MOTIVATION TO LEAD:
HOW PROFESSIONAL IDENTITY RELATES TO ENGINEERING MANAGERS’ DEVELOPMENT OF AN INTEGRATED PROFESSIONAL/LEADER IDENTITY

Dear Prospective Participating Organization:

My name is Nila Jennings and I am a doctoral candidate at Bowling Green State University’s Graduate College and Schmidhorst College of Business. I am working on my degree in Organization Development and Change. My advisor is Dr. David Haeseen Park.

As part of this doctoral program, my study seeks to better understand what factors influence engineering managers’ development of an integrated engineer/leader identity as well as their motivation to lead. The quantitative study will focus on the following research questions:

1. What is the relationship between engineering managers’ values, interests, beliefs, and attitudes and their development of an integrated professional/leader identity.
2. How does an engineer’s professional identity relate to the development of an integrated engineer/leader identity.
3. How do preferences between a professional and leader identity relate to an engineering manager’s motivation to lead?

Your organization is a preferred participant as you provide engineering services to High Reliability Organizations (HRO) and because your engineering managers are required to hold dual technical and management roles simultaneously.

What is Involved?
Your engineering managers’ involvement will consist of participating in an approximately 20-minute online survey. Questions are presented in a Likert scale centered on professional and leader identity, goal orientation, role clarity, professional and organizational commitment, developmental quality of managerial assignments, leadership efficacy, social curiosity, interest in leadership, and demographics.

Requirements:
1. Participating engineering managers must oversee the quality of their followers’ engineering work, and/or still engage in engineering work.
2. Participating engineering managers must be responsible for leader and management activities, such as: overseeing schedules, managing budgets, overseeing engineering quality, developing their followers, and communicating with various stakeholders internal and/or external to your organization.

Confidentiality
No information regarding the engineering managers’ identification will be collected, so anonymity is guaranteed. The data will be housed in secured cloud-based storage for a minimum of three years after the research is completed. This data can only be accessed by the primary researcher, Nila Jennings.

Risks and Benefits:
Risks: The risk of participation is no greater than that experienced in daily life.
Benefits: 1) The opportunity for your organization to contribute to the existing body of knowledge on how engineering managers develop an integrated engineering/leader identity and resultant motivation to lead; 2) a complimentary virtual presentation on the research findings and recommendations, 3) a final copy of the dissertation, findings, and recommendations.

Research Contacts:
• The researcher: Nila Jennings: nilaj@bgsu.edu and/or 423-883-1041
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I thank you in advance for your organization’s participation in this important research on how engineers develop an integrated technical/leader identity and a motivation to lead. If you have any questions, please feel free to email me at nilaj@bgsu.edu or call at 423-883-1041.