Students who have graduated from the program are listed below in order of graduating year or dissertation defense year with dissertation titles and employment as of the most recent notification to us.

2017

Njoke Thomas  Coming full circle: How medical students craft their preferences in search of an authentic doctor role
Post Doc Scholar, University of Pennsylvania

Hongguo Wei  Top-Down and Bottom-Up Effects
Assistant Professor of Management at College of Business, University of Central Oklahoma

Chantal van Esch  Humble Mentoring: Using a relational cultural theory lens to understand humility’s impace on mentoring relationships and career outcomes
Assistant Professor, California State Polytechnic University, Pomona

Ignacio Pavez  Enacting the Oak: A Theoretical and Empirical Understanding of Appreciative Organizing

2016

Hector Martinez  Inspired and Effective: The Role of The Ideal Self in Employee Engagement, Well-Being, and Positive Organizational Behaviors
Assistant Professor, INCAE

Tiffany Schroeder  Are you Listening to Me? An Investigation of Employee Perceptions of Listening
Assistant Professor, MacEwan University, Edmonton, Alberta, Canada

Mai Trinh  Overcoming the Shadow of Expertise: How Humility, Learning Goal Orientation, and Learning Identify Help Experts Become More Flexible
Assistant Professor, University of Arizona

Weylin Burlingame  In Search of Generativity: Managing Hybrid Organizational Identity Toward Innovative Practices

Christopher Lyddy  Mindfullness: Investigating a Potential Resource Against Workplace Edo Depletion
Assistant Professor, Providence College, Providence, RI

2015

Tracey Messer  Commercial and Social Entrepreneurs: An Examination of the Influence of Human Values on the Opportunity Recognition Process
Assistant Professor, Case Western Reserve University, Weatherhead School of Management, Department of Organizational Behavior,Cleveland, OH

Linda Robson  Narratives of Connection: The Role of Emotional Tone in Fostering Sustainability on Higher Education Campuses
Faculty, Gestalt Organizational Systems Development Center, Cleveland, Ohio
Adjunct Professor, Kent State University, Kent, Ohio

2014

Meredith Myers  Navigating Muti-Layered Liminal Spaces: An Exploration Of How First-Year Faculty Construct Relationships Of Support
Instructor, University of Pennsylvania, Wharton School of Business
Angela Passarelli  The Heart of Helping: How Different Coaching Interactions Impact Psychological and Physiological States
Assistant Professor, Dept. of Management & Entrepreneurship, College of Charleston
Charleston, SC

Andrew Schnackenberg  Symbolizing Institutional Change: Media Representations and Legality in the Payday Loan and Medical Marijuana Industries
Assistant Professor, University of Denver

Emily Amdurer  Positive Transformation in the Face of Adversity: The Development of a Measure of Workplace Posttraumatic Growth
Executive Coach PCC, Assessor and Organizational & Leadership Consultant, Monroe Leadership Consulting, New York, New York

2013

Renuka Hodigere  Structural Analysis of the Under-representation of Women on Boards of Public Corporations
Assistant Professor, Indian Institute of Management, Calcutta, India

Wasseem Abaza  The Role of Business in Identity-Based Conflict: A Case Study of Peace-Building in a Business Context
Assistant Professor, Zayed University, United Arab Emirates

Brodie Boland  Generative Disruption: The subversive effects of collaboration
McKinsey & Company
Canada

‘Alim Beveridge  The diffusion of Social Innovations: The Adoption of Social Innovations by Firms
Assistant Professor, Organisational Behavior, Nottingham University Business School, Ningbo
Ningbo, China

Garima Sharma  Corporate Social Initiatives: Signification Work For Collaborative Value Creation
Assistant Professor of Strategic Management, University of New Mexico, Robert O. Anderson School of Management

Ellen B. Van Oosten  The impact of Emotional Intelligence and Executive Coaching on Leader Effectiveness
Assistant Professor, Case Western Reserve University, Weatherhead School of Management, Department of Organizational Behavior, Cleveland, OH

2011

Adjunct, Cleveland State University
Cleveland, OH

H. Timothy Ewing  An Interpretative Phenomenological Analysis of Positive Transformation: Fostering New Possibilities through High Quality Connections, Diversity, and Individual Transformation
VP, Talent Management & Inclusion, Baystate Health, Springfield, Massachusetts

2010

Masud Khawaja  The Mediating role of Positive and Negative Emotional Attractors between Psychosocial Correlates of Doctor-Patient Relationship and Treatment Adherence in Type 2 Diabetes
Post Doctoral Scholar in Canada
Nurete Brenner  The Field Beyond Wrongdoing and Rightdoing: A study of Arab-Jewish grassroots dialogue-encounter groups in the United States  
Executive Director, Business Programs, Ursuline College, Cleveland, Ohio

Loren Dyck  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  
Associate Professor of Management, University of La Verne  
La Verne, CA

Linda Ghazal  Measuring, Exploring, and Characterizing Organizational Attachments within a Work Organization & Its Relationship to Leadership  
Principal, TruePoint Consulting, LLC

Duncan Coombe  Secure Base Leadership: A Leadership theory of Safety and Exploration  
Adjunct Faculty, IMD Business School, London

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

Simy Joy  Organizational Polymorphism: A nested-structurationist study of an organizational form in the IT services outsourcing industry  
Visiting Scholar, University of East Anglia & Research Associate, CenSi, Michigan Tech

Sarah de Swart  Learning Fellows Seminars: A Case Study of a Faculty Development Program using Experiential Learning Theory to Improve College Teaching  
Director, UCITE, Case Western Reserve University, Cleveland, OH

Darren Good  Explorations of Cognitive Agility: A Real Time Adaptive Capacity.  
Assistant Professor, Pepperdine University, Graziadio School of Business and Management

Bonnie Richley  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  Effects of Corporate Citizenship on Employees: Why Does Doing Good Matter?  
Assistant Professor, University of Vermont, Grossman School of Business, Burlington, Vermont

Anita Howard  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  Rethinking Inclusion: Case Studies of Identity, Integration, and Power in Professional Knowledge Work Organizations  
Chief Diversity and Inclusion Officer, Medical College of Wisconsin, Milwaukee

Kleio Akrivou  Differentiation and Integration in Adult Development: The Influence of Self Complexity and Integrative Learning on Self Integration  
Associate Professor of Business Ethics and Organisational Behavior, Henley Business School, University of Reading, UK

Lindsey Godwin  Creating Mutually Beneficial Possibilities: Examining the Impact of Moral Imagination on Organizational Decision-Making  
Professor, Champlain College, Burlington Vermont  
Director, David L. Cooperrider Center for Appreciative Inquiry, Berlington, Vermont
Mauricio Puerta  A grounded Theory of Toherging: the transformation of the patterns of engagement in the leadership group of a european multinational company
Core Faculty, Organizations and Systems Renewal Seattle University
Assistant Professor, Universidad ESAN, Peru

Christopher Stevens  The impact of institutional and resource demands on earned income opportunities and social entrepreneurial action in the nonprofit sector
Senior Associate, Atrever Consultores, Lima, Peru

2007

Guy Hutt (Samuel James DeVries)  Experiential Learning Spaces: Psychological Safety, Consciousness Transformation and Math Anxiety Related Inferiority Complex Depotentiation
Principal, OPUS: Depth Psychological Consulting, Cleveland, Ohio

Claudy Jules  Diversity of Member Composition and Team Learning in Organizations
Managing Director, Accenture Strategy, Washington, D.C.

Verena Murphy  A Longitudinal Case Study on the Effectiveness and Efficiency in a Systems-Centered Top Management Team
Consultant/Trainer

Argun Saatcioglu  Latent Conflict in Urban Public Education: Silent Domination and the Institutionalization of Discriminatory Organizational Forms
Associate Professor of Education (ELPS)) and (by courtesy) Sociology, University of Kansas

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

Bauback Yeganeh  Mindful Experiential Learning
Principal, Everidian, Raleigh-Durham, North Carolina
Faculty with Duke Corporate Education, UNC Executive Development & Center for Creative Leadership

Kristin Victoroff  An Examination of the Relationship Between Emotional Intelligence and Dental Student Clinical Performance
Associate Dean for Education and Associate Professor of Community Dentistry, Case Western Reserve University School of Dental Medicine, Cleveland, Ohio

Nadya Zhexembayeva  Towards a Model of Mutual Benefit: Business and Society in the Context of the Former Union of Soviet Socialist Republics
Coca Cola Chair of Sustainable Development, IEDC-Bled School of Management

2006

Latha Poonamallee  From the Dialectic to the Dialogic: Generative Capacities & Generative Organizing for Transformation
Visiting Professor, CEDEP – Executive Development – Fontainebleau, France
Chief Reinvention Officer, WE EXIST Reinvention Agency

Scott Taylor  A Conceptual Framework and Empirical Test of Leader Attunement: Toward a Theory of Leader Self-awareness
Associate Professor, Babson College, Babson Park, Massachusetts

2005

David Bright  Forgiveness and Change: Proactive Employee Responses to Discomfite in a Unionized Trucking Company
Professor and Department Chair, Department of Management and International Business, Wright State University, Dayton, Ohio
Elizabeth Essex  The Corporate Journey Towards Environmental and Social Responsibility: Contradictions, Activism and Intuitive Vision
Adjunct Instructor and Team Lead, Southern New Hampshire University, New York

Edward (Ned) Powley  Connective Capacity in Crisis: Mechanisms of Organizational Resilience
Associate Professor of Management, Graduate School of Business and Public Policy, Naval Post-grad School, Spreckels, California

Elizabeth Stubbs Koman  Emotional Intelligence Competencies in the Team and Team Leader: A multi-level examination of the impact of Emotional Intelligences as Group Performance
Senior Organizational Psychologist, Chief of Naval Operations, Manpower, Education, and Training, US Navy Faculty, Capella University

2004

Mary Grace Neville  Generating Holistic Wealth: A Grounded Theory of Positive Change at the Intersection of Business and Society
Collaborative partner for learning and development, Al Akhawayn University, Ifrane, Morocco

Tony Lingham  Developing a Measure for Conversational Learning Spaces in Teams
Assistant Professor, Department of Organizational Behavior, CWRU, Cleveland
Professor of Organizational Behavior and Leadership, Antioch University PhD in Leadership and Change Program

Beatriz Rivera  An Across Contexts Comparison of Emotional Intelligence Competencies. A Discovery of Gender Differences
Professor, University of Puerto Rico, Rio Piedras

Helen Williams  Characteristics of Outstanding Urban Principals: Emotional Intelligence, Problem Solving Competencies, Role Perception and Environmental Adaptation
Program Director for Education, Cleveland Foundation

Yoshitaka Yamazaki  An Experiential Approach to Cross-Cultural Adaptation: A Study of Japanese Expatriates’ Learning Styles, Learning Skills, and Job Satisfaction in the United States
Professor of Management, Bunkyo University, Japan

Danielle Zandee  A study in generative process: The art of theorizing.
Professor, Nyenrode Business Universiteit, Amsterdam, Netherlands

Janet Kiehl  Learning to Change: Organizational Leadership and Knowledge Transfer
Deceased

Margaret Mary Hopkins  The Impact of Gender, Emotional Intelligence Competencies and Styles on Leadership Success
Associate Professor, Department of Management, University of Toledo, Toledo, Ohio

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

Anastasia Melina Bukashe (White)  The Search for Meaning: Exploring the Role of Narrative in Identity-Based Conflict
Adjunct Faculty, American University

Alka Srivastva  In Search of Noble Organizing: A Study in Social Entrepreneurship

2003

Deborah O'Neil  Working in Context: Understanding the Career-in-Life Experiences of Women
Associate Professor of Organizational Behavior and Director, Master of Organization Development Program, Department of Management, College of Business Administration, Bowling Green State University, Ohio

Maria Ruiz  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  
CEO, Special Projects; Casa Ruiz, S.A.

Director of Strategic Learning, Virginia G. Piper Charitable Trust, Phoenix, Arizona

2002

Obasi Akan  Concurrent Conversations: Defining “Meaning in the Talk” Occurring in the Start-up Period of New Work Groups  
Associate Professor of Management, North Carolina A & T State University, Greensboro, North Carolina  
President, 24th Century Solutions, Greensboro, North Carolina

Ilma Barros  Searching for wholeness in Human Life: A phenomenological Study  
Co-Owner & General Manager, Infinity International Pesquisa e Consultoria, Sao Paulo, Brazil  
Distinguished Fellow, Fowler Center for Sustainable Value, Cleveland, Ohio

Rama Bhalla Hart  The Conversation of Relationships: The Communication Content and Quality of Strong and Weak Relationships in Geographically Dispersed Teams  
Associate Professor, Department of Organization Learning and Development, University of St. Thomas, Minneapolis, Minnesota

Carla Carten  Organizational Transformation and Community Building: An Exploration In the Field  
Assistant Vice Chancellor, Diversity & Inclusion, University of Massachusetts Medical School, Boston, Massachusetts

Mary Finney  Reflection on the Development of Character for Global Social Change and Scholar-Activism: A Multimedia Story-searching and Aesthetic Inquiry  
Professor, Ohio University

Jaye Goosby Smith  Black, White and Shades of Gray: Exploring Differences in Diversity Learning and Development between Black and White Graduate Students  
Associate Professor of Management and Director of Graduate Programs, The Citadel, Charleston, South Carolina

Russel Griffin  Cross-Generational Perceptions of Psychological Sense of Community in the Workplace and their Impact of Affective Commitment  
Director of Learning and Organization Development, Human Capital Dynamics  
Adjunct Professor of Management, Bainbridge Graduate Institute, Marygrove College

Leslie Sekerka  Exploring Appreciative Inquiry: A Comparison of Positive and Problem Based Organizational Change and Development Approaches in the Workplace  
Professor of Management, Menlo College, San Francisco, California

Esther Wyss-Flamm  Conversational Learning and Psychological Safety in Multicultural Teams  
Consultant, White Flame Group, Philadelphia, Pennsylvania

2001

Thomas Conklin  The Call to Nature: A Phenomenological Study of the Experience of Discovering and Following One’s Calling  
Associate Professor, George State University

Godwin Hlatshwayo  Innovative Strategies for Building Collaborative Capacity in Large Scale Global Organizing: A Case of Birthing the United Religions Initiative
Managing Director, GMAH Management and Consulting, Mississauga, Ontario, Canada

**Damian Christopher Kayes**  Experiential Learning in Teams: A Study in Learning Style, Group Process and Integrative Complexity in ad hoc Groups  Professor of Management George Washington University, Washington DC

**Charalampos (Babis) Mainemelis**  When the Muse Takes It All: A Conceptual and Empirical Investigation of Timelessness and Its Effects on Creativity in Organizations  Professor of Organizational Behavior, Alba Graduate School, Athens, Greece

**Angela Murphy**  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 of Management, Florida A&M University, Tallahassee, Florida

**Sangeeta Parameshwar**  Birthing New Worlds Through Exceptional Responses to Challenging Circumstances  Associate Professor, University of Illinois, Springfield

**Anthony (Tuck) Pescosolido**  Emotional Intensity in Groups  Associate Professor, University of New Hampshire, Durham, New Hampshire

**Parameshwar Srikantia**  The Architecture of Human Greatness  Professor, Baldwin Wallace University, Berea Ohio

2000

**Gregorio L. Banaga, Jr.**  A Calling to Work, A Labor of Love: A Phenomenological Study of Work as Calling  President, Adamson University, The Philippines

**Mary Fambrough**  Forming and Reforming Gender Identity: The Experiences of transwomen living between or beyond the binary  Associate Professor, Alliant International University, San Francisco, California

**Jim Ford**  The Dark Side of Hospitality: When Employees Fight Their Corporation’s Crafted Culture and Each Other  Lecturer, Kent State University

**Alice Yoko Kolb**  Play: An Interdisciplinary Integration of Research  Independent Teaching, Research and Consulting, Cleveland

**Leonard McKendrick**  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**  Human Cooperation: Appreciative Processes for Creating Images of Governance  Assistant Professor of Community Leadership and Management, Ohio State University

**Don Haselwood**  The Utilization of Expertise: Conversational Analysis of Software Systems Analysts and Clients Working Together  Consultant, Seven Devils, NC

**Kathryn Kaczmarski**  Intersecting Leadership and Partnership: Genres and Contexts of Conversations  Consultant, Cleveland OH

**Lorraine Thompson**  Love of Learning as the Driver for Self-Directed Learning in the Workplace  Partner, Pair of Docs Consulting, LLC

**Jane Wheeler**  The Impact of Social Environments on Self-Directed Change and Learning  Associate Professor, Bowling Green State University
1998

Susan A. Comerford   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   The Unacknowledged Primacy of Affect in the Workplace
President, Integrated Performance Systems, Bay Village

Cynthia Staehle Moody   Adaptation to Organizational Change: A Study of Middle Managers’ Coping Styles and Their Correlates
Assistant Professor, Calvin College

Punya Upadhyaya   Organising for Liberating: Postcolonial Possibilities from the Wilgespruit Fellowship Centre
Senior Manager; Accenture, New Mexico

Craig Wishart   Toward a Language of Human Abundance: The Holistic Human Logic of Sustainable Development
Assistant Professor, Department of Management, The American University in Cairo, Egypt

1997

Donald Austin   A Framework for Valuing: Affirmative Interaction in Small Groups
General Composites, Inc., Westport NY
Consultant, Cobblestone Coaching and Consulting

Julie R. Wolfram Cox   Effects of Organizational Change on Interpersonal Relationships: The Interplay of Identities and Emotions in a Manufacturing Environment
Head of Department, Professor of Management, Monash University, Caulfield, Australia

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

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

David Steingard   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   Creating Common Ground for Collaborative Learning: A Gestalt Perspective on Experiential Learning
Corporate Director, Honeywell International

1996

Cliff Bolster   Exploring the Relationship Between Acts of Courage and the Development of Personal Empowerment
Consultant, Bolster and Associates

David Leonard   The Impact of Learning Goals on Self-Directed Change in Education and Management Development
Consultant, Sibson & Co., Cary, N.C.
James Ludema  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  Making a Partnership of Ourselves: Initiating Innovative Organic Development in Community Universidad Estadual do Ceara

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

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

Charleyse Pratt  Constructing Unitary Reality: An Appreciative Inquiry
Assistant Vice President Inclusion and Multicultural Engagement, Division of Engagement, Cleveland State University

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

James Wishloff  Understanding Organizational Action as the Enactment of Moral Vision and the Case of Habitat for Humanity
Assistant Professor, University of Lethbridge

1995

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

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

Bruce Hanson  The Road and the Stream: Facing the Stream of New Product Development
Professor of Management, Concordia University, Irvine, CA

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

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

Lora Swartz II  Building Relationships Through Humor
Consultant, Cleveland

1994

Asbjorn Osland  Total Quality Management in Central America: A Case Study of Leadership and the Data Based Dialogue
Professor, San Jose State University

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

R. Michael Sokoloff  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  Consequences and Antecedents of Cognitive Simplification Processes in New Product Development Teams
Associate Professor, Illinois Benedictine University
Tojo Joseph Thatchenkery  A Study in Hermeneutic Processes: Organization as Texts
Professor and Director, M.S. in Organization Development & Knowledge Management
School of Public Policy, George Mason University, Arlington, VA

1993

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

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

Judith White  The Role of Individual Characteristics and Structures of Social Knowledge in Ethical Reasoning
Using an Experiential Learning Model
Associate Professor, St. Mary’s College of California
Moraga, CA

1992

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

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

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

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

Shirley Wilson  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  Scientists and Engineers as Effective Managers: A Study of the Development of Interpersonal
Abilities
Consultant, Philadelphia

Sheila Alease Ferguson  Making It in the Black Music Industry: A Study of Career Development and Social
Support Among African-American Managers and Entrepreneurs
Director of Mental Health Treatment Services, Specialized Alternatives for Families and Youth and Professor of
Psychology, Notre Dame College of Ohio, South Euclid, Ohio

Veronica Hopper Carter  An Appreciative Study of Highest Human Values in a Major Health Care Organization
Consultant, Gestalt Center for Organization & Systems Development

Annie McKee  Individual Differences in Planning for the Future
Teleos Leadership Institute, University of Pennsylvania

M. Cecilia McMillen  Causal Schemata of Middle Managers and the Implementation of a Radical Change
Strategy
Consultant, Ludlow, Vt.
Mary Ann Rainey-Tolbert  Career Development in Academic Family Medicine: An Experiential Learning Approach  Consultant, ComEd Leadership Development Center, Oakbrook, Illinois

Dorothy Siminovitch  Determinants of Executive Generativity: Archetypal Potentials and Developmental Opportunities  Executive Coach, Consultant, Education and Group Facilitator; Eurasian Gestalt Coaching Program, Toronto and Istanbul

1990

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

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

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

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

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

Joyce Osland  The Hero’s Adventure: The Overseas Experience of Expatriate Business People  Lucas Endowed Professor of Global Leadership and Executive Director, Global Leadership Advancement Center, San Jose State University.

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

Sybil Perlmutter  Cognitive Complexity and Time Perspective in Hybrid Organizations  S. New Mexico Society for HR Management

Ronald Purser  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  Towards an Understanding of the Self-Confidence Label  Dean, College of Business, Ashland College, Ashland OH

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

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

Leodones Yballe (Dumdum)  Friendship as a Centripetal Force Towards Interorganizational Partnership  Deceased

1989

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

Karen Grochau  Re-examining Professional Status and Personal Values as Sources of Influence in Boards of Trustees  Consultant, Cleveland
Karen Locke  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  Styles of Task Engagement  
Associate Professor, Department of Accounting, Business & Economics, Muhlenberg College, Allentown, PA

Valaya Pathi  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 Madhvacharyula Rao  The Social Organization of Trust: The Decline and Growth of Organizational Forms in the Savings and Loan Industry: 1960-'87  
Atholl McBean Professor of Organizational Behavior and HR, Stanford University

1988

Darlyne Bailey  Reconciling Innovation and Bureaucracy in a Professional Work Group  
Dean & Professor, Special Assistant to the President for Community Partnerships, Bryn Mawr College, Bryn Mawr, Pennsylvania

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

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

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

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

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

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

Rudy Williams  Hardiness, Health Care Claims, Absenteeism and Burnout: A Prospective Study of Direct and Moderating Effects  
Consultant, Boeing, Everett, WA

1987

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

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

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

Barry Morris  Internalized Oppression: Implications for Participative Work Systems and the Liberation of Employees  
Left Lane Consulting, LLC
Constance Savage  The Envisioning Process: Dynamics of Vision in Organizational Life
Consultant, William Cronin Associates, Cleveland

1986

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

Harlow Cohen  The Social Construction of Managerial High Performance
Professor, Department of Organizational Behavior, CWRU, Cleveland

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

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

(Joshua) Stuart Lublin  Measuring Job Complexity

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

1985

David Knibbe  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
Adjunct Professor, School of Business, UConn-Stamford; President & Founder, Organizational Improvement
Associates, LLC

Donald McCormick  Environmental Relations and Group Effectiveness in Planned Change Projects
Retired, California State University, Northridge, CA; Independent Consultant

Dennis O’Connor  From Crisis to Growth in Mid-Life: Changes in Life Structure and Personal Paradigms
Professor and Chair, Department of Management, Leadership & Information Systems, LeMoyne College
Syracuse, NY

1984

Lynda Benroth Detterman  Conflict and Congruence: Personal and Circumstantial Influences on Construing Self
in Feminine and Masculine Terms
Consultant, Detterman & Associates

Elizabeth Fisher-Turesky  Organizational Resocialization
Assistant Professor and Chair, University of Southern Maine, Leadership and Organizational Studies Program

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

Mary Ann Hazen  Dialogue as a Critical Factor in Planning for Social Systems
Professor, University of Detroit Mercy, College of Business Administration, Detroit, Michigan
Associate Editor, Journal of Management Education

Martin Kaplan  Making Sense Out of Planned Change: Stakeholder Perceptions in a Quality of Work Life Program
EVP and Senior Partner, Avista Consulting Group
Oakland, CA

V. Nilakant  Historical Transformation: A Study in Organizational Change
Faculty, University of Canterbury, Christ Church, New Zealand
1983

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

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

Ramnarayan Subramaniam  Interpersonal Relationships as a Source of Bureaucratic Functioning: A Study in Complaint Management
Professor, Indian School of Business, Hyderabad

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

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

1982

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

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

Marcy Crary  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  Professional Approaches to Organizational Life
Consultant, Peachtree City, Ga.

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

1981

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

Tony Khuri  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  Leader Dilemmas in an Emerging Medical Specialty
Retired, Parker, Co.

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

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

Earl Simendinger  The Development and Destruction of Cooperation Between Administrative Physicians and Hospital Administrators
Professor, College of Business, University of Tampa, Fl.
Ronald Sims  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  Adult Development and Adaptive Flexibility: An Empirical Test of Experiential Learning Theory
Deceased

Elizabeth Grady  Resocializing Professional Nurses: The Case for Assertiveness Training

Deceased

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

Susan Manring  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  Managing Interdependent Task Relationships: An Informal Coordination View
Deceased

Duncan Spelman  Professional Education and the Fundamental Attribution Error: An Investigation of Biases in Social Perception
Professor and Chair, Management Department, Bentley University, Waltham, Ma.

1979


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

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

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

Steve Obert  Patterns of Development in Organizational Task Groups
Deceased

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

1978

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

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

Rajesh Tandon  Impact of Organizational Development on Underorganized Communities President, Society for Participative Research in Asia (PRIA), New Delhi
1977

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

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

**Steven Cato**  Psychological Correlates of the Perception of Inequity  Consultant, Cato Associates, Kirkland, Wa.

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

**Gary Robinson**  Interorganizational Cooperation in Human Services Administration: A Third-Party Manager, HR Initiatives; The Boeing Company

1976

**Peter Reason**  Explorations in the Dialectics of Interpersonal Relationships  Professor Emeritus, School of Management, University of Bath, United Kingdom

**Roger Ritvo**  Organizational and Environmental Dynamics: A Multi-Hospital Study of the Role of Boards of Trustees  Distinguished Research Professor of Management, Auburn Montgomery

**James Waters**  Organizational Sanctions: A Process of Inquiry into Deviations  Deceased

1975

**David Bachner**  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.

**Rupert Chisholm**  Alienation and Activities in On-the-Job and Off-the-Job Life Spheres  Deceased

**J. Michael Donovan**  Individual Reactions to Change  President, PDS Organizational Consulting, Clearwater FL

**David Efraty**  Organizational Identification: Sources and Consequences for Person and Performance  Professor Emeritus, College of Business, University of Houston Downtown, Houston, Texas

**Lewis Frees**  Derivations of Policy Behavior Sets  Consultant, Bethesda, Md.

**Leonard Hirsch**  Gestalt Therapy and Organizational Development  Deceased

**Peter Holdorf**  Stress and Role Relationships in an Organization: A Study in Coping Behaviors

**Sherman Kingsbury**  The Unfolding of a Man in a Field  Consultant, Los Altos, Ca.

**Carolyn Lukensmeyer**  The Effect of the Sex Role Models on the Process of Adult Growth and Development  Consultant, Washington, D.C.
Jamesetta Petway  Black Women and White Managers: An Action Program for Increased Strength and Influence
Sales Representative, Mary Kaye Cosmetics

Jeffry Voorhees  A Study of Four Men
Development & Training, University of California, San Francisco

Lora Whaley (Skvorc)  Women in Industry: Alienation, Satisfaction and Change

1974

Harry Bury  Dissociative Role Orientations
Retired, Baldwin Wallace College

John Carter  Transactions with Significant Others Toward a Design for Interpersonal Growth and Learning
CO and President, Gestalt OSD Center, Gestalt Institute of Cleveland Organization & Systems Development Center
Integrative Studies Center

Caela Farren  The Relationship of Interpersonal Contact and Task Characteristics in an Airborne Temporary Society
President, Career Systems

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

Setrak Javian  An Evaluative Study of a Corporate Staffing System
Deceased

William Stratton  Organization and Environment: A Case Study in Adaptation to Change
Dean, College of Business, Idaho State University

1973

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

Suzanne Eichhorn  Interdisciplinary Health Team Development
Consultant, Eichorn & Associates

G. Eugene Hendrix  Issues of Social Behavior
Director, Managerial Process Associates

1972

Michael Barndt  Decision Making in a Community Corporation: Sources of Cleavage Among Actors
Retired

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
President & Founder, PhD2 Leadership Consulting
Donald Skilling  Interaction Effects of Origin/Pawn Factors  
Deceased

Stephen Sunderland  The Spirit Beyond the Event: A Psycho-Historical Autobiography  
Professor, Peace and Educational Studies, University of Cincinnati, Cincinnati, Ohio

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  
Director of Public Administration Program, Hamline University  
1971

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.  
1970

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  
Newton, PA

Charles Smith  The Relationship of Survival Perception, Ego Ideal and Collaborative Behavior in Marriage and Work  

Kenneth Taddeo  An Ontological Study of Life Styles in Marriage  
Consultant, Toronto  
1969

John Adams  Phases of Personal and Professional Development  
Emeritus Professor Saybrook University, Organizational Systems Ph.D. Program

Edwin Bartee  A Phenomenological Theory of Behavior

Joel Beak  Teacher Response to Interpersonal Influence in Role Relationships  
Professor, Sonoma State University; Santa Rosa, 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
Professor Emeritus and Founder, MA in Organization Development, Sonoma State University
Rohnert Park, Ca.

Dennis Gallagher  Environmental Contributors to Personal and Conceptual Learning
Consultant, Clarence, New York

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 Olmos  Student Life Styles and Reactions to Grading
Retired, Marshall University

Benton Randolph  Participation Dynamics in Neighborhood Health Center
Retired, Minneapolis, Minnesota

Douglas Wolfe  Developing Internal Teams for Innovation in Educational Systems
Deceased

1968

Theodore Gerstl  Sensitivity Training with Underachieving Junior High School Students
Il Luppolo Nero, Owner; Italy

James Rago  The Influence of Undergraduate Residence Upon Student Personal Development

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

1967

John Aitken  A Clinical Analysis of Executive Behavior
Merrill Dow Pharmaceuticals, Cincinnati

Thomas Bier  Contemporary Youth: Implications of the Personalistic Life Style for Organizations
Professor, Cleveland State University

Charles Bolton  Training for Cross-Cultural Adjustment and Effectiveness
Retired, Baufort, NC

Douglas Brynildsen  A Comparison of Motivational Patterns Between Collaborative and Coercive Systems

Jan Clee  The Development of an Organic Theory for Social Change
Deceased

Sherman K. Grinnell  The Development of Creative Interprofessional Collaboration: A Social Psychological Theory
Deceased

1966

Caroline Boyer  A Model of Technical Education System
Head and Professor of Management, University of Cincinnati

Evelyn Glatt  Professional Men and Women at Work
Retired

**R. Stephen Jenks**  An Action Research Approach to Organizational Change  
Partner, Greyledge Consulting; Portland, ME  
1965

**Ronald Boyer**  The Student Peer Group: Its Effect on College Performance  
Deceased

**Alan Fitz**  The Induction of Organizational Change Using Laboratory Methods  
Consultant, Portsmouth Consulting Group; Branford, Ct.

**James Powers**  Trainer Orientation and Group Composition in Laboratory Training  
Retired, France  
1964

**Wayne Marshall**  A Simulation Model of Human Behavior in Communication Network Experiments

**Miles Martin**  Some Effects of Communication on Group Behavior in Prisoner’s Dilemma  
Director, Center for Business & Economics, State University of New York at Plattsburgh

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