

**Alumni, Ph.D. in Organizational Behavior Program
1964-2010**

Students who have graduated from the program are listed below in order of graduating year with dissertation titles.

2010

Masud Khawaja (2010) The Mediating role of Positive and Negative Emotional Attractors between Psychosocial Correlates of Doctor-Patient Relationship and Treatment Adherence in Type 2 Diabetes

Nurete Brenner (2010) The Field Beyond Wrongdoing and Rightdoing: A study of Arab-Jewish grassroots dialogue-encounter groups in the United States

Loren Dyck (2010) Resonance and Dissonance in Professional Helping Relationships at the Dyadic Level: Determining the Influence of Positive and Negative Emotional Attractors on Effective Physician-Patient Communication
Assistant Professor of Management, University of La Verne, Southern California

Linda Ghazal (2010) Measuring, Exploring, and Characterizing Organizational Attachments within a Work Organization & Its Relationship to Leadership

Duncan Coombe (2010) Secure Base Leadership: A Leadership theory of Safety and Exploration

Deniz Kirazci (2010) From “Seyyids” to “Corporate Board Members”: Bureaucratizing “Fast Forward” under the Impact of Globalization

2009

Simy Joy (2009) Organizational Polymorphism: A nested-structurationist study of an organizational form in the IT services outsourcing industry
Lecturer, Norwich Business School, University of East Anglia, Norwich NR47TJ England.

Sara deSwart (2009) Learning Fellows Seminars: A Case Study of a Faculty Development Program using Experiential Learning Theory to Improve College Teaching
Assistant Director, UCITE, Case Western Reserve University

Darren Good (2009) Explorations of Cognitive Agility: A Real Time Adaptive Capacity.
Assistant Professor, Christopher Newport University, Newport News, VA.

Bonnie Richley (2009) A Theory of Socio-Business Diffusion: Understanding the Influence of Mondragón Corporación Cooperativa as a Positive Force for Change at the Intersection of Business and Society
Assistant Professor, Case Western Reserve University, Organizational Behavior Department

Ante Glavas (2009) Effects of Corporate Citizenship on Employees: Why Does Doing Good Matter?
Assistant Professor, Notre Dame, Indiana

Anita Howard (2009) A Theoretical and Empirical Examination of Positive and Negative Emotional Attractors' Impact on Coaching Intentional Change
Adjunct Professor, Case Western Reserve University, Organizational Behavior Department

C. Greer Jordan (2009) Rethinking Inclusion: Case Studies of Identity, Integration, and Power in Professional Knowledge Work Organizations

2008

Kleio Akrivou (2008) Differentiation and Integration in Adult Development: The Influence of Self Complexity and Integrative Learning on Self Integration
Assistant Professor, Henley Business School, University of Reading, UK

Lindsey Godwin (2008) Creating Mutually Beneficial Possibilities: Examining the Impact of Moral Imagination on Organizational Decision-Making

Mauricio Puerta (2008) A grounded Theory of Togetherness: the transformation of the patterns of engagement in the leadership group of a European multinational company

Christopher Stevens (2008) The impact of institutional and resource demands on earned income opportunities and social entrepreneurial action in the nonprofit sector

2007

Guy Hutt (2007) Experiential Learning Spaces: Psychological Safety, Consciousness Transformation and Math Anxiety Related Inferiority Complex Depotentiation

Claudy Jules (2007) Diversity of Member Composition and Team Learning in Organizations

Verena Murphy (2007) A Longitudinal Case Study on the Effectiveness and Efficiency in a Systems-Centered Top Management Team

Argun Saatcioglu (2007) Latent Conflict in Urban Public Education: Silent Domination and the Institutionalization of Discriminatory Organizational Forms

Nigel Strafford (MA - 2007) Qualities of Conversational Learning in Transformative Cooperative

Bauback Yeganeh (2007) Mindful Experiential Learning

Kristin Victoroff (2007) An Examination of the Relationship Between Emotional Intelligence and Dental Student Clinical Performance

Nadya Zhexembayeva (2007) Towards a Model of Mutual Benefit: Business and Society in the Context of the Former Union of Soviet Socialist Republics

2006

Latha Poonamallee (2006) From the Dialectic to the Dialogic: Generative Capacities & Generative Organizing for Transformation

Scott Taylor (2006) A Conceptual Framework and Empirical Test of Leader Attunement: Toward a Theory of Leader Self-awareness

2005

David Bright (2005) Forgiveness and Change: Proactive Employee Responses to Discomfiture in a Unionized Trucking Company

Elizabeth Essex (2005) The Corporate Journey Towards Environmental and Social Responsibility: Contradictions, Activism and Intuitive Vision.

Edward (Ned) Powley (2005) Witnessing Crisis: Mechanisms of Organizational Resilience

Elizabeth Stubbs (2005) Emotional Intelligence Competencies in the Team and Team Leader: A multi-level examination of the impact of Emotional Intelligences as Group Performance

2004

Mary Grace Neville (2004) Generating Holistic Wealth: A Grounded Theory of Positive Change at the Intersection of Business and Society

Tony Lingham (2004) Developing a Measure for Conversational Learning Spaces in Teams
Faculty, Department of Organizational Behavior, CWRU, Cleveland

Beatriz Rivera (2004) An Across Contexts Comparison of Emotional Intelligence Competencies. A Discovery of Gender Differences.

Helen Williams (2004) Characteristics of Outstanding Urban Principals: Emotional Intelligence, Problem Solving Competencies, Role Perception and Environmental Adaptation

Yoshitaka Yamazaki (2004) An Experiential Approach to Cross-Cultural Adaptation: A Study of Japanese Expatriates' Learning Styles, Learning Skills, and Job Satisfaction in the United States

Danielle Zandee (2004) A study in generative process: The art of theorizing.

Janet Kiehl (2004) Learning to Change: Organizational Leadership and Knowledge Transfer
Adjunct Professor, University of Connecticut

Margaret Mary Hopkins (2004) The Impact of Gender, Emotional Intelligence Competencies and Styles on Leadership Success
Assistant Professor, Department of Management, University of Toledo

Velvet L. Weems-Landingham (2004) The Role of Project Manager and Team Member Knowledge, Skills and Abilities (KSAs) in Distinguishing Virtual Project Team Performance Outcomes
Assistant Professor of Management, Kent State University

Anastasia Melina White (2004) The Search for Meaning: Exploring the Role of Narrative in Identity-Based Conflict
Executive Director, Wilgespruit Fellowship Centre, Johannesburg, South Africa

Alka Srivasta (2004) In Search of Noble Organizing: A Study in Social Entrepreneurship

2003

Deborah O'Neil (2003) Working in Context: Understanding the Career-in-Life Experiences of Women
Assistant Professor, Department of Management, College of Business Administration, Bowling Green University

Maria Ruiz (2003) An Ecologia-Humana-Based Historical Inquiry as a Creative Force for Nation Building: Toward an Appreciative Model of Conversational Co-Creation of Nation's Future

Timothy Wilmot (2003) "The Dynamics of Visioning and Social Innovation: A Grounded Theory Study of the Impact of Appreciative Inquiry in Sustaining Long-Term Organizational Change."

2002

Obasi Akan (2002) Concurrent Conversations: Defining "Meaning in the Talk" Occurring in the Start-up Period of New Work Groups

Ilma Barros (2002) Searching for wholeness in Human Life: A phenomenological Study

Rama Bhalla Hart (May 2002) The Conversation of Relationships: The Communication Content and Quality of Strong and Weak Relationships in Geographically Dispersed Teams

Carla Carten (2002) Organizational Transformation and Community Building: An Exploration In the Field

Mary Finney (2002) Reflection on the Development of Character for Global Social Change and Scholar-Activism: A Multimedia Story-searching and Aesthetic Inquiry
Consultant

Jaye Goosby (2002) Black, White and Shades of Gray: Exploring Differences in Diversity Learning and Development between Black and White Graduate Students
Assistant Professor, Pepperdine University

Russel Griffin (2002) Cross-Generational Perceptions of Psychological Sense of Community in the Workplace and their Impact of Affective Commitment
Consultant

Leslie Sekerka (2002) Exploring Appreciative Inquiry: A Comparison of Positive and Problem Based Organizational Change and Development Approaches in the Workplace

Esther Wyss-Flamm (2002) Conversational Learning and Psychological Safety in Multicultural Teams
Consultant

2001

Thomas Conklin (2001) The Call to Nature: A Phenomenological Study of the Experience of Discovering and Following One's Calling
Consultant, Cleveland

Godwin Hlatshwayo (2001) Innovative Strategies for Building Collaborative Capacity in Large Scale Global Organizing: A Case of Birthing the United Religions Initiative
Management Consultant, Leadership and Organizational Effectiveness, The World Bank Group, Washington DC

Damian Christopher Kayes (2001) Experiential Learning in Teams: A Study in Learning Style, Group Process and Integrative Complexity in ad hoc Groups
Assistant Professor, George Washington University, Washington DC

Charalampos Mainemelis (2001) When the Muse Takes It All: A Conceptual and Empirical Investigation of Timelessness and Its Effects on Creativity in Organizations
Assistant Professor, London Business School

Angela Murphy (2001) The Good News About Race and Gender: The Effects of Gender and Learning Style on Positive Peer Work Relationships Between Black and White Professionals
Assistant Professor, Florida A&M University

Sangeeta Parameshwar (2001) Birthing New Worlds Through Exceptional Responses to Challenging Circumstances
Assistant Professor, University of Illinois, Springfield

Anthony Pescosolido (2001) Emotional Intensity in Groups
Visiting Assistant Professor, College of William & Mary, Williamsburg

Parameshwar Srikantia (2001) The Architecture of Human Greatness

Associate Professor, Baldwin Wallace College

2000

Gregorio L. Banaga, Jr. (2000) A Calling to Work, A Labor of Love: A Phenomenological Study of Work as Calling

Vice President for Pastoral Affairs, Adamson University, The Philippines

Mary Fambrough (2000) Forming and Reforming Gender Identity: The Experience of Discovering and Following One's Calling

Faculty, California School of Professional Psychology

Jim Ford (2000) The Dark Side of Hospitality: When Employees Fight Their Corporation's Crafted Culture and Each Other

Lecturer, Kent State University

Alice Yoko Kolb (2000) Play: An Interdisciplinary Integration of Research

Independent Research and Consulting, Cleveland

Leonard McKendrick (2000) Towards a Theory of Relationship-Enhancing Interactions in Organizational Life: Affirming the Preference for Team Members, Supervisors and Managers to Influence Each Other Based Upon Consultation, Inspirational Appeals, and Rational Persuasion

Consultant, Philadelphia

1999

Chet Bowling (1999) Human Cooperation: Appreciative Processes for Creating Images of Governance

Assistant Professor of Community Leadership and Management, Ohio State University

Don Haselwood (1999) The Utilization of Expertise: Conversational Analysis of Software Systems Analysts and Clients Working Together

Consultant, Seven Devils, NC

Kathryn Kaczmariski (1999) Intersecting Leadership and Partnership: Genres and Contexts of Conversations

Consultant, Cleveland OH

Lorraine Thompson (1999) Love of Learning as the Driver for Self-Directed Learning in the Workplace

Jane Wheeler (1999) The Impact of Social Environments on Self-Directed Change and Learning

Assistant Professor, Bowling Green State University

1998

Susan A. Comerford (1998) Learning Through Engaging—Engaging Through Learning: A Contextualist Relational Approach to Adult Learning and Diversity

Joint Appointment, Assistant Professor in Department of Social Work and in Division of Women Studies, University of Vermont, Burlington

Raymond Jones (1998) The Unacknowledged Primacy of Affect in the Workplace

President, Integrated Performance Systems, Bay Village

Cynthia Staehle Moody (1998) Adaptation to Organizational Change: A Study of Middle Managers' Coping Styles and Their Correlates

Assistant Professor, Calvin College

Punya Upadhyaya (1998) Organising for Liberating: Postcolonial Possibilities from the Wilgespruit Fellowship Centre
Mercer-Delta Consulting, New York

Craig Wishart (1998) Toward a Language of Human Abundance: The Holistic Human Logic of Sustainable Development

1997

Donald Austin (1997) A Framework for Valuing: Affirmative Interaction in Small Groups
General Composites, Inc., Westport NY

Julie R. Wolfram Cox (1997) Effects of Organizational Change on Interpersonal Relationships: The Interplay of Identities and Emotions by a Manufacturing Environment
Assistant Professor, Department of Management, Monash University, Victoria Australia

Cheryl Felder Scott (1997) An Appreciative Exploration of the Career and Parenting Experiences of Dual-Career Mothers and Fathers

Ken Rhee (1997) Journey of Discovery: A Longitudinal Study of Learning During a Graduate Professional Program
Assistant Professor, Northern Kentucky University

David Steingard (1997) Values Integration in Socially Responsible Business: From Separation Thesis to Spiritual Relationality
Assistant Professor of Management, Erivan K. Haub School of Business, Management & Information Systems, Saint Joseph's University, Philadelphia

Mark James Sullivan (1997) Creating Common Ground for Collaborative Learning: A Gestalt Perspective on Experiential Learning
Anderson Consulting LLP, Denver CO

1996

Cliff Bolster (1996) Exploring the Relationship Between Acts of Courage and the Development of Personal Empowerment
Consultant, Brunswick, Me.

David Leonard (1996) The Impact of Learning Goals on Self-Directed Change in Education and Management Development
Consultant, Sibson & Co., Cary, N.C.

James Ludema (1996) Narrative Inquiry: Collective Storytelling as a Source of Hope, Knowledge and Action in Organizational Life
Associate Professor, Illinois Benedictine University/Director of Ph.D. Program

Leonel Maia (1996) Making a Partnership of Ourselves: Initiating Innovative Organic Development in Community
Director, International Cooperation, INPG Instituto Nacional de Pos Graduacao, Sao Paulo

Jacqueline McLemore (1997) Shared Meaning and the Management of Continuity in City Government
Consultant, Cleveland

Changkil Park (1997) Our Place in Nature: Naturalism, Human Mind and Professional Practice
Teacher, Seoul, S. Korea

Charleyse Pratt (1997) Constructing Unitary Reality: An Appreciative Inquiry
Consultant and Director, Cardinal Scholars Mastery Program

Radford Wilson (1997) Integrating for Effectiveness: A Model for Public Schools
Consultant, Cleveland

James Wishloff (1997) Understanding Organizational Action as the Enactment of Moral Vision and the Case of
Habitat for Humanity
Habitat for Humanity, Alberta, Canada

1995

Ann Baker (1995) Bridging Differences and Learning Through Conversation
Assistant Professor, Program on Social & Organizational Learning, George Mason University, Fairfax, Va.

Deborah Griest (1995) The Promise and Performance of Diverse Teams
Consultant, Cleveland

Bruce Hanson (1995) The Road and the Stream: Facing the Stream of New Product Development

Patricia Jensen (1995) Streams of Meaning-Making in Conversation
Associate Professor, Alverno College, Milwaukee

David Schrader (1995) Toward an Environmental Sustainability: The Challenge of Change
Consultant

Lora Swartz II (1995) Building Relationships Through Humor
Consultant, Cleveland

1994

Asbjorn Osland (1994) Total Quality Management in Central America: A Case Study of Leadership and the Data
Based Dialogue
Assistant Professor, George Fox College, Newberg, Or.

George Robinson (1994) Managers in Teams: How Individualism and Collectivism Influence Their Participation
Internal Consultant, New York State Electric & Gas Corporation

R. Michael Sokoloff (1994) A Duration Dependent Model of the Effects of Job Stress on the Speed of Seeking
Treatment for Health Problems
Consultant, Overland Park KS

Ram Tenkasi (1994) Consequences and Antecedents of Cognitive Simplification Processes in New Product
Development Teams
Associate Professor, Illinois Benedictine University

Tojo Joseph Thachankery (1994) A Study in Hermeneutic Processes: Organization as Texts
Associate Professor, Program on Social & Organizational Learning, George Mason University, Fairfax, Va.

1993

Kathy Gurley (1993) Social Contexts that Facilitate Knowledge Development in Multi-Disciplinary Teams
Consultant, AT&T, Chester, N.J.

Robert Niemi (1993) Toward a Theory of Interprofessional Collaboration in Biotechnology
Consultant, Chicago, IL

Judith White (1993) The Role of Individual Characteristics and Structures of Social Knowledge in Ethical Reasoning Using an Experiential Learning Model
Lecturer, Management Department, Santa Clara University

1992

Barry Jacobs (1992) Psychosocial Interior of Professional Service Firms: Coping Strategies, Phantasy, and Enduring Organizational Functionality
Consultant, Cleveland

Pamela Johnson (1992) Organizing for Global Social Change: Toward a Global Integrity Ethic
Consultant, Seattle

Michael Sabiers (1992) Generating Critical Organizational States: Bridges Between Sociotechnical Design Feature and High Performance

Xiaoping Tian (1992) Co-Construction of Social Reality: ICAs Strategic Planning with Native Americans for Community Development
Sr. Advisor, Capacity Building, CEDPA, Washington DC

Shirley Wilson (1992) The Effect of Race and Gender on the Formation of Mentoring Relationships for Black Professional Women
Assistant Professor, Bryant College, Smithfield, R.I.

1991

Christine Dreyfus (1991) Scientists and Engineers as Effective Managers: A Study of the Development of Interpersonal Abilities
Consultant, Philadelphia

Sheila Ferguson (1991) Making It in the Black Music Industry: A Study of Career Development and Social Support Among African-American Managers and Entrepreneurs
Director of Family & Youth Services, Neighborhood Centers Association of Cleveland

Veronica Hopper Carter (1991) An Appreciative Study of Highest Human Values in a Major Health Care Organization
Consultant, Cleveland

Anne McKee (1991) Individual Differences in Planning for the Future
Consultant, Hay-McBer, Philadelphia

M. Cecilia McMillen (1991) Causal Schemata of Middle Managers and the Implementation of a Radical Change Strategy
Consultant, Ludlow, Vt.

Mary Ann Rainey (Sharp) (1991) Career Development in Academic Family Medicine: An Experiential Learning Approach
Consultant, ComEd Leadership Development Center, Oakbrook, Illinois

Dorothy Siminovitch (1991) Determinants of Executive Generativity: Archtypal Potentials and Developmental Opportunities
Consultant, Cleveland

1990

Gail Ambuske (1990) A Narrative Analysis of the Subjective Experience of U.S. Expatriate Managers
Associate Professor, Hiram College, Hiram, Oh.

Christopher Barlow (1990) Successful Interdisciplinary ad hoc Creative Teams
Assistant Professor, Illinois Institute of Technology

Frank Barrett (1990) Development of Cognitive Organization
Associate Professor, Post Graduate Naval Academy, Monterey, Ca.

Richard Cogan (1990) Mitigating Conflict During Large Scale computer Implementation
President, Chameleon Investments Inc., Round Rock TX

Debora Humphreys (1990) An Entrepreneurial Approach to Significant Change
Consultant, Bright Side, Chagrin Falls Oh.

Joyce Osland (1990) The Hero's Adventure: The Overseas Experience of Expatriate Business People
Associate Professor, School of Business, University of Portland, Or.

Antonio Carlos Valenca Pereira (1990) Dialectical Perspectives on Organizational Learning
Consultant, Valenca & Associates, Brasil

Sybil Perlmutter (1990) Cognitive Complexity and Time Perspective in Hybrid Organizations
Consultant, Cleveland

Ronald Purser (1990) An Exploration of the Variances and Delays which Impact Nonroutine Decisions and Knowledge Utilization in a Product Development Organization
Associate Professor, Department of Management, San Francisco State University

Paul Sears (1990) Towards an Understanding of the Self-Confidence Label
Dean, College of Business, Ashland College, Ashland OH

Donna Smith (1990) Physician Managerial Skills: Assessing the Critical Competencies of the Physician Executive

Juliann Spoth (1990) The Role of Organizational Ideology in Structural Change
Consultant, SHL Consulting

Leodones Yballe (Dum Dum) (1990) Friendship as a Centrepetal Force Towards Interorganizational Partnership
Visiting Assistant Professor, LeMoyne College, Syracuse

1989

Gaetana Friedman (1989) Women in Management: Competence and Career Development
Consultant, Cleveland

Karen Grochau (1989) Re-examining Professional Status and Personal Values as Sources of Influence in Boards of Trustees
Consultant, Cleveland

Karen Locke (1989) Social Play in Daily Interaction at a Workplace: An Ethnographic Description of Social Play and Its Relationship to Social Solidarity in a Medical Setting
Associate Professor, College of William & Mary, Williamsburg, Va.

Michael London (1989) Styles of Task Engagement
Director, Wharton Leadership Program, University of Pennsylvania, Philadelphia

Valaya Pathi (1989) Departure from Zweckrationality: A Study of Choice Behavior in Relation to Values, Learning Styles and Demographics
Vice President for Academic Affairs, Tiffin College, Tiffin, Oh.

Hayagreeva Madhvacharya Rao (1989) The Social Organization of Trust: The Decline and Growth of Organizational Forms in the Savings and Loan Industry: 1960-'87
Associate Professor of Organization & Management, Emory University, Atlanta, Ga.

1988

Darlyne Bailey (1988) Reconciling Innovation and Bureaucracy in a Professional Work Group
Professor & Dean, Mandel School of Applied Social Sciences, CWRU, Cleveland

Howard Bowens (1988) The Inherent Emotional Nature of Organizations and Its Influence on Performance, Productivity and Development
Consultant, Jennings, Mo.

Christopher Fernandez (1988) Role Shaping in a High Tech Environment Using Experiential Learning Theory
Management Consultant, AT&T Network Software Center, Lisle, Il.

Lennox Joseph (1988) A Culture of Survival: The Experience of Black Female Supervisors
Consultant, Washington DC

Jean Neumann (1988) Enhancing Willingness to Participate
Associate Professor, The Tavistock Institute of Human Relations, London

Carole Parker (1988) The Integration of Individual and Organizational Difference: Managing the Challenge and the Opportunity
Faculty, Frostburg State University, Hagerstown MD

Susan Taft (1988) The Professional Culture of Medicine, Nursing and Health Care Administration on a Changing Organization
Associate Professor, School of Nursing, Kent State University

Rudy Williams (1988) Hardiness, Health Care Claims, Absenteeism and Burnout: A Prospective Study of Direct and Moderating Effects
Consultant, Organization Development and Instructor, Chapman University

1987

Ella L.J. Edmondson Bell (1987) The Power Within Bicultural Life Structures and Stress Among Black Women
Faculty, Tuck School of Business, Dartmouth

Harry (Hank) Jonas III (1987) Talk is the Work: Towards a Theory of Executive Leadership
Manager of Manufacturing Education, Corning, Inc., Corning, N.Y.

Toni King (Denton) (1987) Social Support Among Black Professional Women: Rituals of Restoration
Associate Professor, Black Studies & Women's Studies, Denison University, Granville OH

Barry Morris (1987) Internalized Oppression: Implications for Participative Work Systems and the Liberation of Employees
Organization Development Specialist, Chiquita Bananas, Cincinnati, Oh.

Constance Savage (1987) The Envisioning Process: Dynamics of Vision in Organizational Life

Consultant, William Cronin Associates, Cleveland

1986

Thomas Blue (1986) Social Adaptation at Work in Response to Recognition and Responsibility
Assistant Professor, Fort Lewis College, Durango, Co.

Harlow Cohen (1986) The Social Construction of Managerial High Performance
Faculty, MPOD Director, Department of Organizational Behavior, CWRU, Cleveland

James Collins (1986) Organizational Determinants of Job Related Stress: A Systemic Approach
Vice President, Steel Service Center Institute, Cleveland

David Cooperrider (1986) Appreciative Inquiry: Toward a Methodology for Understanding and Enhancing
Organizational Innovation
Professor, Department of Organizational Behavior, CWRU, Cleveland

Stuart Lublin (1986) Measuring Job Complexity

Jeffrey Petee (1986) The Development of Collective Action in Hierarchical and Non-Hierarchical Settings
Consultant, Price Waterhouse

1985

David Knibbe (1985) The Effects of the Cognitive Conflict Discussion Strategy on the Levels of Honesty and
Moral Reasoning of Inner-city High School Students: A Field Experiment
Director of Human Resources, Fruit Lay, Inc., Dallas

Donald McCormick (1985) Environmental Relations and Group Effectiveness in Planned Change Projects
Associate Professor, Redlands University, Redlands CA

Dennis O'Connor (1985) From Crisis to Growth in Mid-Life: Changes in Life Structure and Personal Paradigms
Associate Professor, School of Business, LeMoyne College, Syracuse

1984

Lynda Benroth Detterman (1984) Conflict and Congruence: Personal and Circumstantial Influences on
Construing Self in Feminine and Masculine Terms
Consultant, Cambridge MA

Elizabeth Fisher (1984) Organizational Resocialization
Consultant, Cape Elizabeth, Me.

Carole Francis (1984) Organizational Influences on Creative Insight and Quality in a Research and Development
Environment

Mary Ann Hazen (1984) Dialogue as a Critical Factor in Planning for Social Systems
Associate Professor, University of Detroit

Martin Kaplan (1984) Making Sense Out of Planned Change: Shareholder Perceptions in a Quality of Work Life
Consultant, Oakland CA

V. Nilakant (1984) Historical Transformation: A Study in Organizational Change
Faculty, University of Canterbury, Christ Church, New Zealand

1983

Gervase Bushe (1983) Overcoming Managerial Resistance to Worker Problem Solving Groups: A Comparative Study of Four Manufacturing Plants
Faculty of Business Administration, Simon Fraser University, Burnaby, B.C.

Irene Devine (1983) Organizational Crisis and Individual Response: The Case of the Environmental Protection Agency
Chair & Professor, School of Office & Administrative Studies, Ryerson Polytechnic Institute, Toronto

Jeffrey Haldeman (1983) The Primacy of Context in Employee Perceptions of Work and Self
Brown/Haldeman Consulting, Moraga, Ca.

Ramnarayan Subramaniam (1983) Interpersonal Relationships as a Source of Bureaucratic Functioning: A Study in Complaint Management
Professor, Indian Institute of Management, New Delhi

William Van Buskirk (1983) Organizational Heat: The Management of Affect in Complex Organizations
Associate Professor, School of Business, LaSalle University, Philadelphia

Kathryn Wilt (1983) A Punishment Centered Bureaucracy: A Grounded Theory Approach
Organization Development Manager, Motorola, Phoenix, Az.

1982

David Akinnusi (1982) Task Group Influences on Attitudes Toward Change in Organizations
Faculty, Further Education Unit, University of Lagos, Nigeria

Gene Boccialetti (1982) Crisis and Development in Career at Mid-Life
Director, Worldwide Organizational Effectiveness and Consulting Services, Pfizer Pharmaceuticals

Marcy Crary (1982) Patterns of Life Structure: Person-Environment Designs and Their Impact on Adult Lives
Associate Professor, Department of Management, Bentley College, Waltham, Ma.

T. Alan Jensen (1982) Professional Approaches to Organizational Life
Consultant, Peachtree City, Ga.

Cathy Spitz (1982) The Project Leader: A Study of Task Requirements, Management Skills and Personal Style
Consultant, William Bonnell Co., Newman GA

1981

Jan Gypen (1981) Learning Style Adaptation in Professional Careers: The Case of Engineers and Social Workers
Associate Professor & Director, Executive MBA Program, Handelshogeschool, Antwerpen, Belgium

Tony Khuri (1981) The Effect of a Mandated Versus a Spontaneous Context on the Process of Setting Objectives by Individuals in an Organization
Consultant, Westlake OH

Richard Rusk (1981) Leader Dilemmas in an Emerging Medical Specialty
Retired, Parker, Co.

Barbara Schott (1981) Self and Organization in Mid-Life: A Study of Inner/Outer Developmental Stages
Consultant, Missouri City, Tx.

Abraham Shani (1981) Understanding the Process of Action Research in Organizations: A Theoretical Perspective
Professor, School of Business, California Polytechnic State, San Luis Obispo, Ca.

Earl Simendinger (1981) The Development and Destruction of Cooperation Between Administrative Physicians and Hospital Administrators
Professor, College of Business, University of Tampa, Fl.

Ronald Sims (1981) Assessing Competencies in Experiential Learning: A Person-Job Congruence Model of Effectiveness in Professional Careers
Professor, School of Business, College of William & Mary, Williamsburg, Va.

1980

Glen Gish (1980) Adult Development and Adaptive Flexibility: An Empirical Test of Experiential Learning Theory
Deceased

Elizabeth Grady (1980) Resocializing Professional Nurses: The Case for Assertiveness Training

Walter Griggs (1980) On the Measurement of the Learning Press of Technical Work Environments
Deceased

Mary Ann Huckabay (1980) Women and Their Marriages: Perceptions of Influence and Boundaries of Self
Consultant, Oakland, Ca.

Susan Manring (1980) Career Patterns of Technically Trained Professionals: A Person Environment Interactive Model
Assistant Professor, Elon College; President, Griggs-Manring & Associates, Chapel Hill, N.C.

Ken Myers (1980) Managing Interdependent Task Relationships: An Informal Coordination View
Principal, Innovations Technology, Minneapolis

Duncan Spelman (1980) Professional Education and the Fundamental Attribution Error: An Investigation of Biases in Social Perception
Associate Professor of Management, Bentley College, Waltham, Ma.

1979

Ronald Ashkenas (1979) Professional Career and Its Consequences: An Exploratory Study of Academic Physicians
Consultant, Robert H. Schaeffer & Associates, Stanford, Ct.

Alvin Butler (1979) The Mighty and the Weak: A General Theory of Social Weight and Its Acquisition Within Political Economy
Deceased

Barbara Gray (1979) Environmental Imperatives Created by Government Regulation: Predicting Organizational Response
Professor, College of Business, Pennsylvania State University, University Park, Pa.

Lynne Markus (1979) Understanding Information System Use in Organizations: A Theoretical Explanation
Associate Professor, The Claremont Graduate School, Claremont, Ca.

Steve Obert (1979) Patterns of Development in Organizational Task Groups
Deceased

Asya Pazy (1979) Variability in Self-Experience: Developmental and Circumstantial Perspectives
Faculty of Management, Graduate School of Business Administration, Tel Aviv University

1978

John Bigelow (1978) Evolution in Organizations
Professor, School of Business, Boise State University

Roy Glen (1978) Organizational Rules: A Field Study of Social-Construction Processes
Professor, School of Business, Boise State University

Rajesh Tandon (1978) Impact of Organizational Development on Underorganized Communities
President, Society for Participative Research in Asia (PRIA), New Delhi

1977

Charles Bisanz (1977) Towards Understanding Organization Change in Situations Involving Unionized Employees: An Open Systems Approach
Consultant, Minneapolis

Robert Callahan (1977) Innovation in Boundary Spanning: Adapting Organizations and Their Environments to a New Technology
Associate Professor, Department of Administration, Seattle University

Steven Cato (1977) Psychological Correlates of the Perception of Inequity
Consultant, Cato Associates, Kirkland, Wa.

Gerald Klein (1977) Learning Organizations and Psychosocial Growth: An Exploratory Study
Professor of Organizational Behavior & Management, Rider College, Lawrenceville, N.J.

Gary Robinson (1977) Interorganizational Cooperation in Human Services Administration: A Third-Party Intervention Process Model

1976

Peter Reason (1976) Explorations in the Dialectics of Interpersonal Relationships
Lecturer, Centre for the Study of Organisational Change & Development, University of Bath, U.K.

Roger Ritvo (1976) Organizational and Environmental Dynamics: A Multi-Hospital Study of the Role of Boards of Trustees
Dean, School of Health Studies, University of New Hampshire, Durham

James Waters (1976) Organizational Sanctions: A Process of Inquiry into Deviations
Deceased

1975

David Bachner (1975) The Language of Art and the Language of Science: An Argument for Bilingual Portrayal in Behavioral Science Research
Dean of Global Studies & Director of the Center for Interdependence, Hartwick College, Oneonta, N.Y.

Harry Bury (1975) Dissociative Role Orientations
Professor of Management, Baldwin Wallace College, Cleveland

John Carter (1975) Transactions with Significant Others Toward a Design for Interpersonal Growth and Learning
Consultant, Carter & Associates, Cleveland

Rupert Chisholm (1975) Alienation and Activities in On-the-Job and Off-the-Job Life Spheres
Professor, Public Administration Program, Pennsylvania State University, Middletown

J. Michael Donovan (1975) Individual Reactions to Change
President, PDS Organizational Consulting, Clearwater FL

David Efraty (1975) Organizational Identification: Sources and Consequences for Person and Performance
Associate Professor, Department of Business Management, University of Houston, Tx.

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Consultant, Bethesda, Md.

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Consultant, Los Altos, Ca.

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Sales Representative, Mary Kay Cosmetics

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Development & Training, University of California, San Francisco

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Retired, Baldwin Wallace College

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Consultant, Annandale VA

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Task Accomplishment and Student Satisfaction in Varying Learning Structures
Associate Professor, University of Wisconsin, Whitewater

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An Evaluative Study of a Corporate Staffing System
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Organization and Environment: A Case Study in Adaptation to Change
Dean, College of Business, Idaho State University

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Correlates of Acceptance and Rejection of Proposals for Internal Change in an Educational Organization

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Interdisciplinary Health Team Development
Consultant, Washington, D.C.

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Issues of Social Behavior
Consultant, Berkeley, Ca.

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Decision Making in a Community Corporation: Sources of Cleavage Among Actors
Associate Professor, Department of Urban Affairs, University of Wisconsin, Milwaukee

John Eckblad

A Test of Recent Status Congruence Concepts with Real Task Pairings in an Industrial Organization
Consultant, Chapel Hill, N.C.

Edward Esbeck

Organizational Change: An Inquiry into Interdependence
Retired

Michael McCaskey

A Multi-Media Game to Investigate Organization Environment Interaction
Chairman of the Board, Chicago Bears Football Club

Nina Rosoff

The Resounding Silence: The Management of Rituals
Consultant, Dallas, Tx.

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Interaction Effects of Origin/Pawn Factors
Deceased

Stephen Sunderland

The Spirit Beyond the Event: A Psycho-Historical Autobiography
Professor, School of Social Work, University of Cincinnati

Lee Van Horn

Personality and Planning: The Impact of Life Planning on Personal Planning Orientations
Consultant, Van Horn-Handley Group, San Diego

John Vinton

The Relationship Between Life Style, Task and Structure in College Classrooms

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Cyril Morgan

The Importance of Values and Arguments in the Risky Shift Phenomenon
Professor and Chair, Management Systems Department, Washington State University, Pullman

Glenn Varney

Staffing Practices and Life Style
Professor Emeritus, Bowling Green State University; President, MAA Consulting Inc.

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John Anderson

A Study of Awareness, Purpose and Response in Dyadic Social Interaction
Consultant, McLagan Institute, St. Paul

Edward Bennett

A Social Systems Approach to Health Planning in Rural Communities
Professor, Department of Psychology, Wilfrid Laurien University, Waterloo Canada

Nicholas DiMarco

Stress and Adaptation in Cross-Cultural Transition
Professor, School of Business, University of Missouri, St. Louis, Mo.

Robert Gordon

Paradoxical Behavior Analyzed by a Functional Process Framework
Consultant, Behavioral Science, Psychotherapy and Organizational Behavior, New York City

John Lewis, III

Growth of Internal Change Agents in Organizational Development
Associate Professor of Management, School of Management, Boston College

Bruce MacLeod

Business Faculty in Catholic Colleges

Charles Smith

The Relationship of Survival Perception, Ego Ideal and Collaborative Behavior in Marriage and Work
Charles Smith & Associates, McLean, Va.

Kenneth Taddeo

An Ontological Study of Life Styles in Marriage
Consultant, Toronto

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John Adams

Phases of Personal and Professional Development
Owner, Eartheart Enterprises, Inc., San Francisco, Ca.

Edwin Bartee

A Phenomenological Theory of Behavior

Joel Beak

Teacher Response to Interpersonal Influence in Role Relationships
Associate Professor, College of the Redwoods, Ft. Bragg, Ca.

Hans J. Daumer

Planned Organizational Development and Change: A Clinical Study
Psychological Services, Gold Beach, Or.

Saul Eisen

Personal Development and Growth-Promoting Relationships
Associate Professor and Graduate Coordinator, Management Studies, Sonoma State University, Rohnert Park, Ca.

Dennis Gallagher

Environmental Contributors to Personal and Conceptual Learning

Consultant, Cardiff, Ca.

Donald Harvey

Cross-Cultural Stress and Adaptation in Global Organizations
Associate Professor of Management, Eastern Washington University, Cheney, Wa.

Bryce Kramer

Toward a Theory of Self-Direction and Its Enhancement
Deceased

Dick Moody

A Comparative Study of Organization in Physical Science and Social Science

Kurt Olmosk

Student Life Styles and Reactions to Grading
Dean, West Virginia Graduate College, S. Charleston

Benton Randolph

Participation Dynamics in Neighborhood Health Center
Consultant and Group Chairman, The Executive Committee, Minneapolis, Mn.

Douglas Wolfe

Developing Internal Teams for Innovation in Educational Systems
Deceased

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Theodore Gerstl

Sensitivity Training with Underachieving Junior High School Students
Management and Organizational Consultant, White Rock, B.C., Canada

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The Influence of Undergraduate Residence Upon Student Personal Development

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Application of Operations Research: Current Trends
President, Responsible Management, Inc., Dover, N.H.

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Merrill Dow Pharmaceuticals, Cincinnati

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Senior Planner, Northeast Ohio Coordinating Agency, Cleveland

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Consultant, Baufort, NC

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Partner, The Portsmouth Consulting Group, Portsmouth NH

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Head and Professor of Management, University of Cincinnati

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Partner, The Portsmouth Consulting Group, Durham, N.H.

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Consultant, Branford, Ct.

James Powers (1965) Trainer Orientation and Group Composition in Laboratory Training
Manager, Organization Development, AMR Corporation, Ft. Worth, Tx.

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Wayne Marshall (1964) A Simulation Model of Human Behavior in Communication Network Experiments

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Director, Center for Business & Economics, State University of New York at Plattsburgh

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