

Theme:
Organizing, Developing, and Disseminating Knowledge About Creativity

Initiative:
Expanding Disciplinary Perspectives in the Domain of Creativity

Project Thesis Title: A Qualitative Analysis of the Life of Father Nelson Baker as A Change Agent

Rationale and Questions: This project will examine the personality traits of Father Nelson Baker as they relate to change agent outcome behavior. It will examine and document the vision, organization, beliefs and values of Father Nelson Baker over the course of his lifetime.

- Who was Father Baker and why did he feel the need to create change?
- What were the strengths of his personality that made him a change agent?
- What were the products that illustrate the change agent behavior?

Statement of Significance: Throughout civilization there have been individuals who were able to create and implement historical, social and ideological change. Father Nelson Baker was just such a person. By examining his life in relation to these arenas, we will be able better identify and describe what guides and motivates such a change agent. This approach can establish perimeters for making explicit the values and qualities that exist in human beings like Father Baker. Such data may enable society to make qualified investments into social, political and human reform.

Description of the Method or Process: The data for this research will be obtained through books, audio visuals, interviews with people who were related to Father Baker; people he helped; and people with whom he was professionally involved with. The following steps will be used to complete the research:

- Identify appropriate demographic and background data that will help describe who Father Baker was and why he created change
- Explore sources in more depth
- Compare and analyze the data
- Report results

Learning Goals:

- To gather data that supports Father Nelson Baker as a “change agent”
- To develop varied research methods for obtaining data
- To organize qualitative data in a fluid well organized manner
- Identify the strengths and character traits that identified Father Baker as a change agent

Outcomes:

- Project Write Up
- An Executive Summary and Ten Creativity Based Information Research Annotations
- Power Point Presentation
- Possible video or CD application

Timeline:

- May 2001: Concept paper approved, begin background reading
- June 2001: Begin to gather background data, interview
- July 2001: Continue gathering data
- August/September 2001: Data Analysis/Project questions answered
- October 2001: Begin formal write up
- December 2001: Submit for approval
- February 2001: Final Draft approved
- May 2002: Graduation

Principal Investigators: Marsha Phillips and Mary Murdock, Faculty Advisor

Related Literature:

Denzin, N. K. & Lincoln. Y. S. (1998). Collecting and interpreting

qualitative materials. Thousand Oaks California: Sage Pub.

Egan, G. (1988). Change-agent skills a: assessing and designing excellence.

University Associates: San Diego California.

Hanks, K. (1994). The change navigator: preparing a new kind of leader for an

uncharted tomorrow. Menlo Park Caliph: Crisp Publications.

Harvey, T R. (1995). Checklist for change: a pragmatic approach to creating and

controlling change. Technomic Pub. Co: Lancaster, Pa.

Miles, M. B., and Huderman, M. (1980). Qualitative data analysis. Thousand Oaks

California: Sage Pub.

Pytak, A. M. (1986). A christian commitment. the story of father nelson baker 1841-

1936, the homes of charity, founded in 1851, the basilica of our lady of victory, consecrates

in 1926. West Seneca Printing: Buffalo, NY.