Introduction – Volume 4, Issue 1

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Welcome to Volume 4, Issue 1 of *Servant Leadership: Theory & Practice (SLTP)*. Your editorial board is happy to count you among our readership, and we are proud to report that you are a valued one of many. Since our inception in 2014, we've earned quite a footprint. According to Google Scholar, other published works have cited *SLTP* 49 times, twice in the highly respected *Journal of Business Ethics* (Newman, Schwarz, Cooper, & Sendjaya, 2015; Lapointe, & Vandenberghe, 2015).

According to the editors' dashboard at csuepress.columbusstate.edu/sltp/, *SLTP* has been downloaded 2149 times by 305 institutions (educational, governmental, commercial, etc.) across 97 different countries. Finally, including this edition, we've distributed print editions to over 1500 readers. Thank you for helping us move the field of servant leadership forward as both a theory and a practice.

Now, to our current edition -- three of the 4 articles herein explore leadership in educational environments. Chan and So thematically analyze qualitative data to conclude that service learning is a pathway to cultivate servant leaders in secondary schooling. My personal favorite contribution by Chan and So is their three stage servant leadership training framework through which youth practice Spears' (2010) servant leadership characteristics.

Augustine-Shaw and Hachiya also explore with us leadership in the primary and secondary school systems. Specifically, they collected three years of data from Kansas' Educational Leadership Institute (KELI). According to Augustine-Shaw and Hachiya, KELI provides mentoring support to first-year school superintendents and principals. Over 95% of mentors and mentees in the program reported positive effects of the program including additional skills in ethical decision making, professional growth, and building leadership capacity.

Nordbye and Irving took a look at the relationship between servant leadership and organizational effectiveness among millennials across a multi-campus college ministry. Their analyses suggest a positive relationship. Interesting in this article was the context of millennials leading millennials – a combination we will see in more organizations over the coming decade as baby boomers and generation X-ers retire and millennials continue to enter the workforce.

In our fourth and final article of this edition, Russell, Maxfield, and Russell follow up on Eric Russell's 2015 *SLTP* article entitled "Servant leadership's cycle of benefits" with a quantitative study. The authors' analyses lead them to assert that "leaders realize personal benefits from serving the needs of followers." According to this study, "service to others is in the self-interest of the leader."

One final note about *SLTP*'s editorial processes moving forward. We will be accepting manuscript submissions solely through csuepress.columbusstate.edu/sltp/. Authors who submit manuscripts to editors@sltpjournal.org or myself at Bryant_phillip1@columbusstate.edu will be instructed to submit at the csuepress website. This will allow us to better serve our authors, reviewers, and readers and to track journal performance data. Our current website, sltpjournal.org will remain active and redirect visitors to the csuepress website.

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