

Dorothy Marcic Curriculum Vita

Personal Data:

Dorothy Marcic
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Education:

- Doctorate** University of Massachusetts (9/75)
Major Areas: Behavioral Science/Organizational Behavior and Communication.
Ed.D. Dissertation subject: Development and Evaluation of Management
Training Program. (Some Jungian typological concepts: an audio-visual approach
for communicating type recognition skills.)
- Masters** University of Pittsburgh (4/75)
Health Services Administration (recipient of United States Public Health Service
Traineeship)—M.P.H.
- Masters** University of Massachusetts (2/74)
education Media and Television Programming. M.Ed.
- Bachelors** University of Wisconsin (6/72) With Distinction)
Communication Arts: Radio-TV-Film. B.A.
(fluent in Spanish, working knowledge of German)

University Experience

- Adjunct Prof.** Owen Graduate School of Management
Vanderbilt University (8/02 to present)
- Director** Human Resource Development, Peabody College
Senior Lecturer Vanderbilt University (9/97 to 8/01)
- Fulbright Scholar** Chechoslovak Management Center near Prague;
University of Economics, Prague (9/92 to 3/96; currently visiting professor)
MBA Director, Czech Management Center
- Full Professor** Graduate Program in Management, Metropolitan State University, St. Paul, MN
(8/89 to 7/95)
- Full Professor** Department of Management, University of Wisconsin-La Crosse, (8/84 to 8/89)
Taught courses in Organizational Behavior, Principles of Management, and
Human Resource Administration
- Director and** Master in Business Administration Program, St. Bonaventure University (9/81 to
Full Professor 8/84). Directed program of over 200 MBA students and managed MBA
program.

Chairman and	Department of Management Sciences, St. Bonaventure University (9/79 to 9/81).	
Assoc. Professor	Supervised and evaluated faculty, coordinated department activities, course schedules, recruited and hired new faculty members, and reported to the Dean of the School of Business.	
Director	Arizona State University, Guatemala Summer School (10/78 to 8/79). Planned and supervised summer school in Guatemala for U.S. students; taught courses in International Business and Women in Latin America.	
Assoc. Professor	(Promoted from Assistant Professor) Center for Health Services Administration, School of Business, Arizona State University (8/75 to 8/79). As part of the Organization Behavior Course, my students conducted workshops for managers who highly praised them and requested similar seminars in their organizations.	
Research Assoc.	Bureau of Business and Economic Research, School of Business, Arizona State University (8/78 to 6/79). Conducted research in hospital utilization, economic impact of day care, health care indices; supervised graduate research assistants.	
Distinguished Professor	Center for Health Administration, Universidad Autonoma Guadalajara, Mexico (8/78 to 8/78). Developed and taught courses in Health Care Organization, Epidemiology, Community Health Care (Commuter from Arizona).	
Taught Undergraduate Courses (cumulative)	Organizational Behavior Principles of Management Business and Society Women and Men in Management	Gender Roles in Organizations Organizational Development Interpersonal Skills for Managers Leadership
Taught Graduate Courses	Management Foundations Interpersonal and Communication Skills for Managers Human Resource Management Organizational Transformation Learning Organizations	Organizations and Environment Organizational Behavior Health Care Organization Thesis Preparation Leadership
Committees at Vanderbilt	Admissions Committee (Dept.) Program Chairs (Dept.) Cal Turner Moral Leadership Faculty Steering Committee (Univ)	Graduate Program Chairs (College) Launch Committee (Program) Dept. Curriculum - Leadership
Conferences/ events organized at Vanderbilt	Re-Visioning HRD: The Future of Learning in the Workplace. Dec. 1997 Moral Leadership, funded by Cal Turner Moral Leadership Program. April 1998.	
HRD Programs Visited	George Washington Univ. - November 1997 Univ. of Minnesota - October 1997 Univ. of St. Thomas - October 1997 Case Western Reserve Univ. - February 1998	

Other Positions

- Host, Producer** Weekly business program, “Mind Your Business,” WLSU-FM (8/85 to 8/89)
- Vice President** Hai & Associates International, Ltd. (10/75 to 6/87)
Consulted on management and communications to such organizations as United Nations/World Health Organization (in Guatemala), United Parcel Service, Bell Laboratories, Baylor University, U.S. Department of State, Pima Indian Reservation, Cattaraugus County Rehabilitation Center and numerous hospitals in Arizona and the Southern Tier.
- Special Assistant to Executive** Westmoreland Hospital, Greensburg, Pennsylvania (1975)
Planned and executed initial stages of patient education program utilizing closed-circuit television; developed audio-visual program for major hospital expansion project; conducted management seminars; evaluated policy manual; acted as advisor to Executive Director.
- Host, Producer** Weekly radio series WYEP/FM, Pennsylvania (8/74 to 6/75)
- Production Assistant** Mister Rogers Neighborhood, Pittsburgh, PA
- Television Producer** Director and Host, Total TV, Janesville, Wisconsin (12/71 to 6/72)

Related Experience

- Member, Board of Directors, Bahá’í Business Forum for the Americas (12/97 to present)
- Member, Board of Directors, European Bahá’í Business Forum (10/94 to 10/96)
- Contribution Editor, Women and Company Magazine (6/85 to 7/86)
- Vice-Chairman, Board of Director, Bahá’í Publishing Trust (12/77-8/89)

Awards

- “Top Ten Management Books of 1997” awarded to *Managing with the Wisdom of Love*, published by Jossey-Bass
- Recipient of YMCA’s “Tribute to Outstanding Women”, November, 1988

Memberships in Professional Organizations

- Academy of Management (1976 to present)
- Academy of HRD (1997 to present)
- American Public Health Association (1975 to 1985)
- Organizational Behavior Teaching Society (1978 to present)

Administrative Positions in Professional Organizations

- Member, Editorial Board, *Journal of Management Education*, (1997 to present)—appointed
- Member, Editorial Board, *Journal of Applied Business Research*, (1988 to 1992)—appointed
- Member, Board of Directors, Organizational Behavior Teaching Society, (1983 to 1985)—elected
- Member, Editorial Board, *Organizational Behavior Teaching Review*, (1983 to 1988)—appointed

- Member, Governing Council (Board of Directors), American Public Health Association, 30,000 members (1981 to 1982)—elected
- Program Chair, Health Administration Section (4,500 members), American Public Health Association, (10/79 to 11/81)—appointed
- Continuing Education Coordinator, Health Administration Section, American, (10/78 to 10/79)—elected
- Secretary, Health Administration Section, American Public Health Association, (10/78 to 10/79)—elected
- Coordinating Editor, Health Care Communique, Academy of Management (9/75 to 6/79)—appointed

Continuing Education

Developed and taught the following continuing education courses:

Over 1000 seminars and workshops in such areas as communications, motivation, assertiveness training, and team building were conducted in numerous states, as well as in Guatemala, Mexico, Czech Republic, Slovakia, Poland, England, France, Switzerland, the Netherlands, Slovenia, Croatia, Finland, and Bulgaria, for clients that included:

AT&T Bell Labs, U.S. Dept. of State, Eurotel, Czech Ministry of Finance, North Dakota Governor and Cabinet, Aerial Company, Wisconsin Dental Association, Coca-Cola Amatil Prague, Ford Motor Autopal Czech, GiroCredit Prague, North Dakota Highway Department, Wisconsin Highway Patrol, Tri-State Rotary President-Elect Training, American Red Cross, Baylor University-Houston, Go-Coulee Leadership Program, LaCrosse Chamber of Commerce, Wisconsin Community Service Institute, American Public Health Association, various hospitals in Arizona, New York and Wisconsin, Slovenia Management Center, Helsinki School of Economics Management Program.

Administration

- Director, Graduate Programs (masters and doctoral) in Human Resource Development, Vanderbilt University, Peabody College (9/97 to 9/01)
- Director, Master of Business Administration Program, Czechoslovak Management Center (9/92 to 8/93)
- Director, MBA Program, St. Bonaventure University (9/81 to 9/83)
- Member, Board of Directors, Org. Behavior Teaching Society (1973 to 1985)
- Member, Governing Council (Board of Directors), American Public Health Association (30,000 members) (1981 to 1982)
- Chairman, Department of Management Sciences, St. Bonaventure Univ. (8/79 to 9/81)
- Program Chair, American Public Health Association Health Administration Section (10/78 to 10/81)
- Director, ASU/Guatemala Summer School (10/78 to 8/79)
- Vice-Chair, Board of Directors, Bahá'í Publishing Trust (12/77 to 8/79)
- Research Associate (supervise graduate students) Bureau of business and Economic Research (8/78 to 6/79)
- Vice-President, Hai & Associates International (1975 to 1987)
- Coordinator of Continuing Education, Health Administration Section, American Public Health Association (10/78 to 10/79)
- Team Manager, Management Development Section, Salt River-Pima Indian Communities Health Planning Project (3/78 to 5/78)

Highlighted Publications

Books

A Woman's Voice: Female Presence in 20th Century Popular Music. New York: Texere Publishers, 2002.

Managing with the Wisdom of Love: Uncovering Virtue in People and Organizations. San Francisco: Jossey-Bass, 1997. (in "Top Ten" Management Books of 1997)

The G-Factor at Work: Genghis Khan or Gandhi? Jossey-Bass, forthcoming.

The Path to Passion and Prosperity in the Workplace. Jossey-Bass, forthcoming (with S. Karnik and J. Neal).

Bottom Line: A Novel of Greed, Lust and Murder in Corporate America. Fort Worth: Harcourt-Brace, 2000.

Organizational Behavior: Experience and Cases, 6/e. St. Paul, West Publishing, (with J. Seltzer and P. Vaill), 2000.

Understanding Management, 3/e (with Richard Daft). Fort Worth: Dryden Press, 2000.

Management International. St. Paul: West Publishing, 1994.

Instructor's Manual to Accompany Organizational Behavior: Experiences and Cases. West Publishing, 2001.

Women and Men in Organizations: Teaching Strategies. George Washing University: Organizational Behavior Teaching Society, 1984.

Women and Men in Organizations: A Bibliography. St. Bonaventure University, 1982.

You Can Double Your Income and Build Clientele. St. Paul: MarSuccess Books, 1989.

Refereed Journals

"God, Faith and Management Education," *Journal of Management Education*, forthcoming in 2000.

"Mature Behavior in Organizations: Indications of Growth and Learning in the Workplace," *Proceedings of the Academy of Human Resource Development*, March 2000, co-authored with John Maslyn and Debbie Waddell.

"Organizational change factors and religious influences," submitted to *Journal of Management Education* (with S. Fest).

"Challenges and Opportunities Teaching Management in a Post-Socialist society," *Executive Development*, Vol. 8 (5), 1995, pp. 26-31.

"Perceptions of Faculty and Students Towards Case Teaching in Czechoslovakia," *Journal of Management Development*, Vol 13 (7), 1994.

- “Delineating Entrepreneurs’ Styles: Application of Adaption-Innovation Subscales,” *Psychological Reports*, 72, 1993, 287-98.
- “Personality Type, Organizational Norms and Self-Esteem,” *Psychological Reports*, Vol. 65, 1989, pp. 915-919.
- “Personality Types: A Comparison of Job Applications and Applicants,” *Psychological Reports*, Vol. 59, 1986, pp. 1119-1125.
- “Teaching Women in Management Courses: Current Issues,” *Exchange*, Vol. VII (4), 1982, pp. 38-40.
- “Comparisons of Personality Dimensions in Managers: Is There a Management Aptitude?” *Akron Business and Economic Review*, Vol. 14 (1), Spring 1983, pp. 31-36.
- “Sex and the Single Armrest: Use of Personal Space During Air Travel.” *Psychological Reports*, Vol. 51, 1982, pp. 743-749.
- “The Economic Impact of Day Care,” *Child Care Quarterly*, Vol. II (2), 1982, 218-220.
- “Citation on Research in Psychology Today, July, 1983; *Weight Watchers*, June, 1984; Chicago Tribune, and two radio stations.
- “The Silent Sympathy: A Study of Attitudes Toward Spontaneous Abortion [miscarriage].” *International Quarterly of Community Health Education*, Vol. 3 (1), 1982-1983, pp. 79-91.
- “In Search of Euthanasia: The Hospice Alternative,” *The Hospice Alternative, Hospital Progress*, Vol. 60 (3), pp. 38-41, 76, March, 1979 (with T.L. Corbett).
- “Application of Organizational Behavior Concepts Through Student Workshops,” *Journal of Experiential Learning and Simulation*, Vol. 3, 197-202, 314, Dec. 1981.
- “The Student Seminar Series: Teaching to Learn,” *Exchange: The Org. Behavior Teaching Journal*, Vol. IV (1), Winter, 1979, 46.

Chapters/Selections in Books

- “Fragments of their broken hearts,” in Peter Vaill’s new book on spirituality.
- “Hospitable to the Human Spirit: An Imperative for Organizations,” in Michael Witty and Gerry Biberman’s *Spirit at Work: A Book of Readings*, Univ. of Scranton Press, forthcoming in 2000.
- “Fifth Discipline review,” in John Newstron and Jon Pierce’s *A Manager’s Bookshelf: A Mosaic of Contemporary Views*. Addison-Wesley, 1996.
- “Managing with the Wisdom of Love,” in John Newstron and Jon Pierce’s *A Manager’s Bookshelf: A Mosaic of Contemporary Views*. Addison-Wesley, forthcoming in 2000.

“Hospital Department Consolidation,” in W.F. Glueck, *Management*, Hinsdale, Illinois: Dryden, 1980, pp. 447-449.

“Whom to Choose? Group Decision Making,” *Handbook of Structured Experiences, Vol. VII*. Palo Alto: University Associates, 1979, pp. 141-145 (with C.L. Eveland). Also in *Encyclopedia of Team Building Activities*, University Associates, 1990.

Professional Conference Presentations—Recent

“Gender Development in Popular Music,” presented at the ABS conference, Hamilton, New Zealand, July 2000.

“Mature Behavior in Organizations: Indications of Growth and Learning in the Workplace,” Proceedings of the Academy of Human Resource Development, March 2000, co-authored with John Maslyn and Debbie Waddell.

“Spirituality and the New Management,” presented at the ABS conference, Wellington, New Zealand, July 1999.

“I Am Woman: The Female Voice in Twentieth Century Popular Music,” presented at the Academy of Human Resource Development, North Carolina, March 2000.

“Hospitable to the Human Spirit,” presented at the Academy of Management, Chicago, August 1999.

“The New Leadership,” presented at the Wilmette Institute Conference, Evanston, IL, August 1999.

“Spirituality in the Workplace: Issues for Teachers,” presented at the Organizational Behavior Teaching Conference, Los Cruces, New Mexico, June 1999.

“Dragons and Defenses: Ego Defenses in Organizations,” (with S. Fest), presented at the Organizational Behavior Teaching Conference, June 1999.

“Organizational Change and Transformation: A Multi-faith Perspective,” presented at the Academy of Human Resource Development, Washington, DC, March 1999.

“Theology and Business: An Imperative for Collaboration,” (with Joseph Hough, Leonard Swidler and Louis Maani), submitted symposium for the Academy of Management, August 1998

“Learning with the Wisdom of Love,” Keynote speech at the Academy of HRD meeting, March 1998, Chicago.

“Uncovering Virtue in People and Organizations,” MRA Assoc. Human Resource conference, May 1998, Milwaukee.

“Servant Leadership and the Wisdom of Love,” Robert Greenleaf Center for Servant Leadership Annual European conference, Amsterdam, April 1998.

“Operationalizing Spiritual Principles in the Workplace,” submitted to the Organizational Behavior Teaching Conference, June 1998.

“Theory Development,” roundtable discussant at the Organizational Learning Conference, George Washington University, March 1998.

“The Moral Foundation of Business and Economic Development,” Rabbani Social and Economic Development Conference, December, 1997, Orlando, Florida.

“Moral Leadership in a Chaotic Global Economy,” ABS Conference, November, 1997, Washington, D.C.

“Managing with the Wisdom of Love,” OBTC, June 1997, Cleveland, Ohio.

“Reaching Common Ground in Diverse Groups through Spirituality,” Organizational Behavior Teaching Conference, June 1996, Keene, New Hampshire.

“Teaching Business and Society Courses in Developing and Former Socialist Countries: Ideological, Ethical and Pedagogical Perspectives,” International Association for Business and Society, June 1995, Vienna.

“Ethical Foundations of The New Management Paradigm,” presented at the Conference on Ethics in a Social Market Economy, Sofia Bulgaria, November 1993.

“Challenges and Opportunities of Teaching Management in a Post-Socialist, Society,” presented at European - American Cooperation Conference, University, Lodz, Poland, June 1994.

“Perceptions of faculty of Students Towards Case Teaching in Czechoslovakia,” presented at the 1993 WACRA meeting, Bratislava, Slovakia, July.

“Preparing Czech and Slovak Professors to Teach Organizational Behavior,” Organizational Behavior Teaching Conference, June 1993.

Presentations to Professional Organizations

“New Paradigms in Organizations,” and “Women and Leadership,” both presented at the CONNCASE (Connecticut Council for Administrators of Special Education), November, 2000.

“The Leadership Studio,” presented at the EBBF annual meeting, Amsterdam, October 1999.

“Spirituality in Organizations,” presented to HRM Association, Singapore, July 1999.

“The New Leadership,” presented to New Zealand Management Association, July 1999.

“Spirit at Work,” presented at the Blue Ridge Institute, North Carolina, July 1999.

“Spiritual Principles in Organizations,” presented at the Green Acre Institute, Eliot, Maine, September 1999.

“New Values in Organizations,” presented to the Global Meeting of Generations, January 1999, Washington DC.

“Fusion Workplaces,” presented to Young Presidents Organization, November 1998.

“High –Performing Organizations,” presented to the Dutch Human Resource Association, Holland, November 1998

“Productive Workplaces,” presented to College and University Personnel Association, June 1998.

“Spiritual Foundations in Organizations,” American Society of Training and Development (ASTD), Cleveland, Feb. 1998.

“Managing with Wisdom and Love,” ASTD, Columbus, OH, Feb. 1998.

“Non-financial Indicators of Organization Health,” HR Compensation Organization, Nashville, Feb. 1998.

“A Spiritual Framework for Organization Well-Being,” Institute of Noetic Sciences, Nashville, Feb. 1998.

Lectures at Universities

- Visiting Lecturer at University of Western Australia, Perth, July 2000.
- Visiting Lecturer at University of Waikato, Hamilton, New Zealand, July 2000.
- Visiting Lecturer at Victoria University of Wellington, New Zealand, July 1999
- Visiting Scholar, Northern Illinois University, November 1998.
- Lecturer for MBA program, Wake Forest Graduate School of Management, November 1998.
- Techion University, Haifa, Israel, on high performance organizations and organizational behavior, March 2000, Nov. 1997 and April 1994.
- City University, Trencin, Slovakia, on leadership, March 1997.
- Monterrey Institute of International Studies, Monterrey, California, on leadership, April 1997.
- Czech Management Center, Prague, on Czech culture and business, March 1997
- Helsinki School of Economics, Finland, on cross-cultural management, Jan-Feb. 1996 and Feb. 1995.

- Slovenian Management Institute, on negotiation, conflict-resolution and communications, several times 1995-1996.
- University of Zagreb, Croatia, on organizational behavior, 1994.
- London School of Economics, on moral frameworks for management, Oct. 1995.
- University of Western Slovakia, on spiritual foundations of leadership, April 1996.

Selected Presentations at Professional Meetings—~~not recent~~

“Injustice in the Workplace: Totalitarian and Dysfunctional Organizations”, presented at the International Society for the System Sciences, July, 1990.

“Innovation, Personality and Leadership Style of Managers,” presented at the KAI Conference, London, England, June, 1987.

“The Power of Non/Directive Interviewing: An Active Listening Lab,” Organizational Behavior Teaching Conference, Charlottesville, Virginia, June, 1984 (with M. Gander).

“Cross Cultural Transfer of Health Care Management Knowledge and Skills,” for Fourth International Congress of World Federation of Public Health Association, Tel Aviv, Israel, 1984 (with S. Hai).

“Consumer Participation in Hospitals via Organization Development Technologies,” presented at 1977 Annual Meeting of the Midwest Business Administration Association, St. Louis, March 1977 (with A. Rahim).

“Economy, Trade and Industrial Development in Belize: An Overview,” Presented at the 1976 First Congress of International Technology, Pittsburgh, October, 1976 (with S. M. Hai).

“Needs Assessment for Industrialization of Belize: Problems and Opportunities,” presented at the 1976 First Congress of International Technology, Pittsburgh, October, 1976 (with S. M. Hai).

Proceedings—old

“Are Hospital Administrators More Humanitarian Than Their Business Counterparts? — A Look at Personality Types,” Prevention in *Today's Economy*, Washington, D.C., 1977, pp. 193-194.

“Applications of Organization Development in Health Care Organizations,” *Creating the Future of Public Health, Washington, D.C., American Public Health Assoc.*, 1978, p. 80.

“Organization Development in Health Care,” *Towards a National Health Policy, Washington, D.C., American Public Health Association*, 1977, p. 201.

“Process Intervention for Hospital Nursing Personnel,” *Towards a National Health Policy, Washington, D.C., American Public Health Association*, 1977, pp. 201-202.

“Assertiveness Training for Nurses: Conflict Management in Hospitals,” *Prevention in Today’s Economy*, Washington, D.C., American Public Health Association, 1976, p. 193 (with S. Hai).

Working Papers, Case Studies, Reports, Work in Progress

“Comparison of Human Resource Practices in the United States, Israel and the Czech Republic,” forthcoming.

“Personality factor in the Job Application Process,” Working Paper, St. Bonaventure University, 1983.

“Organizational Differentiation in a Health Planning Agency: Application of the Contingency Model,” Working Paper No. 3, Center for Health Services Administration, Arizona State.

“Organizational Differentiation in a Health Planning Agency: Application of the Contingency Model,” Working Paper No. 3, Center for Health Services Administration, Arizona State.

“The Development of a Rural Health Care System in an Emerging Nation: The Case of China,” *Teaching Note, Intercollegiate Case Clearinghouse*, #5-377-637, Harvard University (M.F. Hawkins).

Audio-Visual Materials

“What Type of Manager Are You?” videotape produced at Bell Laboratories, 1981.

“Steps to Success for Women: Part I and II,” audio tapes produced by Success Motivation International, 1983.

Newspaper and Periodical Articles

“Inflation Takes Toll in Prague,” *The Milwaukee Journal*, July 3, 1993, p. A8.

“Czechoslovakia Wanted Unity, but Split Apart,” *Minneapolis Star-Tribune*, Jan. 21, 1993, p. 19A.

“The Wisdom of Love in Organizations,” *Spirit at Work*, 4 (1), Jan. 1997, 1-2.