 to 1200 employees, and I harvested that company in 1996 and then SpectraBrace was another company that was started after SpectraCare was harvested.

That firm to a public company and the same with paradigm's ICD 9 coding of business.

Presently I have two companies, Magna Pharmaceuticals and Z-Xpress.

And I think the DBA is helping me run these firms on a day in and day out basis.

Z-Xpress is just a family owned business here in Louisville Kentucky but for the last four years we've been voted as the best conveyor car wash in the city.

Magna pharmaceuticals has had an up and down history.

But we actually have three drugs that we should be able to launch in 2016.

If you have one good product it makes your whole company.
The DBA has improved my skills and I think what goes along with that is you need to have a healthy dose of humility.
Last week I was having lunch with Dr. Sheshwrite.

He and his staff have conducted quantitative research analyses for some of the clinical trials that Magna has conducted over the years.

And I was talking with him, and he said you know what bothers me the most is my colleagues who are so arrogant, that's so counterproductive.

And I said maybe the greatest value of a true quality education is realizing how much we really don't know in the whole scheme of things and how much more we need to learn.

The DBA for me aggravated my hunger to learn even more and I think if you have a truly good education, we don't even in health care for example and the human body which is amazing we don't even understand all the enzyme cascades in a single human cell.

If you look at the earth we live in, we're a pin head, the size of the earth is really a pin head size with respect to the entire universe.

So arrogance, I don't think arrogance is appropriate for people who call themselves doctors because the more you learn, the more you realize how much more you need to
learn.

Can I please have the next slide.

So those are the ways that the DBA has helped my career
from an accomplishment standpoint I think without irrefutably my daily communication is better especially my written communication.

And when you write an e-mail or when you're composing a letter, you definitely want to live up to your degree, and I think if I just jump down to the third bullet for a second the DBA achievement adds pressure I think as Jason mentioned this as well, to deliver and measure up to our credentials and it's not only for yourself, it's also for the school.

I happen to think a lot of Walden. I'm very proud I went there and I really think that people know they say where did you graduate I want them to look at me and say, wow, Walden has a great program. They really help people. They can really enhance skills and knowledge and make people more confident.

One of the challenges if you jump back to the second bullet was the curriculum workload. We -- as I alluded to earlier an online school is really difficult.

You can't cut classes.
You can't be late on assignments.

There's a Wednesday paper.

There's a Sunday paper.
There are posts during the week, and it's tough.
I spent a lot of nights up until 3 or 4 in the morning
to make sure I could submit an assignment on time and a
quality assignment because your peers read your
assignments, and they read your posts.
And so once you've written it, it's there.
You can't take it back, you know.
And I think perhaps your work is subject to more
scrutiny because everything is online, everything is in
writing.
So the workload is not to be underestimated, but it is
not insurmountable.
I'm not trying to scare anybody away.
I'm just saying if you're going to go for a Walden DBA
make sure you fasten your seat belt and make sure your
priorities are in order before you start and make sure
you have a good support system in place.
As I mentioned before down to the fourth bullet Magna
has had some problems.
We went through a regulatory change where the FDA came
out and said there's probably -- there were 300 products
or so they took off the market in 2011.
Not for safety reasons but more for regulatory adherence so what they call an MDA.

So a lot of the legacy drugs on the market for decades
were removed from the marketplace.

So we went into a tailspin and we were in a period of financial distress for three years and we reengineered the company and now we're operating in the black with prospect of some really good products coming down the pipe.

So I think from a business turn around standpoint the Walden degree the DBA has really helped it.

I think you also build more character.

You build perseverance because you go through several years of tough study.

So when you survive you come out and you've been tested by fire so to speak.

I've been elected to the special pharma specialty board.

I don't think that would happen if I didn't have a DBA.

And I'm now a speaker at nurse practitioner and you don't speak at nurse practitioner meetings unless you're a nurse practitioner or you have a doctorate.

I think the DBA has helped in that regard.

My colleague and I may publish -- we're going to conduct another study that we may publish as well.

I think in terms of a career transition I haven't made a
career transition but if I was going to give you advice

I would say the DBA education and the research

experience that we get trains us to ask better
questions.

You know, what are the outcomes that I want from my new job.

Are these outcomes realistic.

I think it helps us our training and our experience in research help us eliminate bias as well where we request make a more comprehensive and objective assessment of your present -- my present career versus a new career that I may migrate too.

So the last slide is recommended resources.

I didn't use the writing center as much as I could have or should have, and I met some of the staff members from the writing center in residency later on in the program, and wow, they're really competent people so I would say rely on the writing center early in the curriculum and don't wait until later.

Google scholar is a nice complement, I think it's part of the Walden database selection now.

The intensive residencies, take them in and maybe the last thing I want to say is I have a really good colleague his name is Dr. Greg banks and we became friends throughout the program.
We still are and I think that if you can get a classroom
sole mate, someone who will encourage you, you encourage
them, you folks can work together on different projects,
I think you get different insights from a colleague, and it's just so valuable to have somebody go through the program with you whom you trust and whom becomes a friend to you.

So anyway, these are my thoughts and hopefully helpful to your decision if you're contemplating attending Walden then by all means I don't think there's a better school you can attend if you're looking for an online university or a brick-and-mortar university really.

So thank you.

>> Thank you, Warren.

Appreciate it.

This is Nicolle.

Unfortunately Dr. Jeffrey Weide was not able to make it, but I interviewed him for his slides, and I'm going to try to tell the story as best as I can.

So he is a senior lead facilitator and he provides executive coaching, events facilitation.

He does a lot as I learned analysis and process improvement guidance for two major areas of a hospital system that has over 6,000 employees, 8 community clinics plus additional functions like a level 1 trauma
center, poison control, paramedics for the city county of Denver, so that's very impressive and external training as well as to academics.
So he did move into this role after completing his doc study which was March in 2014 about a year ago and he graduated with the DBA April 2014.

His director stated his DBA degree was one of the main factors for his hire and the pay rate increase that he received.

He provided leadership coaching to managers on lead management system.

So really his goal is to ensure that the leaders in this hospital system are effectively leading change and ensuring quality and efficient processes.

So for the different positions he says especially as you can see he's in the military.

He's a military Air Force veteran. Especially local and federal government and affiliated organizations, he said the level of the doctoral education really can translate to experience and eligibility for many positions and having the doctoral education, he was considered an expert in his field in giving higher marks for job application.

And even again he said he earned a higher starting salary for these positions as well with the doctoral
And some of the career enhancements, I asked him if he could provide some examples and he said one of the best
examples he has is his work actually with doctors, physicians.

He has had multiple physicians treat him differently he says in the office among peers because of his new title, and while he typically does not use it, he's often introduced by many leaders especially to executive coaches, the chief nursing officer and the chief information officer as Dr. Weide.

So kind of considering himself with that credential on the same level as his peers.

And then these are a list of some of his recent accomplishments which are quite impressive.

The doc study he won two awards with the Air Force for professional and scholarly work.

Doc study of the year for the college of management and technology.

Again as I mentioned it did provide an easy transition for him to a civilian job from the military.

He has a certified project management, the project management certification in 2013 and again promoted within 11 months.

And accepted to teach.
So he does have a very impressive resume there.

And he has some resources that he recommends for those interested in health care executives, the same one
Dr. Clarke mentioned, ACHE, and for those of you who are interested in project management you have TMI and then he mentions a couple resources for veterans which is great as well.

I've added on to the end here some consulting resources for some of you interested in consulting, some websites, professional associations and online publications as well, and also we put together some LinkedIn groups. I know Jason mentioned LinkedIn and how important it is so joining groups and professional associations and engaging on line is a great way to build your network and here are some project management ones as well, and with that we are going to open it up for questions, so I'll hand it on to my director, Lisa Cook, and we're going to field some of the questions, and if you could type in the name of the person that you would like to direct your question to, and of course Dr. Weide is not here today and will not be able to answer questions but I'm sure everyone else on the panel would be happy to.

>> Hi, Lisa.

This is Dr. Newcomer. Do you mind if I make a quick comment?
>> Not at all.

>> Reference Nicolle's comment about the power of LinkedIn, I would just say that since I talked about it
in my presentation, I received 13 invites to connect
with Walden DBA or aspiring DBA folks from this webinar.

>> Wow!

>> Terrific. Thank you for mentioning that.

Yes, that's the power of LinkedIn in action right as we
speak

>> Jason, I'm going to direct the first question to you
and actually it's to all of our DBA alumni.

What year did you complete your DBA degree, and how long
did it take you?

>> Hi.

This is Jason.

I completed my DBA in 2013.

Technically in December.

I finished everything in November, but of course you
have to wait until the term ends so December was the end
date, and I started in February -- or March of 2010, so
for me it took me almost four years but I joined the DBA
program, I have a master's in aeronautical science and a
bachelor's in aeronautical science, so I had to do the
business core classes. People that join with an MBA
they shave a year off of the program.
>> Thank you.

Annirate, would you like to answer that question?

So what year did you graduate, and how long did it take
to you complete your degree?

>> Yes.

I started the degree in April of 2010, and I was done in November of 2013 and I walked in January of 2014

>> Excellent.

Thank you.

And then, Warren, would you also like to field that question.

>> Yes, I started in August of 2010 and finished in December of 2013, and I did take all the core courses because my MBA was older.

>> Excellent.

Thank you.

>> This is Annirate.

I have another question.

And after I finished in November of 2013, that January of 2014 I came back, and I did a post doctoral in health care management.

>> Thank you for mentioning that because I noticed you have the double. You have leadership and health care management is that correct for your specialization?
Yes, Nicolle.

Excellent.

Thank you for sharing that.
And Dr. Turner, I'm going to direct the next question to you and maybe the panelists would like to chime in as well.

Is it better and safer to start a consultancy in your field of expertise or diversify into a different field that might be more marketable?

Well, if it were me I would go with the area that I'm most comfortable at first, get my feet wet and then spring out.

And I think Warren Lesser has done a lot of consulting work.

What's your take on it?

Warren: I think that's exactly correct.

If you look at successful companies and actually successful individuals, they -- they find what they're good at and they stay focused.

And I think that they're -- there are so many directions that we can go today that it's hard to be -- you can't be an expert in every field so you have to be really focused.

Okay.

Thank you.
Thank you.

Are there any general recommendations as the best field to consult in?
A follow-up question on the earlier one.

That's a hard question to answer.

Probably depends on the area of expertise that the person has, as you mentioned.

>> Yes, I would think so.

>> Annirate, about your consulting business as well?

I know you started a consulting business.

>> Annirate: Yes, I did, and I teach within my field of leadership because after you've gotten your doctorate degree because when you go out there people look on your resume or your CV they want you to be in the field where you study to actually come and work for them, so yes, I did start my consultant company in the same field that I started, but in training and leadership.

>> Sure.

Thank you.

>> Lisa, I don't know how you have credibility to be a consultant to be an expert unless you have succeeded in the field that you're representing your expertise

>> Good point.

One student asked, what was your doctoral study topic, and why did you choose it?
My doctoral study topic was online banking and customer satisfaction among Atlanta banker. I chose that topic because I work with the bank for over
ten years, and working with the bank, I know I want to keep this job and still stay within the field, so I chose that topic so after my doctoral degree, I was just able to hand my regional manager a copy of my dissertation.

>> Wow.

>> Great.

Terrific.

Thank you.

Jason, did your leadership specialization help you with other areas apart from business and organizational skills and knowledge?

For example relationship building and self confidence?

>> Hi.

Absolutely.

It was amazing.

Really the biggest thing about the leadership specialization because the -- when you start going in your specialization classes for those who haven't been there yet there were multiple group projects each week. You have three different group projects that you do so you have to find a lot of references that you connect to
the topic of that project and as I did that reference
search and having an interest in leadership already, I
found so many great books on leadership and team
building and people already know that you get great knowledge from reading but when you have a passion for the topic and you go through these classes and they connect you with other resources and the resources connect you with people and practices and it was just amazing.

>> Terrific.

Okay.

Annirate, do you have any specific leadership organizations that you would recommend joining?

>> Annirate: Not a specific one, but there are plenty out there as we said because we have like now I'm all up into the health care, so we have care in Atlanta I know not everybody is from Atlanta but wherever you are, I know you can join the Georgia association of health care executive because that is a good one.

Here we have the Atlanta chamber of commerce and I know like in different states you have different states of commerce.

Those are good ones to join because it provides the resources that you need for next work in whether you're researching or you're a professional, it will help you.
Thank you.

Great, thank you.

And I think that’s about it for questions.
Great you all.

Thank you so much.

And with that we'll just wrap it up here with some of our Career Services resources, so we have developed a doctoral webinar series on our website and we're going to continue to add to this series this year in 2015 so a lot of great resources for getting into higher education and publishing and of course connect with Career Services.

We're a big fan of LinkedIn.

We have our own LinkedIn group that we encourage you to join.

And now we've started our own YouTube channel where we actually have career spotlights and we interview students at residencies and have some fantastic career stories on there to share and a blog and of course our OptimalResume system and twitter.

And we'd like to wrap it up with this quote.

The purpose of life is to discover your gift.

The work of life is to develop it, and the meaning of life is to give your gift away.

And we thank all of you for participating, and we want
to give a special thank you to the DBA leadership, Freda Turner and Fred Walker and of course all of our wonderful panelists who took the time to collaborate on
this webinar and share their career expertise.

So thank you all.

And finally we would appreciate your feedback via a short survey that will be sent to you immediately following the webinar.

Ask have a wonderful evening and thank you all for joining us.

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