



June 22, 2009

To: AU/NTL Community

From: Katherine Farquhar, Ph.D., Director, AU/NTL MSOD

Beth Applegate as Assistant Director of the Practicum Experience

We are proud to announce the appointment of Beth Applegate to the newly created role of Assistant Practicum Director to work with Practicum Director Dave Jamieson. Her role centers on continuing to develop and support the Practicum experience, with particular attention to streamlining and refining the Practicum as a key component of the 2<sup>nd</sup> year MSOD curriculum, and expanding the team of qualified Practicum Advisors.

An AUNTL graduate of Class 44, Beth is the principal of Applegate Consulting Group (ACG). Her OD practice assists national and international nonprofit organizations, government agencies and socially responsible for-profit corporations with developing human and organizational capacity and building a more just and equitable society. Most recently, ACG has been facilitating an organizational assessment and transition process with the Board and Staff of Realizing Rights: The Ethical Globalization Initiative. Realizing Rights is led by Mary Robinson, the first woman President of Ireland and more recently the former United Nations High Commissioner for Human Rights. Additionally, ACG has been with the Center for Women's Global Leadership at Rutgers University, assisting them with leadership transition, capacity building, and institutional stability through an initiative funded by the Ford Foundation.

Selected book chapters and articles authored by Beth include: 1) *Cultural competency in the nonprofit sector: A capacity builder's guide*. Edited by Patricia St. Onge. Contributing authors: Beth Applegate, Vicki Asakura, Monika Moss, Brigitte Rouson, Alfredo Vergara-Lobo. Published by Fieldstone Alliance. Forthcoming summer of 2009. 2) *The sustainable enterprise field book – When it all comes together*. Edited by Wirtenberg, J., Russell, W., and Lipsky, D. 2008. Co-published by Greenleaf Publishing (UK) and AMACOM. 3) Challenges and opportunities in nonprofit capacity building. *Nonprofit World Journal*, Vol. 26 (3)www.snpo.org. 4) Wirtenberg, J., Backer, T., Chang, W., Applegate, B., Lannan, T., Conway, M., Abrams, L. & Slepian, J., (2007). The future of organization development in the nonprofit sector, *OD Journal*, 3rd Special Issue of "Best Global Practices in Internal OD", Volume 25(4).

The tasks that Beth will perform in this role include:

1. Recruitment, selection, orientation, coordination and professional development of Practicum Advisors; organizing PA task teams for special projects on behalf of AU/NTL.
2. Vetting and management of possible Practicum sites, when needed.
3. Developing partnering relationship with the AU/NTL Association in obtaining Practicum sites and other enhancements of the Practicum experience.
4. Identifying ways to better integrate Practicum with learning and work of other courses in the MSOD curriculum.
5. Identifying/developing new structures & processes for strengthening the Practicum experience
6. Helping reduce the common problems students have with practicum experience and supporting their further competence development
7. Serving as an internal or external representative for the Practicum, in the absence of the Director, as needed.

Both Dave and I are pleased to recognize Beth's continuing service to the Program.

A handwritten signature in cursive script that reads "Katherine Farquhar".