

John D. Egan

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EDUCATION

Doctor of Education (EdD), Georgia Southern University Major: Educational Leadership Dissertation: "Exploring Alumni Valuation of an Undergraduate Leadership Program"	July 2019
Master of Science (MS), The University of Georgia Major: Kinesiology (Sport Management & Policy)	May 2012
Bachelor of Science in Education (BSED), The University of Georgia Major: Sport Management, <i>magna cum laude</i>	May 2010
Bachelor of Arts in Journalism (ABJ), The University of Georgia Major: Telecommunication Arts, <i>magna cum laude</i>	May 2010

CERTIFICATIONS AND TRAININGS

Applying the QM Rubric, Quality Matters	February 2023
MBTI Step I Certification, GS Consultants	September 2022
Better Conversations Everyday Facilitator, Center for Creative Leadership	July 2022
16 Types Certification, Cloverleaf	July 2021
Enneagram Certification, Cloverleaf	August 2020
Assessment in Student Affairs (MOOC), Student Affairs Assessment Leaders	May 2019
Certified Strengths Coach, Gallup	February 2019
Human Subjects Social & Behavioral Research, CITI Program	August 2018
EQ-I 2.0 / EQ 360 Emotional Intelligence Certification, MHS	December 2017
Leadership Education Academy, International Leadership Association	August 2017
Strengths-Based Mentoring & Advising, Gallup	October 2016
Strengths-Based Education, Gallup	September 2016

RESEARCH, PUBLICATIONS, AND PRESENTATIONS

PEER-REVIEWED JOURNALS

- Egan, J. D.** (in press). Situational leadership role-play and debrief: An exploration of useful components and limitations. *Management Teaching Review*.
- Egan, J. D.**, Tolman, S., McBrayer, J. S., & Ballesteros, E. (2023). Reconceptualizing Kolb's learning cycle as episodic and lifelong. *Experiential Learning & Teaching in Higher Education*, 6(1), 24-33.
- Egan, J. D.**, Banter, J. N., & Sorgen, C. H. (2021). Assessing escape rooms as a teaching strategy for leadership competency development. *Journal of Leadership Education*, 20(1), 140-152.
- Egan, J. D.**, McBrayer, J. S., Wells, P., & Tolman, S. (2021). Exploring undergraduate leadership program attributes from the alumni lens. *College Journal of Student Affairs*, 39(1), 73-87.
- Banter, J. N., **Egan, J. D.**, Hayes, K., & Phillips, B. (2020). Using design thinking as a student-centered approach to enhance an undergraduate leadership program. *The Journal of Leadership Education*, 19(3), 69-74.
- Egan, J. D.**, McBrayer, J. S., Wells, P., & Tolman, S. (2020). Exploring alumni valuation of an undergraduate leadership program. *The Journal of Leadership Education*, 19(4), 68-83.
- Egan, J. D.** (2019). Intentional leadership for more just experiences: Supporting black males on college campuses. *Georgia Journal of College Student Affairs*, 35(1), 84-97.

EDITOR-REVIEWED SOURCEBOOK

- Egan, J. D.**, & Banter, J. N. (Eds.). (2022). *New Directions for Student Leadership: No. 174. Games in leadership learning*. Wiley.

EDITOR-REVIEWED BOOK CHAPTERS

- Egan, J. D.** (2022). Exploring terms and proposing a framework for leadership learning through games. In J. Egan & J. Banter (Eds.), *New Directions for Student Leadership, No. 174: Games in Leadership Learning*, pp. 21-30. Wiley.
- Banter, J. N., **Egan, J. D.**, & Burton, S (2022). Why games in leadership learning?. In J. Egan & J. Banter (Eds.), *New Directions for Student Leadership, no. 174: Games in Leadership Learning*, pp. 11-19. Wiley.

EDITOR-REVIEWED BOOK NARRATIVE & LEARNING ACTIVITY

- Rana, A., Hernandez, C., & **Egan, J. D.** (2021). Narrative: A call to action: Exploring the Culturally Relevant Leadership Learning model in a professional association book club.

In C. C. Beatty & K. L. Guthrie (Eds.), *Operationalizing Culturally Relevant Leadership Learning* (pp. 81-82). Information Age Publishing.

Banter, J. N., & **Egan, J. D.** (2020). Learning activity: Escape games as a learning assessment. In K. L. Guthrie & D. M. Jenkins (Eds.), *Transforming Learning: Instructional and Assessment Strategies for Leadership Education* (pp. 53-54). Information Age Publishing.

RESEARCH IN PROGRESS

Egan, J. D., Clark, T. & Connolly, L. (in progress). Alumni Transfer of Leadership Learning and Competencies. (Data Analysis)

Egan, J. D. & Clark, T. & Connolly, L. (in progress). Leadership Learning and Competency Development through Experiences Associated with Rank. (Data Analysis)

Clark, T. & **Egan, J. D.** & Connolly, L. (in progress). Collective Understanding of Principled Leadership and Associated Behaviors. (Data Analysis)

NATIONAL CONFERENCES

Egan, J. D. & Clark, T. (2023 July, Presented). *Leveraging Role-Play for Emotionally Intelligent Leadership Development*. Conference presentation at the Association of Leadership Educators' annual conference, Nashville, Tennessee.

Banter, J. N., & **Egan, J. D.** (2022 June, Presented). *Advancing Games in Leadership Learning*. Conference presentation at the Association of Leadership Educators' annual conference, Kansas City, Missouri.

Egan, J. D. (2022 June, Presented). *Open Educational Resources for Leadership Learning*. Round table discussion facilitated at the Association of Leadership Educators' annual conference, Kansas City, Missouri.

Egan, J. D., McBrayer, J. S., Wells, P., & Tolman, S. (2021 March, Presented). *Leveraging the alumni voice to improve leadership programming*. Conference presentation at the ACPA Convention held virtually.

Egan, J. D., Banter, J. N., & Sorgen, C. H. (2020 December, Presented). *Escape games as an innovative teaching strategy*. Conference presentation at the Leadership Educators Institute held virtually.

Banter, J. N., **Egan, J. D.**, Hayes, K., & Phillips, B. (2020 July, Presented). *Using design thinking as a student-centered approach to enhance an undergraduate leadership program*. Conference presentation at the Association of Leadership Educators' annual conference held virtually.

Egan, J. D., McBrayer, J. S., Wells, P., & Tolman, S. (2020 March, Accepted). *Improving leadership programming through the alumni lens*. Conference presentation at the National Association of Student Personnel Administrators Annual Conference, Austin, Texas. *Conference canceled due to COVID-19

Banter, J. N., Craven, J., **Egan, J. D.**, Keesee, R., & Yannuzzi, T. (2019 July, Accepted). *Community Impact Challenge: Driving social change through competitive problem-based learning*. Poster presentation at the Association of Leadership Educators' annual conference, Albuquerque, New Mexico.

Banter, J. N., & **Egan, J. D.** (2018 July, Presented). *Escape rooms: A student-centered approach to animating leadership learning*. Conference presentation at the Association of Leadership Educators' annual conference, Chicago, Illinois.

REGIONAL AND LOCAL CONFERENCES

Egan, J. D. (2023 May, Presented). *A Fun Game and Effective Teams in Higher Education*. Conference presentation at the 2023 NASPA Region III South Carolina Drive-In Conference, Orangeburg, South Carolina.

Egan, J. D. (2022 May, Presented). *Experiential Leadership Learning Across Campus*. Conference presentation at the 2022 NASPA Region III South Carolina Drive-In Conference, Conway, South Carolina.

Egan, J. D. (2019 April, Presented). *Exploring alumni valuation of an undergraduate leadership program*. Poster presentation at the Georgia Southern Research Symposium, Statesboro, Georgia.

Banter, J. N., **Egan, J. D.**, & Bear, S. C. (2018 October, Presented). *Design thinking as a student-centered approach for programmatic insights*. Conference presentation at the Georgia Educational Research Association, Macon, Georgia.

Egan, J. D., & Hall, C. (2018 February, Presented). *Leadership competencies: An escape room of doom*. Conference presentation at the Collegiate Leadership Conference, The University of Georgia, Athens, Georgia.

Banter, J. N., & **Egan, J. D.** (2017 November, Presented). *The collaboratory: Designing a leadership living-learning community to tackle wicked social injustices*. Conference presentation at Georgia College Personnel Association and Georgia Housing Officers Conference, Savannah, Georgia.

INVITED PRESENTATIONS

Egan, J.D. (2023 July). *Leveraging Strengths in Ministry Leadership*. Summerbrook Church staff training. Summerville, SC.

- Egan, J. D.** (2023 June, 2022 August, & 2021 December). *Leading with emotional intelligence: Insights from the EQ-i^{2.0}*. Principled Leadership Development Program at The Citadel as part of larger training program for Department of Defense employees. Charleston, South Carolina.
- Egan, J.D.** (2022 July). *Better Conversations Everyday: Challenge & Support*. Executive Training Program facilitated by the Department of Leadership Studies. Charleston, SC.
- Egan, J.D.** (2022 July). *Better Conversations Everyday: Asking Powerful Questions*. TAC Officer Training at The Citadel. Charleston, SC.
- Egan, J. D.** (2021 September). *Monership: Where cash and leadership meet*. Golden LEAF Scholars Leadership Program coordinated by the Center for Creative Leadership. Held virtually.
- Banter, J. N. & **Egan, J. D.** (2021 June). *Deploying your talents to lead yourself and others*. Richmond Hill High School leadership team training retreat. Hilton Head Island, South Carolina.
- Egan, J. D.** (2021 May). *Understanding your personality type to strengthen your leadership*. Rincon city government executive staff training. City Hall, Rincon, Georgia.
- Egan, J. D.** (2021 March). *Leadership through the Enneagram*. Southern Women Leadership Institute. Georgia Southern University, Statesboro, Georgia.
- Egan, J. D.** (2021 March). *Leadership through the Enneagram*. Student Affairs Professional Development Workshop Series. Virtual.
- Egan, J. D.** (2021 March). *Nurturing Character Strengths for Workplace Success*. Staff Council Professional Development workshop. Virtual.
- Egan, J. D.** (2021 March). *Exemplary leadership through cinema*. Student Organization Leadership Development Workshop Series. Virtual.
- Egan, J. D.** (2021 March). *DiSC: Leading with Self-Awareness*. Student Organization Leadership Development Workshop Series. Virtual.
- Egan, J. D.** (2021 January). *Leveraging the Enneagram with Student Workers*. Campus Recreation and Intramurals Full-Staff Workshop. Virtual.
- Nelson, M., Banter, J. N., Andrews, U., & **Egan, J. D.** (2020 December). *Exploring emotional intelligence through a diversity, equity, and inclusion lens*. Office of Inclusive Excellence Georgia Southern University training series for faculty and staff. Virtual.
- Egan, J. D.** (2020 November). *Leadership through the Enneagram*. Georgia College Advising Corps staff training. Virtual.

- Banter, J. N., & **Egan, J. D.** (2020 October). *Deploying your talents to lead yourself and others*. Park Place Outreach staff retreat. Virtual.
- Egan, J. D.** (2020 July). *Character strengths: Label, describe, and employ*. Tidal Wave camp by Tulane University for teenagers with bleeding disorders. Virtual.
- Egan, J. D.** (2020 March). *Start with talent, finish with strengths*. Georgia Association of Emergency Medical Service Rural Leadership Program. Georgia Southern University, Statesboro, Georgia.
- Egan, J. D.** & Hoffman, B. (2020 March). *Exploring high performing teams through a team challenge*. Spring Staff Council Professional Development Conference. Georgia Southern University, Statesboro, Georgia.
- Egan, J. D.** (2020 March). *Servant leadership: An empathetic and strange approach to leading*. Student Organization Leadership Development Workshop Series. Georgia Southern University, Statesboro, Georgia.
- Egan, J. D.** (2020 February). *Leadership styles & situational leadership*. Institute for Community Partners. Georgia Southern University, Statesboro, Georgia.
- Banter, J. N., & **Egan, J. D.** (2019 November). *Southern walkers: An escape adventure unpacking emotional intelligence*. Fall Staff Council Professional Development Conference. Georgia Southern University, Statesboro, Georgia.
- Egan, J. D.** (2019 October). *Emotional intelligence: A catalyst for personal and professional growth*. Student Affairs Professional Development Workshop Series. Georgia Southern University, Statesboro, Georgia.
- Egan, J. D.** (2019 April). *Assessment in student affairs: It ain't so bad*. Higher Education Graduate Students Professional Development Series. Georgia Southern University, Statesboro, Georgia.
- Banter, J. N., & **Egan, J. D.** (2019 June). *The southern express escape game: Unpacking communication competencies*. Counseling Center In-Service Day. Georgia Southern University, Statesboro, Georgia.
- Banter, J. N., & **Egan, J. D.** (2018 September). *Introduction to strengths*. Sports Medicine Staff. Georgia Southern University, Statesboro, Georgia.
- Egan, J. D.** (2017 November). *Leadership escape room: Understanding power dynamics*. Campus Recreation and Intramurals Program Directors Training. Georgia Southern University, Statesboro, Georgia.

PRACTITIONER EXPERIENCE

Leadership Educator

July 2016-July 2021

Georgia Southern University, Statesboro, GA

- Designed, implemented, and assessed student leadership programming, courses, and workshops, while integrating multiple leadership theories and incorporating backwards course design principles
- Taught undergraduate leadership courses while using evidence-based teaching strategies
- Coordinated and assessed student leadership programming which contributed to the Southern Leaders program (undergraduate leadership program with over 300 students) receiving two national awards
- Wrote curriculum, coordinated, and assessed peer leadership coaching program that included over 100 students each year
- Provided professional development and leadership training opportunities for multiple university departments on topics including emotional intelligence, Clifton Strengths, power dynamics, high-functioning teams, assessment, and effective communication
- Conducted leadership development workshops with community non-profit leaders and engaged in individual follow-up coaching sessions
- Planned and executed an annual, regional undergraduate leadership conference through theme development, call for proposals, workshop selections, and contracting keynote speakers
- Supervised two graduate assistants and assisted in the management of a leadership program budget exceeding \$50,000

Assistant Director of Student Affairs

June 2014-June 2016

East Georgia State College, Statesboro, GA

- Assisted students with financial aid, records, and admissions processes while acting as the primary Student Affairs liaison between satellite campus and main campus
- Organized new student orientations through scheduling planning meetings, communicating pertinent information to all departments, ensuring appropriate staffing and handling of on-site operations
- Launched first-ever Student Ambassador program on Statesboro campus and led group through leadership development activities bi-weekly to prepare ambassadors as representatives for EGSC
- Initiated first-ever Open House on Statesboro campus through establishing a multi-department team to develop marketing strategies, plan, and execute the event, which resulted in 67% of attendees enrolling in EGSC
- Encouraged academic success, personal growth, and the development of life skills for students as a Staff Mentor for the African American Male Initiative; received Director's Choice Award for outstanding service

Student-Athlete Services Assistant Director

October 2013-June 2014

Georgia Southern University, Statesboro, GA

- Charged with assessing, enhancing, and leading tutor and mentor programming while continuing responsibilities as football academic coordinator

- Recruited, hired, trained, scheduled, and managed over 30 student employees and supervised one graduate assistant
- Created system of student employee observation by full-time staff in order to enhance effectiveness of student employees in essential job functions and provide concrete performance evaluations
- Fostered relationships with on-campus advisors, faculty, Student Disability Resource Center, and Academic Success Center to serve the best interests of student-athletes

Student-Athlete Services Advisor

September 2012-September 2013

Georgia Southern University, Statesboro, GA

- Acted as the primary academic coordinator for football, baseball, and men's golf
- Initiated and developed mentor program intended to improve academic performance of severely at-risk student-athletes by shifting from time-based study hall requirements to objective-based learning methods

Student Services Graduate Assistant

August 2010-May 2012

The University of Georgia Athletic Association, Athens, GA

TEACHING

THE CITADEL

LDRS 371 LEADERSHIP IN ORGANIZATIONS (Fall 2021 & Spring 2022)

This course will help students recognize, cultivate, and influence leadership in organizations. Students will further their individual leadership development through the application of various leadership theories and skills in personal assessments, experiential activities and case studies.

LDRS 401 SENIOR LEADERSHIP SEMINAR/PROJECT (Fall 2021)

Candidates for the Leadership Studies minor will work closely with the professor on an independent study project dealing with a leadership issue or challenge and with the application of principled leadership. The student will write a case study or research project of approximately 20 pages discussing a specific leadership issue or problem. Students will make a presentation on the problem or research question presented, methods of research, as well as project strategy, solutions, and results.

LDRS 715 LEADERSHIP CAPSTONE PROJECT (Spring 2022)

Graduate students will conduct a formal research project under the guidance of a professor who serves as the project monitor. The project will focus upon leadership or a topic directly related to leadership.

LDRS 722 LEADERSHIP IN ORGANIZATIONS (SUMMER 2022)

This course is a seminar that focuses on the understanding and application of organizational theory and leadership principles. In addition, the course will include components on developing individual leadership skills and different theories of organizations. The applications component of the course will include a variety of approaches such as cases, individual self-assessments, and a leadership portfolio.

GEORGIA SOUTHERN UNIVERSITY

LEAD 1000 SELF-LEADERSHIP

Students explored their core values while learning to rely on their core values to guide decision-making. Additionally, students explored their personality type and leadership styles through integrating multiple assessments. Course included a theoretical alignment with transformational leadership with a focus on developing the following leadership competencies: ethical decision making, personal values, self-understanding, reflection & application, and self-development.

LEAD 2000 COLLABORATIVE LEADERSHIP

From a foundation of group dynamics, students explored team roles, active followership, conflict resolution, and communication. The focal concept for the course was team building and team leadership. Course included a theoretical alignment with team leadership and transformational leadership while focusing on developing the following leadership competencies: group development, listening, conflict negotiation, others' contributions, and collaboration.

LEAD 3000 RETHINKING COMMUNITY LEADERSHIP

Students learned to use a critical lens to familiarize themselves with social issues and concepts that influence their ability to facilitate, embrace, engage, and lead within communities/organizations. Course included a theoretical alignment with adaptive leadership and transformational leadership while focusing on developing the following leadership competencies: power dynamics, creating change, organizational behavior, social justice, social responsibility, problem solving, and systems thinking.

FYE 1220 FRESHMAN SEMINAR: COLLABORATION AND PROBLEM SOLVING

Deploying their unique talents on a team, students began to understand the attributes of a wicked problem and to develop the creative tools necessary to make progress on these challenges.

FYE 1410 GLOBAL CITIZENS: GLOBAL WICKED PROBLEMS

Students used their unique talents in a multidisciplinary team environment as they deployed the strategies of design thinking to make progress towards understanding and proposing creative solutions for a specific wicked problem that has both local and global relevance.

EAST GEORGIA STATE COLLEGE

EGAC 1100 STUDENT SUCCESS

Student Success introduces new students to the necessary skills to succeed in college. Topics included study skills, time management, test taking, use of library resources, and general campus interactions to increase awareness and understanding of the college experience.

HONORS AND AWARDS

Outstanding Workshop Award
Association of Leadership Educators' annual conference

2022

Leadership Spotlight Program of the Year (Southern Leaders Program) NASPA Student Leadership Programs Knowledge Community	2021
Dissertation of the Year National Society for Experiential Education	2020
Discovery and Innovation Award Georgia Southern University Awards of Excellence	2020
Outstanding Student Learning Program (Southern Leaders Peer Coaching) Georgia College Personnel Association	2019
Outstanding Advocate for First Year Students First Year Experience Office at Georgia Southern University	2019
Gold-Level Excellence Award (Southern Leaders Program) National Association of Student Personnel Administrators	2019
Outstanding Program of the Year (Southern Leaders Program) Association of Leadership Educators	2018
Distinguished Educator Workshop Association of Leadership Educators' annual conference	2018
Foster Caregiver of the Year - Region 12 Georgia Division of Family & Children Services	2018
Director's Choice Award for Outstanding Service African American Male Initiative at East Georgia State College	2015
Brad Davis Community Service Post-Graduate Scholarship Award Southeastern Conference	2010
ESPN Magazine Academic All-America Team Member College Sports Information Directors of America	2010
Peach of an Athlete Role Model Honoree Atlanta Area Council Boys Scouts of America	2010
Blue Key Honors Society	2009

SERVICE**THE CITADEL**

Faculty Fellow in Residence Center for Excellence and Innovation in Teaching	January 2023 – Present
Senator Faculty Senate	August 2022 – Present
Faculty Fellow Center for Excellence and Innovation in Teaching	August 2022 – December 2022
Committee Member Leadership Development Council (LDC)	January 2022–Present
Subcommittee Member LDC Leadership Training Program Redesign	January 2022–Present
Subcommittee Member LDC Principled Leadership Review Paper	October 2021-August 2022
Committee Member Scholarships Committee	September 2021 – May 2022

GEORGIA SOUTHERN UNIVERSITY

Committee Member Student Affairs Professional Development Committee	November 2020 – July 2021
Attending Member Christian Faculty Commons	February 2018 – May 2021
Assessment Coach Student Affairs Assessment & Evaluation Work Team	September 2019 - May 2020
Committee Member Search Committee for Director of Student Wellness	September - November 2019
Commencement Volunteer Host Georgia Southern University	(during events) December 2016-December 2020
Operation Move-In Volunteer Georgia Southern University	(during events) August 2016-August 2019

EAST GEORGIA STATE COLLEGE

Staff Mentor
African American Male Initiative September 2014-May 2016

Member
East Georgia State College Enrollment Projection Committee August 2015-May 2016

Member
East Georgia State College Diversity Task Force December 2015-May 2016

Member
East Georgia State College Calendar Committee August 2014-May 2016

Member
East Georgia State College Student Affairs Committee August 2015-May 2016

SERVICE TO PROFESSION

Reviewer
Journal of Leadership Education September 2020-Present

Reviewer
Georgia Journal of College Student Affairs June 2020- Present

Literature Review Coordinator
NASPA Student Leadership Programs Knowledge Community May 2020-Present

Co-facilitated Book Club on Socially Just Leadership Education August 2020-November 2020
NASPA Student Leadership Programs Knowledge Community

Annual Conference Reviewer
Association of Leadership Educators February 2020, 2021, & 2022

SERVICE TO COMMUNITY

K-5 Sunday School Teacher
Summerbrook Church April 2022-Present

Coach Pitch Head Coach
Summerville Little League September – November 2022

Youth Leadership Bulloch Co-Chair
Statesboro-Bulloch Chamber of Commerce August 2020-May 2021

Leadership Bulloch Class of 2020
Statesboro-Bulloch Chamber of Commerce August 2019-May 2020

Children's Service Volunteer (K-5) 2013-2016 & August 2019-April 2020
Connection Church

Foster Parent January 2016-April 2019
Georgia Division of Family & Children Services

Co-founder/Board of Directors 2008-2017
Athens PBJs (non-profit supporting homeless community in Athens, GA)

PROFESSIONAL AFFILIATIONS

National Association of Student Personnel Administrators (NASPA)
Association of Leadership Educators
International Leadership Association