Alumni, Ph.D. in Organizational Behavior Program
1964-2020

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.

2020

Gareth Craze  Inflammation-Associated Leader Mood Deterioration and the Degradation of Affective Climate: An Agent-Based Model

Lili Bao  Deep and Diverse: Knowledge Combination of Team Members in Problem Solving Teams

2019

Phillip Thompson  Understanding Consequences for Reluctant Help Recipients: Explaining Help Recipients’ Poor Job

Hak-Yoon Kim  The Working Mom’s Tug of War: Trajectories of Work-Family Conflict and the Buffering Roles of Job and Family Satisfaction
Visiting Assistant Professor, University of Nottingham China

Alperen Manisaligil  (Re)creating routines through stage performances in project-based organizations

Kevin Cavanagh  Gamification as a Vehicle to Encourage Behavior Change

Keimei Sugiyama  Taking Inclusion Home: Identity Holism from Includer Identity Development
Postdoctoral Scholar

2018

Morgan Bulger  Toward a Theory of Social Inclusion: The design and practice of social inclusion in mixed-income communities
Postdoctoral Fellow, National Initiative on Mixed-Income Communities, Case Western Reserve University

Kylie Rochford  Intentionality in Workplace Relationships: The Role of Workplace Relational Self Efficacy
Assistant Professor, David Eccles School of Business, The University of Utah

2017

Njoke Thomas  Coming full circle: How medical students craft their preferences in search of an authentic doctor role
Assistant Professor, Boston College

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
Assistant Professor of Business, Universidad del Desarrollo, Chile

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 Kriz**  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

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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

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2014

**Meredith Myers**  Navigating Muti-Layered Liminal Spaces: An Exploration Of How First-Year Faculty Construct Relationships Of Support
Faculty, 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
Professor of Management, Daniels College of Business, Denver University

**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

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2013

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

**Wassem 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
Associate Partner McKinsey & Company
‘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
Associate 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
Vice President, Employee Diversity, Inclusion & Experience, Brigham and Women’s Hospital

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 DeMarco  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 of Faculty Development, 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  
Chair, Program Director and Associate Professor, Business and Entrepreneurship, Chatham University, Pennsylvania

Ante Glavas  Effects of Corporate Citizenship on Employees: Why Does Doing Good Matter?  
Associate Professor, University of Vermont, Grossman School of Business, Burlington, Vermont

Anita Howard  An Exploratory 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, Berlington, Vermont

Mauricio Puerta  A grounded Theory of Togetherness: 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 Discomfort 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
Professor of Organizational Behavior and Leadership, Antioch University PhD in Leadership and Change Program

**Beatriz Rivera**  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 Bukashes (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.


2002

Obasi Akan  Concressent 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
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 Leadership, Associate Professor of Management, and Assistant Provost for Diversity & Inclusion, 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

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

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

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 Ceará

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


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

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

Richard Cogan  Large-scale Computer Implementations and Systemic Organizational Change  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, Valena & Associates, Brasil

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

Ronald Purser  The Impact of Variances and Delays on Nonroutine Decisions and Knowledge Unilization in a Product Development Organization  Associate Professor, Department of Management, San Francisco State University

1990
Paul Sears    An Attribution Theory of the Self-Confidence
Dean, College of Business, Ashland College, Ashland OH

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

Juliann Spoth    Spirit and Substance: The impact of Organizational Ideology on Structural Change
Consultant, SHL Consulting

Leodones Yballe (Dumdum)    The Interhuman Side of Interorganizational Partnership Among Internationally Active Non-Profit Organizations
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

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

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

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

1987

1986

1985

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 DetroitMercy, College of Business Administration, Detroit, Michican  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

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)


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


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.


1983

1982
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

Ronald Ashkenas  Professional Career and Its Consequences: An Exploratory Study of Academic Physicians  
Senior Partner, Schaffer Consulting, Stamford, Ct.

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 (Skvore)  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
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

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.

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

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 Olmosk  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

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.

1968

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  

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  

1966  

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  

1965  

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  

1964  

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