



E-Journal of Organizational Learning and Leadership

Dr. J. Howard Baker

Served 2002 - 2005



Dr. Baker has taught university courses in business communication at the senior level and has presented numerous papers as a member of the Association for Business Communication. He holds a B.S. in Management from Samford University (Birmingham, AL), a Master of Accounting (MAcc) from the University of Southern California, and a Ph.D. in Information Systems from the University of Texas at Arlington. Before entering his teaching career he worked for a Fortune 100 company as a project leader, two large financial institutions as head of information systems auditing, and as an information systems consultant in Europe and Australia. Dr. Baker has been a Franklin Covey 7 Habits of Highly Effective People certified facilitator since 1994, and has served the University of Texas at Tyler as their facilitator since 1997. He is also an adjunct professor in the Master of Public Administration program at the University of Texas at Tyler. He has been a Certified Internal Auditor (CIA) since 1989. His areas of research include knowledge management, information security, learning organizations, and leadership. He is also a contributor to *weLEAD Online Magazine* and his writings are cataloged as "[The Baker Collection](#)".

Dr. Shannon Flumerfelt

Served 2005 - 2008



Dr. Shannon Flumerfelt has an impressive background in education. She has been a professor, consultant, High School principle, and counselor. Shannon has a Doctorate of Philosophy from Oakland University where she presently serves as an assistant professor. As the author of many university papers and publications, Dr. Flumerfelt has committed herself to provide quality scholarship and research on a number of important educational topics. Her career reveals extensive experience with change projects, educational restructuring and leadership development.

weLEAD Online Magazine catalogs her contributions as "[Shannon's Sages](#)". They contains all the articles and editorials written by Shannon Flumerfelt for **weLEAD Online Magazine** and the **E-Journal of Organizational Learning and Leadership**. Her research and academic skills provide an added dimension to leadership studies, and a deeper understanding of complex issues.