

VITA

NAME: Joseph Alan Raelin

GENERAL INFORMATION:

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EDUCATION:

- 1974-1976 State University of New York at Buffalo; Ph.D. in Policy Studies, and fellow of the Center for Policy Studies, a SUNYAB-wide interfaculty and interdisciplinary teaching and research unit lodged within the School of Management and concerned with policy analysis and implementation.
- 1971-1973 Boston University, School of Education; C.A.G.S.in Organizational Development.
- 1970-1971 Tufts University; Ed.M. and certification in counseling.
- 1968-1969 University of Paris and Institut d'Etude Politique; Certificat du Cours de Civilisation.
- 1966-1970 Tufts University; B.A. *magna cum laude*, in political science and French.

EMPLOYMENT HISTORY

- 2002 – Present Northeastern University, D'Amore-McKim School of Business, Management and Organizational Development Group, Boston, MA;
The Asa S. Knowles Chair of Practice-Oriented Education and
Professor of Management
Graduate and undergraduate instruction in organizational behavior and leadership studies. Co-designer of the experiential full-time MBA program and co-developer of the Concentration in Management and Organizational Development. Serve on search, administrator evaluation, tenure and promotion, and research committees.
- Selective Curricular and Administrative Services Director, Center for Work and Learning - 2002-2007
Founded and created the Center for Work and Learning, an international research center to promote the study of work-based learning within post-secondary education. Key accomplishments included provision of: two international conferences, the experiential scholars network, the experiential education faculty fellows program, the experiential faculty learning community, the experiential

education breakfast series, the reflection-on-coop project, and the Martha's Vineyard Summer Institute on Experiential Education.

Faculty Coordinator, College of Professional Studies – 2003–2007
Co-created, co-directed, recruited and developed faculty, and marketed the Master in Leadership program.

- 2012 Department of Organisation Studies, School of Management, University of Bath, Spring Semester
Distinguished Visiting Scholar
Provided coaching and advisement to doctoral studies, advised junior faculty on research projects, and presented a lecture and doctoral master class.
- 1976 - 2002 Boston College, Carroll School of Management, Department of Operations and Strategic Management, Chestnut Hill, MA;
1987 - Professor
1982 - 1987 Associate Professor with tenure
1977 - 1982 Assistant Professor
1976 - 1977 Instructor
- Selective Teaching Services Graduate and undergraduate instruction in organizational behavior/human resources management and social issues in management.
Courses taught include: organizational behavior, leadership, labor-management relations, ethical principles and practices, business and society, public policy analysis, management of professionals, human resource management, corporate social responsibility, industrial relations, and employment policy.
Other responsibilities: Helped coordinate and teach in an executive development program called, "Leadership for Change." Co-developed the human resource concentration and the graduate program in environment and policy; served on the MBA core committee, the organizational behavior core committee, and faculty committee of the Ph.D./MBA program in social policy.
- Selective Administrative Services Acting Chairperson - 1989 and Chairperson - 1985
Program administration of the department's curricular and research activities. Responsibilities entailed supervision of the department's fifteen faculty members as well as ancillary staff, course scheduling, recruitment, curriculum coordination, and program development.
- Director, Institute for Public Service - 1978-1983
Establishment and executive management of an interdisciplinary, interfaculty clearinghouse and research center of the School of Management at Boston College, dedicated to promoting the graduate and professional study of public management and public policy. Among the Institute's accomplishments, it developed and sponsored a public management option within the MBA program, a public sector internship program, a career information service, and the Presidential Management Intern Program.
- Other responsibilities: Promotion and tenure, Search, Doctoral, Full Professors' Events, and Long-range Planning committees, Ethics Initiative task force, Chairperson of Associate Dean Search Committee, and Designer and instructor of Leadership Development Programs.
- 1990 Lancaster University, The Management School, Lancaster, United Kingdom;
Visiting Professor
Principal of a research study examining the effect of graduate management action learning environments on selected managerial practices.

- 1974-1976 Human Resources Institute, a U.S. Department of Labor funded region-wide teaching and curriculum development unit within SUNYAB, Buffalo, NY;
Teaching and Research Associate
- Preparation of curricular and training monographs, graduate-level teaching, staff administration of various projects designed to provide educational services to manpower practitioners and students interested in assuming a career position in public and private sector manpower programs.
- 1974 Gilbert R. Green and Company, Inc., Natick, MA;
Consultant supervisor
Project supervision, technical assistance, proposal preparation, budgeting, and procurement administration; sample clients including U.S. Dept. of Labor, Office of Education, Office of Child Development, Agency for International Development.
Special assignment: Developed and supervised a national training program for local office managers of the Work Incentive Program.
- 1973 University Center, Inc., Boston, MA;
Staff consultant
Consultation in management training and organizational development.
- 1973 Fall River Youth Resources Agency, Fall River, MA; Educational consultant
Development of a comprehensive model of alternative education for disadvantaged youth of the City of Fall River.
- 1971-1972 Quincy Public Schools, Quincy, MA; Counselor

SCHOLARLY WORK

Books

Leadership-as-Practice: Theory and Application (Joseph A. Raelin, ed.),
Routledge, 2016.

The Leaderful Fieldbook: Strategies and Activities for Developing Leadership in Everyone, Boston: Davies-Black, 2010.

Work-Based Learning: Bridging Knowledge and Action in the Workplace, San Francisco: Jossey-Bass, 2008.

Creating Leaderful Organizations: How to Bring Out Leadership in Everyone, San Francisco: Berrett-Koehler, 2003.

Personal Career Management for Professionals, Frederick, MD: Beard Books, 2002.

Work-Based Learning: The New Frontier of Management Development, Upper Saddle River, NJ: Prentice-Hall, appearing in the Addison-Wesley "OD Series," 2000.

The Clash of Cultures: Managers Managing Professionals, Boston, MA: Harvard Business School Press, 1986 (paperback 1991).

The Salaried Professional: How to Make the Most of Your Career, Westport, CT: Greenwood/Praeger, 1984.

Building A Career: The Effect of Initial Job Experiences and Related Work Attitudes on Later Employment, Kalamazoo, Michigan: The W.E. Upjohn Institute for Employment Research, 1980.

Anthologies

The Sage Major Work on Leadership Development & Practice (Richard Hall, David Grant, and Joseph Raelin, eds.), London: Sage Publications, 2014.

Learning to Engage: A Guide to Leaderful Practice. Hoboken, NJ: John Wiley & Sons, 2007.

Proceedings from the Joint Canadian-American Conference on Manpower Policy (Discussion editor). Winter Park, FL: Anna Publishers, Inc., 1976.

Published Scales

The Work Self-Efficacy Inventory (WS-Ei), Scale, Planning Guide, and Manual. Menlo Park, CA: Mindgarden.

The Persean Index Questionnaire (HaPI Record). Pittsburgh: Behavioral Measurement Database Services, 1994.

Published Monographs

Joe Raelin in Gespräch über "Leaderful Practice" [A Series of Interviews on Leadership and Action Learning] in Action Learning - Workbook mit Praxistipps, Anleitungen und Hintergrundwissen für Trainer, Berater und Facilitators, (Bernhard Hauser, Author). Bonn: ManagerSeminare Verlag, 2012.

"A Community of Practice Dedicated to Integrative Teaching, Learning, and Scholarship," (Joseph A. Raelin, Lorna Hayward, Betsey Blackmer, Tom Sherman and the POE Fellows), The Scholarship of Teaching and Learning Journal, Northeastern University's The Center for Excellence in University Teaching, Fall, 2006.

Serving on the Boundary, Exercise contributed to J.R. Schermerhorn, Jr., J.G. Hunt, and R.N. Osborn, Organizational Behavior (Eighth Edition), John Wiley & Sons, 2002.

Factors Explaining Decisions to Continue or Terminate R&D Projects, Final Executive Report (with R. Balachandra), National Science Foundation, Grant #ISI-8105585, Washington, 1983.

Interorganizational Differentiation of Performance Judgments of Advisory Council Members, PROJECT SHARE, No. 4267, Rockville, Maryland, 1980.

Public Service Employment: A Bibliography, ETA Resource Clearinghouse, NO. 850, Washington, D.C., October/November, 1978.

Manpower Project Monitoring and Program Evaluation (with Myron Fottler), National Technical Information Service, Springfield, Virginia, September, 1977.

Journal Articles and Chapters

"What Are You Afraid Of: Collective Leadership and its Learning Implications," Management Learning, Online First, September 2017.

"The Promise of Leadership-as-Practice," In Epilogue on Future of Leadership Studies, in Doris Schedlitzki and Gareth Edwards, Studying Leadership: Traditional and Critical Approaches (2nd Ed.). London: Sage, forthcoming.

“Leadership-as-Practice: Theory and Application – An Editor’s Reflection,” Leadership, 13(2): 215-221, 2017.

“Introduction to Leadership-as-Practice,” Chapter One, pp. 1-19, in J. Raelin (ed.) Leadership-as-Practice: Theory and Application (New York: Sage), 2016.

“It’s Not About the Leaders: It’s About the Practice of Leadership,” Organizational Dynamics, 45(2): 124-131, 2016.

“Work-Based (not Classroom) Learning as the Apt Preparation for the Practice of Management,” Management Teaching Review, 1(1): 43-51, 2016.

“Imagine There Are No Leaders: Reframing Leadership as Collaborative Agency,” Lead article in Leadership, 12(2): 127-130, 2016. Released in video form for the SAGE Business and Management Video Collection, 2017.

“The Role of Work Experience and Self-Efficacy in STEM Student Retention,” (Joseph A. Raelin, Margaret B. Bailey, Jerry Hamann, Leslie K. Pendleton, Rachelle Reisberg, and David L. Whitman), Journal of Excellence in College Teaching, 26 (4): 29-50, 2015.

“Rethinking Leadership: Businesses need a new approach to the practice of leadership – and to leadership development,” MIT Sloan Management Review, 56 (4), Summer 2015.

“Action Learning and the New Leadership as a Practice,” (Joseph A. Raelin and Kiran Trehan), Action Learning: Research and Practice, Editorial, 12 (2): 127-13, 2015.

Preface to the Second Edition of the Work-Based Learning Student Handbook (R. Helyer, Editor). Basingstoke, UK: Palgrave Macmillan, 2015.

“Action Modes of Research,” Chapter Four in Lisa Anderson, Jeff Gold, Jim Stewart, and Richard Thorpe (eds.), A Guide to Professional Doctorates in Business & Management (pp. 57-76). London: Sage, 2015.

“The Gendered Effect of Cooperative Education, Contextual Support, and Self-Efficacy on Undergraduate Retention,” (Joseph A. Raelin, Margaret B. Bailey, Jerry Hamann, Leslie K. Pendleton, Rachelle Reisberg, and David L. Whitman), Journal of Engineering Education, 103 (4): 599-624, 2014.

“How to Develop Network Citizenship Behavior,” (Joseph A. Raelin and June Kevorkian), Academe, 100 (3): 17-20, 2014.

“The Ethical Essence of Leaderful Practice,” Journal of Leadership, Accountability and Ethics, 11 (1): 64-72, 2014.

“The Manager as Facilitator of Dialogue,” Organization, 20 (6): 818-839, 2013.

“Threshold Concepts and Modalities for Teaching Leadership Practice,” (Jeffrey Yip and Joseph A. Raelin), Management Learning, 43 (3): 333-354, 2012. Reprinted in the Sage Major Work on Leadership Development and Practice (Richard Hall, David Grant, and Joseph Raelin eds.), London: Sage, 2014.

“The Effect of Cooperative Education on Change in Self-Efficacy among Undergraduate Students: Introducing Work Self-Efficacy” (Joseph A. Raelin, Margaret B. Bailey, Jerry Hamann, Leslie K. Pendleton, Jonathan D. Raelin, Rachelle Reisberg, David Whitman), Journal of Cooperative Education and Internships, 45 (2): 17-35, 2011, and Winner of the 2011 Ralph W. Tyler Award

for Outstanding and Distinguished Research and Publication in the Field of Cooperative Education, Internships, and Work-Integrated Learning.

“Dialogue and Deliberation as Expressions of Democratic Leadership in Participatory Organizational Change,” Lead article in Journal of Organizational Change Management, 25 (1): 7-23, 2012.

“Updating the State-of-the-Practice of Emotions in Management Education: The Integrated Emotions Exercise” (Jonathan D. Raelin and Joseph A. Raelin), International Journal of Management Education, 9 (4): 13-24, 2012.

“Work-Based Learning: How It Changes Leadership,” Development and Learning in Organizations, 25 (5): 17-20, 2011.

“From Leadership-as-Practice to Leaderful Practice,” Leadership, 7 (2): 195-211, 2011. Reprinted in the Sage Benchmark Series title: Change Leadership (Colette Dumas and Richard Beinecke, eds.), May 2015.

“The End of Managerial Control?” Group & Organization Management, 36 (2): 135-160, 2011, reviewed by John J. Schibler in Organization Management Journal, 9 (1): 79-80, 2012.

“Action Learning’s Good Company: The Action Modalities,” Chapter Thirty in M. Pedler (ed.), Action Learning in Practice (4th Ed). Abingdon, UK: Gower, 2011.

“Work-Based Learning: Valuing Practice as an Educational Event,” in Donna Qualters (ed.), Experiential Education: Making the Most of Learning Outside the Classroom in the New Directions for Teaching and Learning Series (pp. 39-46). San Francisco: Jossey-Bass, 2010.

“Work-Based Learning in U.S. Higher Educational Policy,” Lead article in inaugural issue of Higher Education, Skills and Work-based Learning, 1 (1): 10-15, 2010.

“The Practice Turn-Away: Forty Years of Spoon-Feeding in Management Learning,” Management Learning, 40 (4): 401-410, 2009.

“Seeking Conceptual Clarity in the Action Modalities,” Action Learning: Research and Practice, 6 (1): 17-24, March 2009.

“Action Learning and Related Modalities,” Chapter 22 (pp. 419-438) in Steven J. Armstrong and Cynthia V. Fukami (eds.), the Handbook of Management Learning, Education and Development, London: Sage, 2009.

“Emancipatory Discourse and Liberation,” Management Learning, 39 (5): 519-540, 2008, and reprinted in the Virtual Special Issue: “Power and Politics in Management Learning,” (Emma Bell and Hugh Willmott, Eds.) Management Learning, Fall, 2015.

“Reflection-in-Action on Co-op: The Next Learning Breakthrough,” Centennial Conference Selection (Joseph A. Raelin, Leonard J. Glick, Katherine E. McLaughlin, Richard D. Porter, and James R. Stellar), Journal of Cooperative Education and Internships, 42 (2): 9-15, 2008.

“Refereeing the Game of Peer Review,” Academy of Management Learning and Education, 7 (1): 124-129, 2008.

“Toward an Epistemology of Practice,” Exemplary Contribution in Academy of Management Learning and Education, 6 (4): 495-519, 2007.

- “Teaching Students a Process of Reflection: A Model for Increasing Practice-Based Learning Outcomes during Cooperative Education” (Lorna Hayward, Betsey Blackmer, and Joseph Raelin), Journal of Cooperative Education and Internships, 41 (1): 35-47, 2007.
- “The Return of Practice to Higher Education: Resolution of a Paradox,” Journal of General Education, 56 (1): 57-77, 2007.
- “Developing Managers as Learners and Researchers: Using Action Learning and Action Research” (Joseph A. Raelin and David Coghlan), Journal of Management Education, 30 (5): 670-689, October 2006. Reprinted in the Sage Major Work on Leadership Development and Practice (Richard Hall, David Grant, and Joseph Raelin eds.), London: Sage, 2014.
- “Does Action Learning Promote Collaborative Leadership?” Lead article in the Academy of Management Learning and Education, 5 (2): 152-168, June 2006. Reprinted in the Sage Major Work on Leadership Development and Practice (Richard Hall, David Grant, and Joseph Raelin eds.), London: Sage, 2014.
- “Taking the Charisma Out: Teaching as Facilitation,” Organization Management Journal, 3 (1): 4-12, 2006.
- “Finding Meaning in the Organization,” Sloan Management Review, 47 (3): 64-68, Spring 2006.
- “Developmental Action Learning: Toward Collaborative Change” (Joseph A. Raelin and Jonathan Raelin), Action Learning: Research and Practice, 3 (1): 45-67, April 2006.
- “The Role of Facilitation in Praxis,” Organizational Dynamics, 35 (1): 83-95, 2006.
- “We the Leaders: In Order to Form a Leaderful Organization,” Journal of Leadership and Organizational Studies, 12 (2): 18-31, Fall 2005.
- “Learning a New Kind of Leadership for the Academic Workplace,” Feature article in The Academic Workplace, 16 (1): 1-7, 2005.
- “Taking the Hero out of Charisma,” Professional Insight, 5-6, March 2005.
- “Reflection as the Engine of Ethical Inquiry,” The Systems Thinker, 16 (1): 10-11, February, 2005.
- “Behaving Leaderfully,” (Chapter Three, pp. 39-41) in Bill Treasurer (ed.), Positively M.A.D., San Francisco: Berrett-Koehler, 2004.
- “Growing Group Leadership Skills,” Security Management, 48 (6): 34-38, 2004.
- “An Assessment of Integrated Learning of Cooperative and Academic Education” (Malcolm Hill, Judith Barr, Janet Carr, Patricia Denn, Richard Porter, Donna Qualters, and Joseph Raelin), Journal of Cooperative Education, 39 (1): 77-85, 2004.
- “Don’t Bother Putting Leadership into People,” Academy of Management Executive, 18 (3): 131-135, 2004, and republished in W.E. Rosenbach and R.L. Taylor (eds.), Contemporary Issues in Leadership (6th ed.). Boulder, CO: Westview Press, 2006, and in the Sage Major Work on Leadership Development and Practice (Richard Hall, David Grant, and Joseph Raelin eds.), London: Sage, 2014.
- “Forward” to Organizing Reflection (Michael Reynolds and Russ Vince, Editors), London: Blackwell Publishers, 2004.

"Committed to Collective Leadership" (Jonathan Raelin, Philip DiChiara, Joseph Raelin), Business Officer, 33-36, June 2004.

"Preparing for Leaderful Practice," Training + Development, 58 (3): 64-70, March 2004.

"The 'Bottom Line' of Leaderful Practice," Ivey Business Journal, 68 (3): 1-5, January/February, 2004.

"The Land Mines of Change," The Systems Thinker, 14 (5): 9-10, June/July 2003, and reprinted in part in Leverage Points, Issue 65, August 2005.

"The Leaderful Community," Innovative Leader, 12 (6): June 2003.

"Should Faculty Be 'Managed?'" Academe, 89 (3): 40-44, May-June 2003.

"The Myth of Charismatic Leaders," Training + Development, 57 (3): 46-54, March 2003, reprinted in Annual Editions: Management 04/05, Twelfth Edition Fred H. Maidment (ed.), November 2004, and as: "Strong Leadership Requires Collaboration, Teamwork," Career Journal Asia, Spring 2003.

"Leaderful Practice: We Need to Share the Leadership Role," Executive Excellence, 19 (11): 6, November 2002.

"I Don't Have Time to Think! (vs. The Art of Reflective Practice)," Reflections: The SoL Journal on Knowledge, Learning, and Change, 4 (1): 66-79, 2002, and summarized in The Action Reflection Learning Newsletter, No. 30, February 2003.

"Orchestrating the 'New' Learning," Performance in Practice, Fall: 10-11, 2001.

"Narcissus in Motion," Personal Excellence, 6 (7): 16, July 2001.

"Public Reflection as the Basis for Learning," Management Learning, 32 (1): 11-30, 2001.

"The Design of the Action Project in Work-Based Learning," Human Resource Planning, 22 (3): 12-28, 1999.

"The Action Dimension in Management: Different Approaches to Research, Teaching, and Development," Preface (as Editor) to the Special Issue of the journal, Management Learning, 30 (2): 115-125, June 1999.

"Work-Based Learning in Practice," Journal of Workplace Learning, 10 (6/7): 280-283, 1998.

"Not Just Tenure: A Career Framework for Faculty Growth and Development" (Judith Gordon, Victoria Crittenden, Nan Langowitz, and Joseph Raelin), National Forum of Educational Administration and Supervision Journal - Electronic Volume 15E (4):1998.

"A Model of Work-Based Learning," Lead article in Organization Science, 8 (6): 563-578, 1997.

"Action Learning and Action Science: Are They Different?" Organizational Dynamics, 26(1): 21-34, 1997, and reprinted as Chap. 8 in Joan V. Gallos (ed.), Organization Development, San Francisco, Jossey-Bass, 2006, pp. 202-222.

"Internal Career Development in the Age of Insecurity," Business Forum, 22 (1): 19-23, 1997.

"Executive Professionalization and Executive Selection," Human Resource Planning, 20 (2):16-27, 1997.

"Individual and Situational Precursors of Successful Action Learning," Journal of Management Education, 21(3): 368-394, 1997.

"From Generic to Organic Competencies," (Joseph A. Raelin and A. Sims Cooledge), Human Resource Planning, 18 (3): 24-33, 1995.

"Three Scales of Professional Deviance within Organizations," Lead article in Journal of Organizational Behavior, 14 (6): 483-501, November 1994.

"Regenerating Performance Appraisal for Scientists and Engineers," (Donald Wilson, Roland Mueser, and Joseph A. Raelin), Research Technology Management, 37 (4): 51-55, July-August, 1994.

"Espoused Action: It's a Matter of Consistency," Business Horizons, 37 (3): 44-51, May-June, 1994.

"Whither Management Education: Professional Education, Action Learning, and Beyond," Management Learning, 25 (2): 301-317, 1994, and reprinted in part as: "Reformulating Management Education: Professional Education, Action Learning, and Beyond," Selections, 12 (1): 20-30, Autumn 1995, and "The Future of Management Education: Reconsidering Professional Education and Action Learning," Metropolitan Universities, 7 (3): 57-72, 1996.

"A New Paradigm for Advanced Management Education: How Knowledge Merges with Experience - Preface" (Joseph A. Raelin and John R. Schermerhorn, Jr.), Co-editors of Special Issue on the Integration of Knowledge with Experience, Management Learning, 25 (2): 195-200, 1994.

"Open the Door for Joint Ventures with Business" (Joseph A. Raelin and Sandra Waddock), The School Administrator, 51 (2): 52-53, February 1994.

"Developing Managers Through Action Learning," The Carroll Research Report, Fall, 1993: 2-4, and reprinted in part in John M. Ivancevich, Human Resource Management: Foundations of Personnel, 6th Edition, Homewood, IL: Richard D. Irwin, 1995.

"Theory and Practice: A Theoretical Review of their Respective Roles, Relationship, and Limitations in Advanced Management Education," Business Horizons, 36 (3): 85-89, May-June, 1993.

"The Persean Ethic: Consistency of Belief and Action in Managerial Practice," Human Relations, 46 (5): 575-621, 1993.

"Beyond Experiential Learning to Action Learning," The Organizational Learning Newsletter, No. 4: 5-7, March 1993.

"Learn by Doing" (Joseph A. Raelin and Michele LeBien), HR Magazine, 38 (2): 61-70, February 1993, and summarized in The Organization Frontier, 2:15, 1993.

"Coping with the Strain between Professional Autonomy and Administrative Control," Group Practice Journal, 41 (6): 56-60, November/December 1992.

"Cross-Cultural Implications of Professional/Management Conflict," Journal of General Management, 17 (3): 16-30, Spring 1992.

"The Effects of Graduate Management Action Learning Environments on Public Reflectiveness in Managerial Practice," Management Research News, 14 (7/8/9): 43-48, 1991.

"Academic Freedom and Control," College Teaching, 39 (1):26-30, Winter 1991.

"Let's Not Teach Management as if it Were a Profession," Business Horizons, 33 (2): 23-28, March-April 1990.

"Professional and Business Ethics," Management Review, 78 (11): 39-42, November 1989.

"An Anatomy of Autonomy: Managing Professionals," Academy of Management Executive, 3 (3): 216-228, August 1989.

"Meshing Two Cultures: It's the Managers and the Professionals," Management World, 18 (4): lead article, p. 1, July/August 1989.

"Making Feedback Work," Training and Development Journal, 43 (7): 25-27, July 1989.

"Unionization or Deprofessionalization: Which Comes First?" Journal of Organizational Behavior, 10 (2): 101-115, April 1989.

"How to Give Your Teachers Autonomy Without Losing Control," The Executive Educator, 11 (2): 19-20, February 1989, and reprinted in The Education Digest, 54 (8): 16-18, April 1989.

"Control vs. Autonomy in School Management," Principal, 68 (3): 28-30, January 1989.

"The Role of the Human Resource Professional in Managing Other Salaried Professionals," in Manuel London and Edward M. Mone (eds.), Career Growth and Human Resource Strategies. Westport, CT: Greenwood/Quorum, 1988.

"Understanding Can Help Physician-Manager Relations," Modern Healthcare, 17 (21): 78, October 9, 1987.

"Faring with Organizational Politics," Careers and the MBA, 19: 85-87, Fall 1987, and reprinted in Clinical Laboratory Management Review, 2 (4): 258-260, July/August 1988.

"The Professional as the Executive's Ethical Aide-de-Camp," Academy of Management Executive, 1 (3): 171-182, August 1987.

"Job Security for Professionals," Personnel, 64 (7): 40-47, July 1987.

"A Categorization of Professional Deviant/Adaptive Reactions within Organizations," Management Forum, 6: 215-240, Spring 1987.

"The 60's Kids in the Corporation: More than 'Daydream Believers,'" inaugural issue of the Academy of Management Executive, 1 (1): 21-30, February 1987.

"Two-Track Plans for One-Track Careers," Personnel Journal, 66 (1): 96-101, January 1987.

"An Analysis of Professional Deviance in Organizations," Human Relations, 39 (12): 1103-1130, December 1986.

"Strategies for Managing Professionals," Executive Excellence, 5 (9): 1-5, September 1986.

"Why Professionals Turn Sour and What to Do," (Calvin K. Sholl, Daniel Leonard, and Joseph A. Raelin), Personnel, 62 (10): 28-41, October 1985.

"Work Patterns in the Professional Life Cycle," Journal of Occupational Psychology, 58 (3): 177-187, September 1985.

"Career Planning Counseling," in Donald W. Myers (ed.), Employee Problem Prevention and Counseling: A Guide for Professionals, Westport, CT: Greenwood Press, 1985.

"The Basis for the Professional's Resistance to Managerial Control," Human Resource Management, 24 (2): 147-175, Summer 1985.

"The Dilemma of Autonomy vs. Control in the Management of Organizational Professionals - Prologue" as Editor of Special Issue of Human Resource Management, 24 (2): 123-127, Summer 1985.

"R&D Project Termination in High Tech Industries," (Joseph A. Raelin and R. Balachandra), IEEE Transactions on Engineering Management, EM-32 (1): 16-23, February 1985.

"A Discriminant Analysis of Strategic Regulatory Response," in Lee E. Preston (ed.), Research in Corporate Social Performance and Policy: A Research Annual, Volume 6, Greenwich, CT: JAI Press, 1984.

"An Examination of Deviant/Adaptive Behavior in the Organizational Careers of Professionals," Academy of Management Review, 9 (3): 423-427, July 1984, and reprinted in the Journal of Library Administration, 6 (1): 71-95, Spring 1985.

"When to Kill That R&D Project," (R. Balachandra and Joseph A. Raelin), Research Management, 28 (8): 71-76, August 1983.

"First-Job Effects on Career Development," Personnel Administrator, 28 (8): 71-76, August 1983.

"Youth Permanent Part-Time Employment as a Labour Market Alternative to Full-Time Work: A Longitudinal Analysis," Journal of Occupational Behaviour, 4: 179-191, Summer 1983.

"A Policy Output Model of Interorganizational Relations," Organization Studies, 3 (3): 243-267, Fall 1982.

"Rethinking the Relationship between Regulation and R&D Lag," (Joseph A. Raelin and Betty B. Sokol), Business Forum, 7 (1): 11-13, Winter 1982.

"A Comparative Analysis of Female-Male Early Youth Careers," Industrial Relations, 21 (2): 231-247.

"A Comparative Study of Later Work Experience among Full-Time, Part-Time, and Unemployed Male Youth," Journal of Vocational Behavior, 19 (3): 315-327, December 1981.

"Considerations in Union Planning of Boycotts," Georgia Business, 41 (4): 2-3, May-June, 1981.

"The Relative Effect of the Qualitative Dimensions of Public Service Employment on Subsequent Work Experience," Thrust, the Journal for Employment and Training Professionals, 2 (1): 87-103, Winter/Spring 1980.

"How to Decide When to Abandon a Project," (R. Balachandra and Joseph A. Raelin), Research Management, 23 (4): 24-29, July 1980.

"A Mandated Basis of Interorganizational Relations: The Legal-Political Network," Human Relations, 33 (1): 57-68, January 1980.

"An Interorganizational Analysis of Prime Sponsors under CETA," Adherent, 4 (2): 39-46, August 1977.

Refereed Papers Published in Proceedings

"The Effect of Cooperative Education on Retention of Engineering Students and the Transition to Full-Time Employment," (Margaret Bailey, Robert Garrick, Kate Gunderson, Jamie Ladge, and Joe Raelin, Proceedings of the Cooperative Education Division Program of the American Society for Engineering Education Annual Conference, New Orleans, June 25, 2016.

"The Effect of Cooperative Education, Contextual Support, and Self-Efficacy on Male and Female Student Retention," (Joe Raelin, Margaret Bailey, Jerry Hamann, Rachelle Reisberg, David Whitman, Leslie Pendleton), Proceedings of the College and Education Partnerships Division Program of the American Society for Engineering Education Annual Conference, Indianapolis, June 16, 2014.

"The Effect of Cooperative Education, Contextual Support, and Self-Efficacy on the Retention of Undergraduate Engineering Students," (Joe Raelin, Margaret Bailey, Jerry Hamann, Leslie Pendleton, Rachelle Reisberg, and David Whitman), Proceedings of the Cooperative & Experiential Education Division Program of the American Society for Engineering Education Annual Conference, Atlanta, June 24, 2013.

"The Effect of Cooperative Education on the Self-Efficacy of Students in Undergraduate Engineering," (Margaret Bailey, Joe Raelin, Jerry Hamann, Leslie Pendleton, Rachelle Reisberg, and David Whitman), Proceedings of the Cooperative & Experiential Education Division Program of the American Society for Engineering Education Annual Conference, San Antonio, June 13, 2012.

"The Effect of Contextual Support in the First Year on Self-Efficacy in Undergraduate Engineering Programs," (Rachelle Reisberg, Joe Raelin, Margaret Bailey, Leslie Pendleton, Jerry Hamann, and David Whitman), Proceedings of the American Society for Engineering Education Annual Conference and Exhibition, Vancouver, BC, June 29, 2011.

"The Effect of Gender on Support and Self-Efficacy in Undergraduate Engineering Programs," (Rachelle Reisberg, Margaret Bailey, Jerry Hamann, David Whitman, Joe Raelin, Carol Burger), Proceedings of the American Society for Engineering Education 2010 Annual Conference and Exhibition, Louisville, KY, June 20- 23, 2010.

"The Effect of Cooperative Education on Self-Efficacy among Undergraduate Engineering Students," (David Whitman, Joseph A. Raelin, Rachelle Reisberg, and Jerry Hamann), Proceedings of the American Society for Engineering Education 2008 Annual Conference and Exhibition, Pittsburgh, June 22-25, 2008.

"Emotions in OB: An Exercise Updating the State-of-the-Practice," (Jonathan D. Raelin and Joseph A. Raelin," Proceedings of the 35th Organizational Behavior Teaching Conference, Wellesley, MA, June 11-14, 2008.

"Cooperative Education as a Means to Enhance Self-Efficacy among Sophomores (with Particular Attention to Women) in Undergraduate Engineering" (Joseph A. Raelin, Rachelle Reisberg, Jerry Hamann, and David Whitman), Proceedings of the 37th ASEE/IEEE Frontiers in Education Conference, Milwaukee, Oct 10-13, 2007.

"Reflection-in-Action on Co-op: The Next Learning Breakthrough" (Joseph A. Raelin, Leonard J. Glick, Katherine E. McLaughlin, Richard D. Porter, and James R. Stellar), Proceedings of the 2006 Cooperative Education and Internship Association Annual Conference and Cooperative Education Centennial Celebration, Cincinnati, April 26, 2006.

"How to Manage your 'Local' Professor," Proceedings of the Academy of Management Annual Meeting, Vancouver, August 7, 1995.

"Career Stage Profiles of Engineers," Proceedings of the 4th IEEE Careers Conference, Boston, October 3-5, 1985.

"An Analysis of the Work Patterns of Salaried Professionals Over Three Career Stages," Proceedings of the Academy of Management 44th Annual National Meeting, Boston, August 12-15, 1984.

"A Discriminant Analysis of Strategic Regulatory Response," Proceedings of the Northeast Decision Sciences Institute Annual Meeting, Philadelphia, April 7-8, 1983

"A Model of Interorganizational Development," Proceedings of the Decision Sciences Institute Thirteenth Annual Meeting, Boston, November 18-20, 1981.

"Predicting R&D Success in High Tech Industries," (R. Balachandra and Joseph A. Raelin), Proceedings of the Ninth Annual Conference of the New England Business and Economic Association, Woburn, Massachusetts, November 5-6, 1981.

Book Reviews

Understanding Learning at Work by David Boud and John Garrick (eds.), Management Learning, 31 (1), 2000, 121-124.

Fluctuating Fortunes: The Political Power of Business in America, David Vogel, Business in the Contemporary World, 11 (1), Autumn 1989, 116-118.

Professionalizing the Organization: Reducing Bureaucracy to Enhance Effectiveness, Guy Benveniste, Academy of Management Executive, 1 (3), August 1987, 257-258.

Dissertation

An Interorganizational Analysis of Program Effectiveness under Manpower Special Revenue-Sharing, Dissertation Abstracts International, 38, January 1978.

Cases

Personnel Policies and Practices of Children's Hospital of Buffalo (ICCH: 9-478-732)

Developing a Relative Effectiveness Evaluation of Two Manpower Programs and Teaching Note (ICCH: 9-178-661, 5-178-662)

Infinite Processes, Inc.: A Study in R&D Decision Making and Teaching Note (Joseph A. Raelin and Claudia Harrison), HBS Case Services (9-383-619, 5-383-620); and in Richard L. Daft and Kristen M. Dahlen (eds.), Organization Theory: Cases and Applications. St. Paul, MN: West, 1984.

PRESENTATIONS AT SCHOLARLY MEETINGS

- 2017 “Action Learning and the Changing Practice of Management,” presented at the Organization Behavior Teaching Conference, Providence, RI, June 15.
- “A Conversation with Joe Raelin on Leadership-as-Practice,” Presentation for the Ed.D. Program, College of Professional Studies, Northeastern University, Boston, February 22.
- 2016 “Leadership-as-Practice: Theory and Application,” with Nada Endrissat, Brad Jackson, Steven Kempster, and Barbara Simpson, presented as a symposium presentation at the Academy of Management Annual Meeting, Anaheim, August 8.
- “The Effect of Cooperative Education on Retention of Engineering Students and the Transition to Full-Time Employment,” with Margaret Bailey, Robert Garrick, Kate Gunderson, and Jamie Ladge, presented as part of the Cooperative Education Division Program of the American Society for Engineering Education Annual Conference, New Orleans, June 25.
- 2015 “The Leaderful ‘Turn’: Realizing a Leadership-as-Practice,” A Masterclass Guest Lecture for the York Management School, York, UK, April 30.
- “Leadership-as-Practice,” Panel Symposium presented at the Symposium, “Challenging the Individual Paradigm: Practice-Based, Collective, and Critical Approaches to Leadership Theory and Development,” Bradford University School of Management, Bradford, UK, April 29.
- “The Contribution of Leaderful Practice to Leadership-as-Practice,” A Presentation for the Birmingham Business School, Birmingham, UK, April 27.
- “Practice Theory (Leadership-as-Practice)” Presentation at the Second Collective Leadership Research Conference,” Bridging the Individual and Collective Dimensions of Leadership, New York University Wagner School, New York, April 24.
- 2014 “Leadership-as-Practice: A New Move-ment in Leadership,” with Nada Endrissat, Lucia Crevani, Viviane Sergi, Ken Gergen, Brigid Carroll, and John Shotter, presented as a joint symposium sponsored by the Organization Development and Change and Strategizing Activities and Practice divisions, at the Annual Meeting of the Academy of Management, Philadelphia, August 4.
- 2014 “The Effect of Cooperative Education, Contextual Support, and Self-Efficacy on Male and Female Student Retention,” with Margaret Bailey, Jerry Hamann, Rachelle Reisberg, David Whitman, Leslie Pendleton, presented as part of the College and Education Partnerships Division Program of the American Society for Engineering Education Annual Conference and Best Paper Award Winner – PIC V, Indianapolis, June 16.

“Facilitative Teaching and Learning: Benefits to the Faculty and Practitioner,” Keynote for the 20th Anniversary Convocation of the Łódź University Faculty of Management Program, “Future of Education in Economics and Management,” Łódź, Poland, June 13.

“An Epistemology of Practice,” Master class presented to graduate students in the Instructional Systems Technology program at Indiana University Bloomington, Bloomington, Indiana, April 21.

“Sustaining Diversity in the Workforce through Cooperative Education Diversity,” with Margaret Bailey, Jerry Hamann, David Whitman, Rachelle Reisberg, and Leslie Pendleton, presented as part of the Cooperative & Experiential Education Division program at the Conference for Industry and Education Collaboration (CIEC) Annual Conference, Savannah, GA, February 7.

2013

“Is There a Role for Business Schools When Practice is at Stake,” Keynote address at the First Teaching and Learning Conference, Academy of Management Annual Meeting, Orlando, August 11.

“The Effect of Cooperative Education, Contextual Support, and Self-Efficacy on the Retention of Undergraduate Engineering Students,” with Margaret Bailey, Jerry Hamann, Leslie Pendleton, Rachelle Reisberg, and David Whitman, presented as part of the Cooperative & Experiential Education Division program at the American Society for Engineering Education Annual Conference, and Best Paper Award Winner – Best PIC V, Atlanta, June 24.

“The Practice Shift: Dialogue and Learning in ‘Leaderful’ Development,” Presentation for the Learning Innovations Laboratory, Harvard Graduate School of Education, Cambridge, April 25.

“The Effect of Cooperative Education, Contextual Support, and Self-Efficacy on the Persistence of Undergraduate Engineering Students,” with Margaret Bailey, Jerry Hamann, Leslie Pendleton, Rachelle Reisberg, and David Whitman, presented at the Conference for Industry and Education Collaboration and Recipient of a 2013 CIEC Conference Best Session Award, Phoenix, February 7.

2012

“Teaching Leadership When Practice is at Stake,” Paper presentation at the 2012 Academy of Management Annual Meeting Showcase Symposium, “Critical Approaches to Leadership Learning and Development,” Boston, August 6.

“Should We Be Doing Action Learning Research?” Keynote address at the New Dimensions in Action Learning 2012 Conference, Sloan School of Management, MIT, Cambridge, MA, August 2.

“Leadership in the Informal Economy: Addressing Challenges from the Field,” Serving as one of two academic leadership experts for the opening panel of the Network of Leadership Scholars’ (NLS) 2nd Annual Research/Practice Conference, 2012 Academy of Management Annual Meeting, Boston, August 1.

“The Effect of Cooperative Education on the Self-Efficacy of Students in Undergraduate Engineering,” with Margaret Bailey, Jerry Hamann, Leslie Pendleton, Rachelle Reisberg, and David Whitman, presented as part of the Cooperative & Experiential Education Division program at the American Society for Engineering Education Annual Conference, and Best Paper Award Winner - Best PIC V and Best Overall Paper, San Antonio, June 13.

“The Work-Based Learning Series,” a series of five presentations to various faculties and alumni of Saint Ambrose University; spec: “Work Action Projects,” for the faculties of the MBA and Master of Leadership programs, Management Studies; “Integrating Courses and Work in Work-Based Learning,” for the Arts & Science Faculties; “How to Become a Master Work-Based Learner,” for Master of Leadership alumni; “The Practicum and Work-Based Learning,” for Teacher Education Faculty; and “Clinical Placement and Work-Based Learning,” for Health Science Faculty, Davenport, IA, April 18-20.

“Can There Be An Action Learning Research?” Presentation for the Third International Action Learning Conference,” Ashridge Business School, Berkhamsted, UK, April 3.

“The Leaderful Contribution to the Practice Approach to Leadership,” Presentation for the Organisation Studies Seminar Series and Doctoral Master Class, School of Management, University of Bath, UK, March 29 and March 30.

“The Leaderful Shift: Intersecting Formats for Collective Practice,” Presentation for the Centre for Leadership Studies Invited Speaker Series, followed by a doctoral seminar, University of Exeter, UK, March 28.

“Reflection and Work-Based Learning: A Natural Partnership,” Keynote speech, Work-Based Learning Conference, Sponsored by Middlesex University, London, March 26.

“From Distributed Leadership to Leaderful Practice,” Master class presented to the MBA program, Mindful Manager Module, The Management School, Lancaster University, UK, February 16.

2011

“Threshold Concepts and Modalities for Teaching Leadership Practice,” with Jeffrey Yip, presented at the 2011 Annual Meeting of the Academy of Management for the program session: “Leadership Development and Practice in Management Education and Development,” San Antonio, August 15.

“The Effect of Contextual Support in the First Year on Self-efficacy in Undergraduate Engineering Programs,” with Rachelle Reisberg, Margaret Bailey, Leslie Pendleton, Jerry Hamann, and David Whitman, presented as part of the Research on First Programs section at the American Society for Engineering Education National Conference, Vancouver, BC, June 29.

“Work-Based Learning and Sustainability: The Case for Reflective Practice in HRD,” Opening keynote address for the 12th International HRD (Human Resource Development) Conference, University of Gloucestershire, Cheltenham, UK, May 25.

“Leaderful Practice and Organizational Change,” Master class presented as part of the Mindful Manager Module, The Management School, Lancaster University, UK, February 17.

2010

“The Sacred Cows of Management Education Denaturalized,” Plenary keynote for the 37th OBTC Teaching Conference Annual Meeting, Albuquerque, NM, June 17.

“The Viability of Work-Based Learning in American Management Education,” Address to the 2010 Doctoral Institute, OBTC Teaching Conference, Albuquerque, NM, June 15.

“The Effect of Gender on Support and Self-Efficacy in Undergraduate Engineering Programs,” with Rachelle Reisberg, Margaret Bailey, Jerry Hamann, David Whitman, and Carol Burger, presented at the American Society for Engineering Education 2010 Annual Conference and Exhibition, and the Denice D. Denton Best Paper Award recipient from the Women in Engineering Division, Louisville, KY, June 20-23, 2010.

“Self-Efficacy in Female and Male Undergraduate Engineering Students,” with Carol Burger, Rachelle Reisberg, Margaret Bailey, Jerry Hamann, and David Whitman, presented at the American Society for Engineering Education Southeastern Section Annual Conference, Blacksburg, VA, April 19.

2009

“The Manager’s New Role: From Controller to ‘Leaderful’ Facilitator,” Keynote for the 8th International Conference on Studying Leadership: Leadership in Crisis,” Hosted by the Centre for Leadership, University of Birmingham, Birmingham, UK, December 7-8.

“Integrating Work-Based Learning and Leadership Development through Reflective Practice,” Keynote for the Third Annual Work-Integrated Learning Symposium, Australia Collaborative Educational Network (ACEN), Griffith University, Brisbane, Australia, November 4.

“The Case for Work-Based Learning in Business Education,” Presentation for the University of Auckland Business School Invitational Seminar Series,” Auckland, New Zealand, October 28.

“Leaderful Practice, Work-Based Learning, and Social Change,” presented at the Symposium on Social Change Organizations and Public Leadership, Research Center for Leadership in Action, Wagner Graduate School of Public Service, New York University, February 18-20.

2008

“Mobilizing Reflective Practice in Work-Based Learning,” presented as guest faculty speaker at the Learning Innovations Laboratory (LILA), Harvard University Graduate School of Education, Cambridge, MA, October 29.

“Bringing Practice Back into our Scholarship: The Epistemology of Practice,” All-Academy Practice Theme Professional Development Workshop,” co-coordinated with Elena Antonacopoulou, Jonathan Gosling, and Russ Vince at the 2008 Annual Meeting of the Academy of Management, Anaheim, CA, August 9.

“Learning from Experience: Theory and Practice,” Keynote for the 2008 Martha’s Vineyard Summer Institute on Experience Education,” Vineyard Haven, MA, June 28.

“The Effect of Cooperative Education on Self-Efficacy among Undergraduate Engineering Students,” with David Whitman, Rachelle Reisberg, and Jerry Hamann, presented at the American Society for Engineering Education 2008 Annual Conference and Exhibition, Pittsburgh, June 22-25.

“Emotions in OB: An Exercise Updating the State-of-the-Practice,” with Jonathan Raelin, to be presented at the Organizational Behavior Teaching Conference, Babson College, Wellesley, MA, June 11-14.

“Practice First: Learning from Experience,” Keynote for the New England Faculty Development Consortium’s Spring Conference, Amherst, MA, May 30.

“Work-Based Learning and Network Citizenship Behavior,” Presentation for the Association of Consortium Leadership’s Spring Meeting, Wellesley, MA, May 22.

- “Seeking Conceptual Clarity in the Action Modalities,” Keynote presented at the International Action Learning Conference, Henley Management College, United Kingdom, March 17-19.
- 2007 “Cooperative Education as a Means to Enhance Self-Efficacy among Sophomores (with particular attention to women) in Undergraduate Engineering,” with Jerry Hamann, Rachelle Reisberg, and David Whitman, presented at the 37th ASEE/IEEE Frontiers in Education Conference, Milwaukee, October 10-13.
- “Is Emancipatory Discourse Sufficient to Bridge the Gap between the Rhetoric and Reality of Doing Good?” Symposium Presentation at the 2007 Annual Meeting of the Academy of Management: “Bridging Frames that Underlie the Context for Doing Well While Doing Good,” Philadelphia, August 6.
- “Practice in Action Learning and Action Research.” Presented as part of the All-Academy Professional Development Workshop on “Bringing Practice Back into our Scholarship,” organized by Elena Antonacopoulou, Daniel Geiger, and Thomas Cummings, Philadelphia, August 4.
- “Reflection on Experience: A Model for Teaching and Measuring Experiential Education Learning Outcomes,” with Betsey Blackmer and Lorna Hayward, presented at the WACE 15th World Conference on Cooperative Education, Singapore, June 26.
- “Teaching Students a Process of Reflection: A Model for Increasing Practice-Based Learning Outcomes during Cooperative Education,” with Betsey Blackmer and Lorna Hayward, presented at the Cooperative Education and Internship Association 2007 Annual Conference, Dallas, March 25-27.
- 2006 “Explorations in Action Research: Can AR be ‘Critical’?” with Gordon Dehler and Russ Vince, presented as a Professional Development Workshop at the 2006 Academy of Management Annual Meeting, Atlanta, August 12-13.
- “Where’s the Reflection in Action Learning,” Symposium Presentation at the 2006 Annual Meeting of the Academy of Management: “Overview to the Symposium” with Victoria Marsick as co-coordinator, and “Preparing for Reflection Using Developmental Action Learning (DAL)” with Philip DiChiara and Jonathan Raelin, Atlanta, August 14. Recipient of the Management and Education Development (MED) Division Global Forum Best Symposium Award.
- “Reflection in Action on Co-op: The Next Learning Breakthrough,” Panel Presentation with Leonard Glick, Kate McLaughlin, Richard Porter, and James Stellar at the 2006 Cooperative Education and Internship Association Annual Conference and Cooperative Education Centennial Celebration, Cincinnati, April 26.
- 2005 “The Role of Action Learning in ‘Leaderful’ Development,” Presentation for the Crossroads Seminar Series sponsored by the Department of Organizational Sciences and the School of Business of George Washington University, Washington, March 21.
- 2004 “Work-Based Learning as a Basis for Stimulating ‘Leaderful’ Organizational Learning,” Presentation for the International Symposium on Working Life Learning, hosted by the Danish University of Education, Copenhagen, November 22-24.

"A Debate on Intentional Learning," with Michael Baer, Rick Porter, Susan Setta, and Jim Stellar, presented at the American Association of Colleges and Universities' Conference: "Educating Intentional Learners:

New Connections for Academic and Student Affairs," Philadelphia, November 11-13.

"An Assessment of the Integrated Learning of Cooperative and Academic Education," with Malcolm Hill, Richard Porter, and Donna Qualters, The 13th World Conference of the World Association of Cooperative Education (WACE), Trollhattan, Sweden, June 15.

"Creating a Leaderful Management Network," with the Executive Leadership Group from the Boston Consortium for Higher Education, presented at the Fourth Research Greenhouse of the Society for Organizational Learning, Boston, January 14.

2003

"Creating a Leaderful Network within the Boston Consortium," Keynote address for the Annual Retreat of the Boston Consortium for Higher Education, Castle Hill, Ipswich, MA, November 21.

(with Jim Downey, Waterloo University), "The Development of a Research Agenda on Work-Integrated Learning," presented at the World Association of Cooperative Education Conference on Work-Integrated Learning, Pensacola, November 17.

"The Relationship between Work-Based Learning and Leaderful Practice," Keynote address presented at the Second International Conference on Practice-Oriented Education, Northeastern University, Boston, April 10.

"Introduction of Chris Argyris," on the occasion of his 80th Birthday, Honoring his Contribution to the Field of Management Learning, sponsored by Sage Publications, at the Annual Meeting of the Academy of Management, Seattle, August 1.

"The Art of Reflective Practice as Part of Dialogic Inquiry," presented as part of the professional development session, "Learning from our Teachers: A Dialogic Group Inquiry," at the Annual Meeting of the Academy of Management, Seattle, August 2.

"The Contribution of Action Learning," presented as part of the symposium, "Learning in the 21st Century: Experiential and Action Learning," at the Annual Meeting of the Academy of Management, Seattle, August 3.

2002

"Work-Based Learning: Is It Fundamental to the Professional Psychology Curriculum?" presented at the Roundtable of Professional Psychologists at the Massachusetts School of Professional Psychology, Boston, October 26.

"Collective Leadership Development," presented at the Conference on Industrial and Organizational Psychology, sponsored by the Massachusetts School of Professional Psychology, Boston, October 18.

"The Power of Reflective Practice in Discerning What We Know," discussant presentation as part of the symposium, "How Do We Know What We Think We Know? Epistemic Challenges of Building Academic-Practice Networks," presented at the Annual Meeting of the Academy of Management, Denver, August 12.

- "Building Leadership Capacity in a Consortium through Work-Based Learning," presentation as part of the symposium, "Building and Sustaining Networks Using Action Learning," coordinated by Prof. Victoria Marsick for the Annual Meeting of the Academy of Management, Denver, August 13.
- "Making the Transition from Conventional to 'Leaderful' Leadership," preconference session presented at the Annual Meeting of the Society for Organizational Learning (SoL), Boston, June 24.
- "Practice-Oriented Education: Its Time Has Come," Speech sponsored by the Knowles Chair to the practice-oriented community at Northeastern University, May 24.
- 2001 "Collective Leadership and Leadership Development," panel presentation at the Society for Organizational Learning Greenhouse II, Hartford, September 20.
- "The Changing Face of Management Education: The Work-Based Learning Perspective," presented at a Management Education and Development symposium at the Annual Meeting of the Academy of Management, Washington, August 7.
- "The Art of Leaderfulness," presented at the Arthur D. Little School of Management Distinguished Speaker Series, Chestnut Hill, MA, February 5.
- 2000 "The Use of Reflective Practice in Stakeholder Learning Dialogues," presented at the Professional Development Workshop, "Making Time to Talk: Stakeholder Learning Dialogues," at the 2000 Academy of Management Annual Meeting, August 5.
- 1999 "The Use of Reflective Practice in Learning Teams," Society for Organizational Learning Research Greenhouse, Cambridge, MA, October 8.
- "Reflection as a Basis for Learning in the Project Environment," presented as part of the symposium, "Project-Based Learning: Linking Reflective Practices to Theory," at the 1999 Academy of Management Annual Meeting, August 10.
- "Can Management Education Be Work-Based and Reflective?" presented as part of the All-Academy symposium, "Transforming Management Education for the 21st Century: Changing and Developing for Global (and Local) Citizenship in a Pluralistic World," at the 1999 Academy of Management Annual Meeting, August 9.
- "Assessment as Reflective Practice," presented as part of the "Salon Series on Assessment Practices" at the Society for Organizational Learning, February 4.
- 1998 "The Design of the Action Project in Work-Based Learning," presented at the 1998 Academy of Management Annual Meeting, August 12.
- "Future Directions for Management Education and Development: The Promise of Work-Based Learning," presented as part of a symposium on the Future of Management Education, at the 1998 Academy of Management Annual Meeting, August 11.
- 1997 "The Action Dimension in Management: Different Approaches to Research, Teaching, and Development," Coordinator and Moderator of Joint Symposium presented at the Academy of Management Annual Meeting, August 11.

- "Action Learning for Management Education," Keynote speaker as member of the Working Party on the International Doctorate in Action Learning, delivered to the Faculty of the School of Business, University of Ballarat, Victoria, Australia, August 4.
- "Active and Action Learning for the MBA Curriculum," series of presentations delivered to the Faculties of Management, Economics, Sociology, and Education of the University of Lodz, Poland, February 22-25.
- 1996 "Challenges to Traditional Models of Management Education," presented at the New England Colleges of Business Administration Fall Conference, Boston, October 3.
- "Can Social Reflection Bring Us Back to Community," Overview presented as moderator of the Showcase Symposium, "The Common Good as an Outgrowth of Social Reflection," presented at the Academy of Management Annual Meeting, August 13.
- "Leadership in the 21st Century: Integrating Multiple Bottom Lines" (with Sandra Waddock and Paul Gray), presented as a symposium for the International Conference on Advances in Management, Framingham, MA, June 28.
- "Some Don't Like It Hot: Dilemmas in Building a School-Business Partnership" (with Bill Torbert), presented at the Organizational Behavior Teaching Conference, Nashua, N.H., June 7.
- "Would Non-Prescriptive Decision Making and Planning Guidelines Help to Improve Education in Organizational Behavior Subjects?" (with Erwin Rausch), presented at the Organizational Behavior Teaching Conference, Nashua, N.H., June 6.
- 1995 "How to Manage your 'Local' Professor," presented at the Academy of Management Annual Meeting, August 7.
- 1994 "The Action Learning Model of Management Education," presented as an invited guest at the Conference on New Models of Management Education, co-sponsored by the Graduate Management Admission Council and the American Assembly of Collegiate Schools of Business, Philadelphia, September 23-24.
- "From Generic to Organic Competencies," presented at the Academy of Management Annual Meeting, August 16.
- "The Action Learning Perspective and Beyond: A Look into the Future of Management Education," presented as part of a joint symposium at the Academy of Management Annual Meeting, August 15.
- "Theory with Practice: A Postmodern Synthesis for Management Education," recipient of the John Wiley "Best Paper Award in Management Education," presented at the Academy of Management Annual Meeting, August 15.
- "Has Executive Management Become Professionalized?" invited paper presented at the Economic and Social Resources Council (ESRC) Conference on "Professional Change and Management in the Private Sector," University of Wales, June 30.
- 1993 "Professional Education vs. Action Learning: A Debate for Part-Time Graduate Management Educators," presented at the Academy of Management Annual Meeting, August 10.

- "Institutional vs. Professional Roles in the Academic Career," presented at the Careers Division Pre-Conference Workshop, "Managing Career Transitions in Academe: Issues, Challenges, and Options," at the Academy of Management Annual Meeting, August 8.
- "Future Models of Management Education and Development," presented at the International Policy Symposium on Management Education, Lancaster, U.K., June 24.
- 1992 "Success Factors in Action Learning Programs," presented at the Academy of Management Annual Meeting, August 11.
- 1991 "New Models of Advanced Management Education for Experienced Students: A View from Abroad," lead paper given as part of a joint symposium presented at the Academy of Management Annual Meeting, August 12.
- 1989 "Balancing Institutional and Professional Roles," presented as part of The Symposium on Faculty Careers at the Eastern Academy of Management Annual Meeting, Portland, Maine, May 14.
- 1988 "Managing Professionals Within and Among R&D Units," presented at a two-day symposium on The Management of Multidisciplinary Research Groups, co-sponsored by the Department of Psychiatry and the School of Management of the State University of New York at Buffalo, January 25-26.
- "Measuring Career Pathologies: The Scales of Professional Deviance within Organizations," presented at the Academy of Management Annual Meeting, August 8.
- "Should Management Be a Profession?" presented as an overview paper initiating a cross-divisional symposium at the Academy of Management Annual Meeting, August 8.
- 1984 "An Analysis of the Work Patterns of Salaried Professionals Over Three Career Stages," presented at the Academy of Management Annual Meeting, August 13.
- "The Problem of Autonomy in the Careers of Technical Professionals," symposium chaired at the Academy of Management Annual Meeting, August 14.
- 1983 "A Discriminant Analysis of Strategic Regulatory Response," presented at the Northeast Decision Sciences Institute Annual Meeting, April 8.
- "An Examination of Deviant/Adaptive Behavior in the Organizational Careers of Professionals," presented at the Academy of Management Annual Meeting, August 17.
- 1982 "Terminating A R&D Project: The Case of High Tech," (with R. Balachandra), presented at the Academy of Management Annual Meeting, August 17.
- 1981 "An Integrative Approach to Mapping the Social Issues in Business Curriculum," presented as chairperson of the Social Issues in Management Teaching Workshop: "Approaches, Methods and Materials" at the Academy of Management Annual Meeting, August 3.
- "Business and Society in the 1980's: From a Business Policy Perspective," (with Walter H. Klein), presented at the Academy of Management Annual Meeting, August 3.
- "A Model of Interorganizational Development," presented at the Institute for Decision Sciences Annual Meeting, November 19.

- 1980 "The Relative Effect of the Qualitative Dimensions of Public Service Employment on Subsidized Work Experience," presented at the American Society for Public Administration National Annual Conference, April 15.
- "R&D Project Termination," (with R. Balachandra), presented at the ORSA/TIMS Joint National Meeting, May 5.
- 1979 "Formation of Independent Institutes of Public Administration within Traditional University Settings," presented at the American Society for Public Administration, Region I/II Annual Conference, October 4.

SPEECHES FOR PROFESSIONAL GROUPS

- 2015 "Can the Practice Approach to Leadership Enhance 'Flexpertise'?" Presentation for the Learning Innovations Laboratory (LILA), Harvard Graduate School of Education, Cambridge, June 9.
- 2014 "Action Learning as the Gateway to LeaderFUL Practice," Keynote for the World Institute for Action Learning-USA Fall Forum, Boston, October 30.
- "The Practices Associated with Relational Leading," with Harlene Anderson, Webinar Sponsored by the Taos Institute MSc in Relational Leading, April 14.
- 2012 "Change Agency to Develop the Leaderful University," Presentation for the "Sheffield Leader" Executive Development Program, Sheffield University, UK, March 23.
- "Change Agency to Develop Leaderful Organizations," Masterclass for the Top Leaders Programme, National Health Service, London, UK, March 22.
- "Developing Others Through Leaderful Practice: Replacing Heroic Inspiration with Shared Engagement," Breakfast Presentation and Seminar for the Capital Quality and Innovation (CQI) Quarterly Meeting, E. Lansing, MI, March 14.
- 2011 "Developing Others through a Leaderful Mindset and Practice," Presentation for the Leadership Quest 2020 Top Talent program of Health Quest Systems, Hyde Park, NY, December 1.
- "A Leaderful Mind: Developing through Collaborative Action," Keynote for the Fall Program of the HRLF of Southern New England, Hartford, CT, September 15.
- 2010 "Strategies for Developing Leadership in Everyone: Introducing Leaderful Change," Pegasus Communications Webinar Series, Boston, October 6.
- "The Contribution of Work-Based Learning to Innovation," Presentation for Executive Innovation Lab, Sponsored by the Sloan Center on Aging and Work, Boston, June 22.
- "How to Develop Leadership in Everyone," Webinar for the Best Practice Institute's Webinar Series, Boston, June 10.

“Leaderful Development: Building Leadership in Everyone,” Presentation for the Best Practice Institute’s Senior Executive Board Teleconference Series,” Boston, June 8.

“Teaching and Learning in Leaderful Harmony,” Presentation for the OBTS Webinar Series with Joan Weiner and David Fearon, Boston, May 25.

“Leadership Skills for Physicians and Those in Leadership Roles,” Presentation for the Conference on Practice Transformation and Redesign: Disease Management within the Patient-Centered Medical Home Model, Warwick, RI, April 7.

“Leaderful Development: Building Leadership in Everyone,” Presentation for the New Talent Management Network, Quarterly Meeting of the Boston City Group, Boston, February 2.

2009

“Leaderful Practice: Transitioning from Conventional Leadership to Leaderful Behavior,” Keynote for the Inspiring Minds Executive Speaker Series, Fletcher Building Ltd., Auckland, New Zealand, October 29.

“The Case for Leaderful Practice: Can It Work in New Zealand?” Presentation for The New Zealand Leadership Institute,” Auckland, New Zealand, October 28.

“Leaderful Development in the Professional Service Firm,” Presentation for the Deloitte New Zealand HR/OD Team, Auckland, New Zealand, October 27.

“Collaborative Network Behavior: Leading ‘Leaderfully’ in University Consortia and Centers,” Workshop presentation for the 2009 Annual Conference of the Association for Consortium Leadership on the theme: “Higher Education and the Economy: New Imperatives for Collaboration,” Chicago, October 1.

“The State of Work-Based Learning,” Presentation for the Working Knowledge Research Center’s Conference on: “Integrating the Human Performance Disciplines,” Babson College, Wellesley, MA, May 4.

“Reflection as the Link between Action Learning and Leadership Development,” HR Connection’s Working Colloquium on Action Learning and Leadership, Minneapolis, April 27.

“The Theory and Practice of Work-Based Learning,” Keynote and demonstration for the Mississippi Office of Nursing Workforce Work-Based Learning Workshop, Jackson, MS, January 26.

2008

“Work-Based Learning for Leadership Development,” Presentation for the Leadership Excellence Networks (LENS) of the National Center for Healthcare Leadership Conference, Chicago, November 21.

“The Theory and Practice of Work-Based Learning,” Presentation for the University Demonstration Sites of the National Center for Healthcare Leadership Conference, Chicago, November 20.

“Perspectives of Leadership,” Presentation to the University Affiliates Program of Boston College, Chestnut Hill, MA, November 20 [also presented on November 29, 2007].

“The Leadership Seminar,” Presentation for the Ph.D. Program in Law & Policy, Sponsored by Northeastern University’s College of Professional Studies, Boston, November 8.

“Leaderful Practice within the Firm?” Presentation for the Massachusetts Bar Association Great Books Series, Boston, November 6.

“Leadership and Change,” Keynote for the Spring Peer Learning Conference of the Jobs to Careers Work-Based Learning Program, under a grant from the Robert Wood Johnson Foundation, Orlando, Florida, March 26-28.

“Are You a Leader? Leaderful Practice in the 21st Century,” Keynote for Winter Networking Reception,” Boston Chapter, Northeastern Alumni Association, Boston, February 26.

“Creating a ‘Leaderful’ College Culture,” Presentation for the Planning Assessment Retreat, Informative Services, Wellesley College, January 14.

2007

“From Active Learning to Action Learning and Beyond,” Presentation for the Videoconference Series to the Faculty at Universidad de Las Americas, sponsored by Lionza Education, Santiago, Chile, December 13.

“The Theory and Practice of Experiential Education,” Showcase session to be presented to the faculty of Middle Tennessee State University, Murfreesboro, TN, September 21.

“Reflective Practice in Experiential Education,” Presentation for the 2007 Martha’s Vineyard Summer Institute on Experiential Education,” Martha’s Vineyard, July 6, 2007.

“Leaderful Practice: Getting Everyone Involved at Good Sam,” Keynote presentation for the Leadership Development Retreat, Good Samaritan Hospital, Baltimore, June 21.

“Leaderful Practice: A Viable Strategy for Construction Financial Professionals?” Keynote address to the Construction Financial Management Association, Massachusetts Chapter, Boston, June 6.

“The Theory and Practice of Work-Based Learning,” Keynote for the Peer Learning Conference of the Jobs to Careers Work-Based Learning program, sponsored by Jobs for the Future, Redondo Beach, California, May 4.

“The Theory and Practice of Work-Based Learning,” Work-Based Learning Program, SUPERVALU, Minneapolis, MN, April 23.

2006

“The Theory and Practice of Experiential Education,” Keynote Presentations for the American Association of Colleges of Pharmacy (AACCP) Institute on Experiential Education, Lansdowne, VA, May 23 and November 11.

“Practice-Oriented Education in the Curriculum,” Keynote Presentation for the Provost’s Faculty Day, University of Cincinnati, Cincinnati, May 11.

“Work-Based Learning and the Value of Reflective Practice,” Master Class on Action Research and Strategic Leadership for Ph.D. students from the Dublin Institute of Technology. MIT, Cambridge, MA, April 6.

2005

“Creating a Leaderful Organization within the University,” Keynote for the Management Development Program, Boston College, Dover, MA, October 13

“Leaderful Development through Experiential Learning,” Keynote Presentation for the Martha’s Vineyard Summer Institute on Experiential Learning, Northeastern University, Martha’s Vineyard, MA, July 6.

"Leaderful Practices in the Workplace," Presentation for the Leadership for Change Alumni Learning Series, Boston College, Chestnut Hill, MA, February 7.

"Leaderful Development: Creating Leadership at All Levels of the Business," Keynote for the January dinner meeting of the Institute of Management Consultants, New England Chapter, Newton, MA, January 31.

2004

"Leaderful Practice as a Platform for the Applied Psychology Profession," Keynote at the Breakfast Meeting of the New England Society of Applied Psychology (NESAP), Boston, November 19.

"Leaderful Practice for Executives," Keynote for the Boston Business Expo, Presented as part of the Calkins Power Breakfast Series, Boston, November 18.

"Work-Based Learning and Leadership Development," Master Class, presented to the International Masters Program in Practicing Management, McGill University, Montreal, September 21.

"The Leader as Learner: Engaging in 'Leaderful' Practice," Keynote for the Research Informatics Retreat, Pfizer Global Research and Development, Greenwich, CT, August 11.

"Making the Transition from Conventional Leadership to 'Leaderful' Practice," presented at the American Society for Training and Development International Conference, Washington, May 24.

"Is 'Leaderful' Practice a Useful Framework for Reconstructing Leadership in the Social Service Sector?" a learning exchange presentation at the Leadership Learning Community National Meeting, Boston, May 13.

"Leaderful Practice for Advisors and Presidents," presented to the District 1 Conference for the Association of Student Advancement Programs, Boston, March 27.

"How to Build Collaborative Work Environments," opening address to the Forum on Collaborative Teams and Work Space, co-sponsored by the Center for Balance by Design and the Boston Consortium for Higher Education, Cambridge, MA, March 19.

2003

"The Organization Consultant as a Change Agent: What We Imagine, What is Real," Panel Presentation at the practice symposium of the Institute for Organizational Consulting Psychology, Boston, November 8.

"Organizational Empowerment Through 'Leaderful' Practice," Web Seminar for BetterManagement.com, October 29.

Presented "Leaderful Practice: A New Paradigm for Executive Development," to the DHL Advanced Leadership Programme, Boston, September 24.

"Creating 'Leaderful' Practice in the Academic Organization," presented to the President's Council of the Vermont Community College, Lake Morey, Vermont, July 10.

"A Book Conversation with Joe Raelin, the Knowles Chair," at Leadership for Change, Boston College, May 15.

Presented "Creating 'Leaderful Practice'" at the International Consortium Program, Boeing Leadership Center, St. Louis, March 14.

- 2002 "Creating the Leaderful Organization," Keynote speech, The International Association of Campus Law Enforcement Administrators, North Atlantic Region Annual Meeting, Portsmouth, NH, October 22.
- "Making the Case for Collective Leadership in Today's Corporate Environment," prospective speech at the 2002 New England Human Resource Association (NEHRA) Invention Convention, Mohegan Sun, CT, October 3.
- "A Dialogue on Leadership and Leadership Development," A Seminar for the Workforce Development Council of Caterpillar Paving Products Corp., Minneapolis, March 15.
- "Work-Based Learning and Human Resource Development: A Natural Marriage?" Keynote speech at the spring chapter meeting of the Minnesota Human Resource Planning Society, Minneapolis, March 14.
- 2001 "Enriching the Executive Development Program (EDP) using Work-Based Learning," a presentation to the Leadership and Organizational Effectiveness Group, The World Bank, Washington, August 6.
- "Work-Based Learning in an International Context," presented at the Global Forum on Business-Driven Action Learning and Executive Development, Melbourne, Australia, May 22.
- "A Collaborative Leadership Development Experience," presented to the Society for Organizational Learning Liaison Officers' Conference, Detroit, March 5.
- "The Role of Work-Based Learning in Executive Education," Presented to the New England Executive Education Forum, Boston, February 27.
- "The Role of Work-Based Learning in Management Development Programs," presented to the Human Resource Group of SUPERVALU, Inc., Minneapolis, January 3.
- 2000 "Work-Based Learning as the 'New' Learning," Featured dinner speech for the Massachusetts/GreaterBoston Chapter of the American Society for Training and Development, Needham, MA, November 14.
- "Enhancing OD Through the Use of Work-Based Learning," Presentation to the "Best of Organizational Development Conference," sponsored by Linkage, Inc., Naples, Florida, October 4.
- "Work-Based Learning: An Alternative To Training," Presentation to the Performance Consulting and Training Group, MIT, Cambridge, June 20.
- "Work-Based Learning as the Engine of Executive Education," book preview event, Leadership for Change Alumni Association, Boston College, May 5.
- 1999 "The Role of Leadership in Economic Development," Address to delegation of Local Development Agencies from Ireland, led by Knowle Tracey, Minister of Science and Technology, Boston, October 7.
- "The Value of Mutual Leadership in Environmental Services," Boston College Management Center's Management Development Series for CYN Environmental Services, September 22.
- 1998 "Work-Based Learning as a Model for Organizational Development," Keynote speaker for the board meeting of the Center for Leadership, Learning and Organizational Effectiveness, MIT Henderson House, December 8.

- 1997 "Reflection as a Foundation for Action Learning Effectiveness," (with Robert Leaver), Workshop Presentation at the Conference, "Action Learning for Executive Development," International Quality and Productivity Center, Chicago, July 23.
- "A Model of Work-Based Learning," presentation for corporate human resource managers and consultants to the PHARE program, International Management Center (IMC), Budapest, Hungary, February 28.
- "Work-Based Learning in Practice," lecture delivered to executive sponsors of the Polish-American Center, University of Lodz, Poland, February 26.
- "Executive Work-Based Learning in a Virtual Learning Community," Orientation Presentation for Members of the Forum for Executive Learning, Boston College, January 31.
- 1996 "The Integration of Salaried Professionals in Organizations and Firms," guest speaker at the I.E.S.E. (International Graduate School of Management) Conference on Management and Professional Service Firms, Madrid, March 26-27.
- 1995 "The Leadership Breakfast Series" an eight-unit series exploring different perspectives of leadership through selected readings and discussions, delivered for the executive staff at Scudder, Stevens & Clark, Inc., Boston, September 27 - November 15.
- 1993 "The Clash of Cultures: Managers Managing Lawyers," presented at the International Legal Administrators Conference, co-sponsored by the Canadian Bar Association, Quebec City, August 24.
- 1992 "Coping with the Strain between Professional Autonomy and Administrative Control," Plenary speech given at the 43rd Annual Conference of the American Group Practice Association, San Antonio, October 1.
- 1990 "Theory without Practice: A View of Graduate Management Education from America," Management Development Teacher Center's Teaching Education Conference, Lancaster University, Lancaster, U.K., July 25.
- "Managing Professional Autonomy: Finding the Critical Balance, Keynote speech at The Center for the Advancement of Nursing Practice's symposium, "Clinical Nursing Management: A Key to Organizational Success," Boston, October 15.
- 1989 "Managing Professionals and their Careers in their Organizations," presented at the Professional Development Institute, co-sponsored by the National Career Development Association and the American Association of Counseling and Development, Boston, March 14.
- "Managing Professionals and their Careers," presented at the 1989 American Society for Training and Development (ASTD) National Conference, Boston, June 6.
- "Managing Professionals: A Clash of Cultures," presented as part of the Cleveland Clinic Foundation's 1989 Executive College Program, Cleveland, July 10.
- 1988 "Clash of Cultures: Managing Professionals in the Clinical Laboratory Environment," presented at the 1988 Clinical Laboratory Management Association (CLMA) Annual Conference, Las Vegas, September 9.
- 1987 "Making the Transition to Management," Keynote address delivered at the Advanced Business Course, Eastman Kodak Federal Systems Division, April 13.

"The Challenge of Developing the Professional within the University," presented at the annual conference of the New England Higher Education Training Group, May 4.

"A Seminar in Personal Career Management," presented to the Professional and Administrative Staff of Northeastern University as a human resource development offering, May 19.

"Managing Differences between Technical Professionals and their Management in the R&D Lab," seminar presented at GTE Laboratories, Inc., May 21.

"Managing Professionals in the Professional Service Firm," presentation to the Coxe Group, the largest management consulting firm serving the design community, Philadelphia, June 9.

"The Clash of Cultures in the R&D Lab: Managers Managing Professionals," presentation for the General Motors Research Laboratories, Warren, Michigan, August 3.

"Managing Professionals in the Public Accounting Firm," Keynote address at the Price Waterhouse Human Resource Management Conference, Saddlebrook, Florida, August 26.

"Managing the Clash of Cultures between Professionals and Management in the Technical Environment," featured address at the Honeywell Minneapolis Operations Technical Council (MOTEC) dinner meeting, September 16.

"Managing the Clash of Professionals and Management in the Technical Environment," delivered at a meeting of the Boston section of the IEEE Professional Activities Committee for Engineers (P.A.C.E.), October 8.

1986 "Managing Mid-Career Technical Professionals," a one-day seminar presented to the Manufacturing and Engineering Div., Corning Glass Works, October 14.

1985 "Career Development Problems of Professionals Working Within Organizations," delivered at the quarterly meeting of the Boston Placement Group, March 25.

"Overcoming Obstacles for Integrating into Your Organizations: Career Strategies for Professional Engineers," delivered at a meeting of the Boston section of the IEEE, Professional Activities Committee for Engineers (P.A.C.E.), May 9.

"The Challenge of Mastering Personal Career Development by the Allied Technical Contributor," presented as the keynote address to the Corporate Technology Organization, The Allied Corporation, July 16.

"Career Stage Profiles of Engineers," presented at the 4th IEEE Careers Conference, October 4.

"Personal Career Development for the Salaried Professional," Keynote presentation for the Technical Operations Division, Warner-Lambert Company, October 23.

"Management of Corporate Counsel," Keynote address and moderator of discussion sessions, sponsored by the The In-House Counsel Committee State Bar of Michigan and American Corporate Counsel Association Eastern Michigan Chapter, Renaissance Club, Detroit, Michigan, December 2.

- 1984 "Introductory Career Development Workshop for Salaried Professionals," presented as part of the Series on Careers sponsored by the Jewish Vocational Service, May 2.
- 1981 "Preliminary Results of NSF-sponsored R&D Decision Making Study," (with R. Balachandra), presented as main speaker at the Mid-Term Symposium, Boston, June 26.
- "Predicting R&D Project Success in High-Tech Industries," (with R. Balachandra), presented at the New England Business and Economic Conference, November 5.
- 1980 "Community Relations in the Broadcasting Industry: A Case Study," delivered at the Northeast Regional Meeting of the National Broadcast Association for Community Affairs, May 5.
- 1979 "The Effect of Government Subsidized Employment Programs on Ultimate Work Experience," presented at the New England Business and Economic Conference, November 1.

DISTINCTIONS

Recipient of the Best Paper Award – Best PIC V for the paper, "The Effect of Cooperative Education, Contextual Support, and Self-Efficacy on Male and Female Student Retention," ASEE Annual Conference and Exposition, Indianapolis, June 16, 2014.

Named honorary associate of the Taos Institute, June 2013.

Recipient of the Best Paper Award – Best PIC V for the paper, "The Effect of Cooperative Education, Contextual Support, and Self-Efficacy on the Retention of Undergraduate Engineering Students," ASEE Annual Conference and Exposition, Atlanta, June 24, 2013.

Recipient of the national CEIA (Cooperative Education and Internship Association) James W. Wilson Award for outstanding contribution to research in the field of cooperative education, Orlando, April 16, 2013.

Recipient of the CIEC Conference Best Session Award for the paper, "The Effect of Cooperative Education, Contextual Support, and Self-Efficacy on the Persistence of Undergraduate Engineering Students," Conference for Industry and Education Collaboration Award, Phoenix, February 7, 2013.

Recipient of the Best Paper Award - Best PIC V and Best Overall Paper (for the whole conference) for the paper, "The Effect of Cooperative Education on the Self-Efficacy of Students in Undergraduate Engineering," ASEE Annual Conference and Exposition, San Antonio, June 13, 2012.

Recipient of the Ralph W. Tyler Award for Outstanding and Distinguished Research and Publication in the Field of Cooperative Education, Internships, and Work-Integrated Learning, for the paper "The Effect of Cooperative Education on Change in Self-Efficacy among Undergraduate Students: Introducing Work Self-Efficacy," CEIA Annual Conference, Chicago, April 17, 2012.

Recipient of the 2010 Denise D. Denton Best Paper Award from the Women in Engineering Division at the American Society of Engineering Education National Conference, Louisville, KY, June 22, 2010.

Recipient of the 2010 David L. Bradford Outstanding Educator Award, OBTS Teaching Society for Management Educators, at the 37th Annual OBTS Teaching Conference, University of New Mexico, Albuquerque, June 17, 2010.

Recipient of the Management and Education Development (MED) Division Global Forum Best Symposium Award for the Panel, "Where's the Reflection in Action Learning" at the Annual Meeting of the Academy of Management, August 14, 2006.

Named the Asa S. Knowles Chair of Practice-Oriented Education at Northeastern University, 2002.

Recipient of the Raymond Keyes 2002 Distinguished Service Award, Carroll School of Management, Boston College.

Inducted as a faculty member into *Beta Gamma Sigma*, The Honor Society for AACSB Accredited Business Programs.

Recipient of the Management and Education Development (MED) Division Recognition Award for Contribution to Management Education, at the Annual Meeting of the Academy of Management, August 7, 2001.

Named by the Editorial and Advisory Boards of the International Biographical Centre to be one of only a handful of individuals selected as International Man of the Year for 2000/2001.

Recipient of the John Wiley "Best Paper Award in Management Education" at the 1994 Academy of Management Annual Meeting.

Listed in International Businessmen's Who's Who, International Directory of Business and Management Scholars, Dictionary of International Biography, and The International Authors and Writers Who's Who, 1988 to present

Articles, "Executive Professionalization and Executive Selection," and "From Generic to Organic Competencies," cited with highest quality rating from ANBAR Electronic Intelligence.

Fellowship in Policy Studies, Ford Foundation, 1974

SELECTED MEDIA APPEARANCES

"Featured Author Interview, International Leadership Association *Member Connector*, "Leadership-as-Practice: Theory and Application" Issue 5, Spring 2016.

"A Better Way to Build Leadership," #LeadersatWork Blog, D'Amore-McKim School of Business, July 9, 2015.

"Creating Leaderful Organizations," Interviewed by Todd Greer of the Nonprofit Exchange as a feature of the hangout series, April 14, 2015.

"On 'Leaderful' Practice," #LeadersatWork Blog, D'Amore-McKim School of Business, April 10, 2014.

"Creating the 'Leaderful' Organization," Interviewed by Michael Rogers for the Michigan Business Network's "Business Next" audio seminar, February 24, 2012.

"The Four C's of Leaderful Practice," Feature article in Pegasus Communication's Leverage Points, Issue 125, September 2010.

Featured in "On-The-Job Training: Colleges Embrace Education Outside the Classroom," Worcester Telegram & Gazette, March 13, 2008.

"The POE Fellows: A Community of Practice Dedicated to Mutual Learning," Teaching Matters, The Newsletter of the Center for Effective University Teaching, Northeastern University, 11 (2): Spring 2006.

"Stop Teaching Leadership," an interview featured in the March 2005 issue (no. 55) of the LIM (Leadership in International Management) Newsletter.

Featured guest contributing audio essay, "Leadership for Everyone," for the What's Working in Biz "Sound Advice" Series, Spring 2004.

Featured guest on the Wellesley, MA cable channel 9 show, "Leadership For Career Success," May 2004.

Contributed essay, "Reflection as the Basis for Practice-Oriented Ethical Inquiry," in the Spring Issue, 2003, of Northeastern University's Teaching Matters.

Interviewed by Maura Scully for a Trends column in the Northeastern Law Magazine.

E-Interviewed by Wendy Larson for the "Minding Your Business" column of Priority Magazine, July/August, 2003, regarding Creating Leaderful Organizations.

Contributed op-ed piece, "Work-Learning Nexus is Higher Ed Duty," in the Northeastern Voice, April 8, 2003.

Provided advice to Sean Murphy of the Boston Globe regarding a series of articles on the Massport Board of Directors and was quoted in the December 31, 2001 article, "Patronage Seen Stifling Board that Runs Logan Airport."

E-Interviewed for MWorld, the members-only site of the American Management Association, regarding the management development approach of work-based learning, 2001.

Interviewed by CFO Magazine for their December 2000 article on GE's executive development programs.

Interviewed for the Corporate and Executive Education program of the Institute for the Future with text posted on the IFTF website, 1999.

Featured in column, "A CEO for All Seasons? Not Yet, Says Boston College Professor," published in the October 1994 Director's Monthly.

Interviewed for January 1994 article on action learning by Paul Froiland of Training Magazine.

Consulted by Deb Rosenberg of Newsweek for May 1993 Special Issue on health care reform.

Consulted and quoted in article, "Learn to Manage Your Employer," published in the April 17/18, 1993 Patriot Ledger.

Featured in Reuters column, "Action Key in Training Technique," published nationwide, December 1992, to explain the pedagogical approach of action learning.

Interviewed by columnist Sherwood Ross in preparation of The Reuter Business Report, "Opening of 'Hoffa' Christmas Day Could Hurt 'New' Teamsters," November 24, 1992.

Interviewed and quoted in the March 5, 1992 issue of the Boston Globe for an article entitled; "The Clemens Syndrome: Living with Rebellious Top Performers."

Featured in the Winter 1991 issue of Human Resource Management Report entitled; "Is Your Reward System on Track?"

Quoted and consulted in the Massachusetts Transcript Newspapers Special Supplement on "Working: Exploring Career Change," January 24, 1990.

Moderator of Showcase Session covered by C-SPAN at the Academy of Management Annual Meeting, August 15, 1989, entitled; "Beyond the Revolving Door: Post-Employment Conflict of Interest."

Invited guest on Boston WBZ's Peter Meade radio talk show to discuss the problems of managing salaried professionals, January 7, 1987.

The Clash of Cultures, subject of a New York Times book review entitled, "Don't Tell a Baby Boomer What to Do," December 14, 1986.

Interviewed and quoted as an expert commentator of scenarios depicted in the book, Executive Chess: Moves and Maneuvers of the New Corporate Knights, by S.J. Bennett and H.M. Snell (New American Library, 1987).

Featured in article, "Overcoming Obstacles for Integrating into your Organization: Career Strategies for Professional Engineers," in May 1985 issue of The Reflector, published by the Boston section of the IEEE.

Featured in article, "Some Useful Guides on Getting Ahead," in Boston Globe column, "Living with Work," in the August 9, 1984 issue.

Interviewed by the Progressive Radio Network for a news broadcast on youth employment relayed to 150 stations nationwide.

Interviewed and quoted in November 23, 1981 issue of U.S. News and World Report for article entitled, "Why So Many Jobs for Youth Go Begging."

SELECTED FELLOWSHIPS AND GRANTS

2008 – 2014	National Science Foundation, Division of Human Resource Development. Multi-institutional grant with Northeastern University, Rochester Institute of Technology, University of Wyoming, and Virginia Polytechnic Institute & State University in the amount of \$499,990, to study: Pathways to Self-Efficacy and Retention of Women in Undergraduate Engineering
2005-2006	Hewlett Foundation with Rachelle Reisberg, Northeastern University and Jerry Carl Hamann and David Whitman University of Wyoming Study to examine “Cooperative Education as a Means to Enhance Self-Efficacy among Women in Undergraduate Engineering”
2005	Cooperative Education and Internship Association (CEIA) with Lorna Hayward and Betsey Blackmer, Northeastern University Pilot study to “Determine Practice-Based Learning Outcomes from Reflective Practices during Cooperative Education”
2004	American Educational Research Association (AERA) with Laura Szalacha and Mark Putnam, Northeastern University Grant to analyze data from Baccalaureate and Beyond 2000/2001 to examine longitudinal outcomes from cooperative education
1998	Forum for Executive Learning Funded membership organization of executive educators interested in pursuing experiments and collectively learning about work-based learning
1980-1982	National Science Foundation, Division of Policy, Research and Analysis with R. Balachandra Research to investigate, "Factors Explaining Decisions to Continue or Terminate R&D Projects"
1979-1980	W.E. Upjohn Institute for Employment Research Research grant to study, "Early Job Experiences and Related Work Attitudes and Their Effects on Ultimate Employment"
1978-1979	Alfred P. Sloan Foundation Education for the Public Service grant to establish an Institute for Public Service at Boston College Charles F. Kettering Foundation, Urban Affairs Program Research to examine, "The Effect of Prior Part-Time Employment on the Quality of Working Life of Young People"
1977-1978	Arthur Andersen Fellowship with J. Diffenbach Research to consider, "An Examination of the Differences in Regulatory Settings as a Partial Explanation for Variations in Regulatory Effectiveness"

PROFESSIONAL AND BOARD MEMBERSHIPS AND OFFICES

Swiss Forum on International HRM, Member of the Science Committee to the Conference, "Managing the Homo Globalus. A Bridge Between Theory and Practice, 2012.

International Conferences on Professional Doctorates, International Advisory Board, 2010 - Present

World Institute for Action Learning, Advisory Board member, 2007 – Present

Academy of Management - 1978 – Present

Research Coordinator, Management Education and Development Division, 1995 -1997

Chair of the Careers Division, 1991, Chair-elect, 1990, Program Chairperson, 1989, and Steering Committee, 1985-1988

Research Committee of the Social Issues in Management Division, 1981-1983

Institute for Organizational Consulting Psychology - Senior Advisor, 2002 – 2014

Massachusetts School of Professional Psychology, Member of the Board of Trustees - 2001 – 2005

Society for Organizational Learning - Research Member, 1998 - Present

The Center for Corporate Community Relations

National Advisory Committee - 1989-1991

Academic judge for "Best Paper" Award in Corporate Social Responsibility

New England Human Resource Planning Society - 1982-1985

Chair of the Research Committee
Board of Directors, 1984

Industrial Relations Research Association - 1978-1987

Policy Studies Organization - 1979-1984

Boston College Program for Women in Governmental Careers
Program Advisor - 1979-1983

OTHER PROFESSIONAL AND EDITORIAL SERVICES

Editorial Advisory Board, Higher Education, Skills and Work-based Learning, Emerald

Editorial Board, AIB (Australian Institute of Business) Journal of Work-Applied Management

Associate Editor, Action Learning: Research and Practice, Taylor & Francis

Editorial board, The Research in Management Education and Development Series, Information Age Publishers

Editorial board, Handbook of Management Learning and Education, Sage Publications

Editor emeritus, Management Learning, Sage Publications

Editor of the 1999 Special Issue of Management Learning, "The Action Dimension in Management: Different Approaches to Research, Teaching, and Development"

Co-Editor of the 1994 Special Issue of Management Learning, "A New Paradigm for Advanced Management Education"

Editorial Advisory Board, Journal of Applied Management Studies, 2000-2005

Expert reviewer for proposals to NSF's Science and Technology Studies group, 2001 - 2003

Review Board, 1988-1993, Academy of Management Executive

Book Reviewer for the Academy of Management Executive and Business in the Contemporary World

Editor of 1985 Special Issue of Human Resource Management

Ad Hoc Reviewer for the Academy of Management Review, Academy of Management Learning and Education, Human Resource Management, Human Relations, Organization Science, Organization Studies, IEEE Transactions on Engineering Management, Journal of Management Studies, Journal of Organizational Behavior, Journal of Engineering and Technology Management, Management Science, Journal of Business Research, and Sloan Management Review

Program Committee, Careers Division, Academy of Management - 1984-1990

Referee for submitted papers, Social Issues in Management Division, R&D/Technology/Innovation Interest Group of the Academy of Management, Organizational Development and Change Division - 1982-1985, 1995-1996

Referee for submitted papers, Managing in a Global Economy V Conference – 1992, and Social Issues, Legal Environment, and Government track - 1991, Eastern Academy of Management

Consultant to IEEE Spectrum's Department of Managing Technology - 1985-1986

Program Reviewer for the Division of Policy, Research, and Analysis - The National Science Foundation - 1980-1985

Manuscript Reviewer for the Policy Studies Review - 1980-1982