

Weatherhead School of Management
Department of Organizational Behavior
Case Western Reserve University

**Alumni, Ph.D. in Organizational Behavior Program
1964-2014**

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 impact 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 Mindfulness: Investigating a Potential Resource Against Workplace Ego 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 Multi-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

Martha "Bibi" Potts Changing Poison Into Medicine Through Social Processes of "Finding Pathways Out": The Rwandan Construction of a New Destiny in the Aftermath of the 1994 Genocide
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

2009

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

2008

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, Burlington, Vermont

Mauricio Puerta A grounded Theory of Togethering: 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 Discomfiture 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.

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

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 Kaczmariski 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
Universidade 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 Centrepetal 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
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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.

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Consultant, Peachtree City, Ga.

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Associate Professor & Director, Executive MBA Program, Handelshogeschool, Antwerpen, Belgium

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Professor, School of Business, California Polytechnic State, San Luis Obispo, Ca.

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Professor, College of Business, Pennsylvania State University, University Park, Pa.

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Associate Professor, The Claremont Graduate School, Claremont, Ca.

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Faculty of Management, Graduate School of Business Administration, Tel Aviv University

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Consultant, Cato Associates, Kirkland, Wa.

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Professor of Organizational Behavior & Management, Rider College, Lawrenceville, N.J.

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President, PDS Organizational Consulting, Clearwater FL

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Development & Training, University of California, San Francisco

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CO and President, Gestalt OSD Center, Gestalt Institute of Cleveland Organization & Systems Development Center
Integrative Studies Center

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Society
President, Career Systems

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

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Chairman of the Board, Chicago Bears Football Club

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Professor, Peace and Educational Studies, University of Cincinnati, Cincinnati, Ohio

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Director of Public Administration Program, Hamline University

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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

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Charles Smith & Associates, McLean, Va.

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Consultant, Toronto

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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
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Associate Professor of Management, Eastern Washington University, Cheney, Wa.

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Retired, Marshall University

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President, Responsible Management, Inc., Dover, N.H.

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Retired, Baufort, NC

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Head and Professor of Management, University of Cincinnati

Evelyn Glatt Professional Men and Women at Work

Retired

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Partner, Greyledge Consulting; Portland, ME

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

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

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