Doctor of Philosophy (Ph.D.) in Organization Development

Benedictine University
Doctor of Philosophy (Ph.D.) in Organization Development (O.D.) Program

Today’s leaders can generate a professional environment – where people work together toward better solutions; where change is not only accepted, but encouraged; and where high performance is achieved by building trust, valuing teamwork and fostering employee development.

“Clearly, O.D. is a developing discipline of organizational change grounded in its traditional values, seeking not only dignity and meaning in the work place, but participating in building the global civic culture.”

Peter F. Sorensen Jr., Ph.D.
Recipient of the Organization Development Consultant of the Year Award

OD Journal, Volume 11 (2)

With a Benedictine University Ph.D. in Organization Development (O.D.), you will join other committed and talented individuals who are pioneering new paths and raising the standard of excellence in leadership to transform themselves and their organizations.

Located 25 miles west of Chicago, Benedictine University sits on a beautiful, tree-filled campus in Lisle, Ill. Founded by the Benedictine monks of St. Procopius Abbey in 1887, Benedictine today enrolls more than 3,800 undergraduate and 3,150 graduate and doctoral students from diverse ethnic, racial and religious backgrounds. The University provides 56 traditional undergraduate majors, eight adult accelerated undergraduate degree programs, 15 graduate programs, 36 graduate certificate programs and four doctoral programs, including a world-renowned Ph.D. in Organization Development, now in its 17th year.

In this brochure, we introduce you to the Benedictine University Ph.D. in O.D. program, the leaders who comprise the current classes, and the faculty who will lead them through this innovative and important program.
We are proud of the ongoing achievements of our students and graduates. Benedictine Ph.D. in O.D. students and faculty have received numerous professional honors and awards including:

2012
- Lachlan Whatley receives Best Student Paper Award from the AOM OD conference in Lyon, France.
- Enyonam Kudonoo receives Best Paper Award from the International Society of Organization Development.
- Professor Peter Sorensen honored at The Harvard Club by the Academy of Management-MC Division.

2011
- Kathleen Schroeder receives Best Student Paper Award from the AOM OD conference in Lyon, France.
- Professor Therese Yaeger receives Benedictine University’s “Distinguished Faculty Award for Research.”
- Corinne Haviley receives Best Paper Award from the National Academy of Management.

2010
- Professor Therese Yaeger receives Outstanding Educator Award – Southwest Academy of Management.
- Academy of Management’s All-Academy Showcase entitled “Dare to Care: The Global Experience” presented with Benedictine faculty and students.

2009
- Professor Peter Sorensen receives Outstanding Educator Award – Southwest Academy of Management.
- Academy of Management’s All-Academy Showcase entitled “Cross-Fertilizing IT Knowledge, Consulting and Practice: From Evolution to Greening of Technology,” presented with Benedictine faculty and students.
- Professor Therese Yaeger wins OD Consultant of the Year Award from the OD Institute.

2008
- Professors Peter Sorensen and Therese Yaeger receive “Sharing the Wealth” Award from the National OD Network.

2007
- Professors Peter Sorensen and Therese Yaeger receive Service Award from Southwest Academy of Management in recognition of their contribution to the Academy.

2006
- Professor Ramkrishnan Tenkasi is awarded a Fulbright Senior Scholar Research Award for his work on the software industry in India.

2005
- Philip Anderson receives Best Corporate OD Award from the OD Institute.
- Alumnus Nazneen Razi becomes Chair of Board of Directors of HRMAC.
- Vincent Pellettiere receives Best Paper Presentation Award from the OD Institute.

2004
- Kym Wong receives Outstanding Student Paper Award from the Management Consulting Division of the Academy of Management.
- Kym Wong is co-winner of Best Paper and Presentation Award from the OD Network.
- Deloras Jones is co-winner of Best Paper and Presentation Award from the OD Network.
- Thomas Griffin wins First Impact Award for Outstanding OD Project from the Chicago OD Network.
- Deb Orr receives Best Paper and Presentation Award from the OD Network.
- Kathleen Buchman honored as recipient of the first Willis Harmon Spirit at Work Award.
- Bill Kohley receives Best Presentation Award, OD Institute.

2003
- Robert Head receives Best Paper Award from the International Management Association.
- Deborah Shearer, Lucent Technologies, named finalist for the OD Project of the Year from the OD Institute.
- Marshal Chestmore, Gina Hinrichs and Mary Lou Kotecki named finalists for the OD Project of the Year Award from the OD Institute.
- Mary Ferdig named recipient of Best Paper Award from the OD Institute.
- Linda Sharkey receives Best Paper Award from the OD Institute.

2002
- Thomas Griffin named finalist for the OD Project of the Year Award from the OD Institute.

2001
- Mary Ferdig receives National Science Foundation Grant involving the NuclearPower Industry.
- Therese Yaeger receives Best Paper Award from the OD Institute.

1999
- Robert Head named finalist for ASTO’s Best Dissertation of the Year Award.
- Students from Motorola Corporation and John Deere and Benedictine faculty recognized by the Academy of Management’s All-Academy Showcase.
- Robert Head receives Best Paper Award from the International Management Association.
- Deborah Shearer, Lucent Technologies, named finalist for the OD Project of the Year from the OD Institute.
- Marshal Chestmore, Gina Hinrichs and Mary Lou Kotecki named finalists for the OD Project of the Year Award from the OD Institute.
- Mary Ferdig named recipient of Best Paper Award from the OD Institute.
- Thomas Griffin named finalist for the OD Project of the Year Award from the OD Institute.
- Linda Sharkey receives Best Paper Award from the OD Institute.

1998
- David Jones receives Best Paper Award from the OD Institute.
- Dale Spartz ties with Harvard professor Michael Beer to win Best Project of the Year Award.

1997
- Akinyinka O. Akinyele with Therese Yaeger named runner-up for the OD Project of the Year Award from the OD Institute.
- Kathleen Buchman wins Outstanding Student Professional Presentation Award from the OD Institute.

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The Ph.D. in Organization Development (O.D.) program prepares management professionals with state-of-the-art education in the field. The three-year program consists of a first year of context courses, a second year covering some core OD knowledge areas, and a third year consisting of advanced OD topics and the completion of a dissertation.

The Ph.D. in O.D. program at Benedictine was one of the first graduate OD programs in the country. It is currently one of the largest behaviorally-oriented management programs in the nation and one of the top-rated graduate OD programs internationally. In the first 17 years, O.D. program students and faculty published and presented more than 500 articles, papers, presentations and seminars in OD academic and professional journals and at associations, including conferences in Africa, Australia, China, Denmark, Europe, India, Ireland, Mexico, Norway and South America.


Built on more than 45 years of successful graduate-level OD education, this program is intended for persons with extensive experience and currently holding responsible positions either in organization development, management or in a closely allied field such as human resource management.

Historically, the Master of Science in Management and Organizational Behavior program at Benedictine was one of the first graduate level OD programs in the country. It is one of the largest behaviorally-oriented management programs, and is one of the top-rated graduate OD programs internationally.

The mission of the Ph.D. in Organization Development program at Benedictine is to provide degree candidates with broad-based knowledge of theory and research with the intent of applying this knowledge to practice. The program is designed, in a cohort format, to furnish instruction and professional supervision to present and future OD practitioners and scholars for leadership roles as consultants (internal and external), senior level managers and scholars in a variety of settings.

The O.D. office receives more than 600 inquiries about the program and plans to admit approximately 20 students for Cohort 10. Program selection criteria include:

- Quality and quantity of relevant work experience emphasizing significant background in a position of major responsibility as an OD consultant, in human resources, line management or in other relevant positions of responsibility.
- Level of professional involvement in the field including professional memberships, positions held in professional associations, professional recognition, publication and awards.
- Level of position responsibility including major administrative position, full-time external or internal consultant work, human resource position, etc.
- Master’s degree in OD, management or related area.

Students will also be selected for the program based on their potential to model the objectives of the program in terms of providing leadership in the field.
The Ph.D. in Organization Development (O.D.) program is committed to providing its students with the most current information on the timeliest of OD topics, mirroring the trends and activities apparent in management today. As a result, specific topics and coursework in the curriculum may vary.

Coursework is designed for OD professionals who perceive the management of change and the creation of high-performance organizations as a central part of their career. It is designed as a full-time program (approximately eight credit hours per quarter) to be integrated with and complimentary to full-time work activities.

The first year of the curriculum is devoted to context courses, including Philosophy of Science and Organization Research and Theory. The introductory context courses are concentrated on setting the tone and developing sensitivity to the role of OD in terms of its social responsibilities in the national and global arenas. These courses review the nature of emerging problems and the role of organizations and OD in responding to these problems.

The intent of the second set of context courses is to place OD within management and to understand its strategic role. The second-year curriculum is devoted to the development of OD knowledge and selected advanced topics covering state-of-the-art interventions. In the first and second years of the program, there are qualifying examinations to achieve candidacy status in the O.D. program.

The third year consists of completion of the dissertation. The third year also includes participation in an international seminar.

Research is central to the O.D. curriculum. Consequently, the dissertation is designed to be an integral part of the program. Students are encouraged to begin reviewing dissertation possibilities upon being accepted into the program, and to continue to explore and develop their dissertation topic throughout their coursework. It is suggested that students select topics consistent with the major research themes within the program.

It is expected that research topics be selected during the first year as part of the initial research course. During the second year, it is expected that papers be presented at local and regional professional meetings as part of the learning and feedback process. In the final years of the program during completion of the dissertation, students are expected to present at national meetings and submit papers for publication.

The scheduling of classes (approximately 16 weekends per year) is designed to combine full-time study with continued full-time employment. Class sessions are held on designated weekends (Friday night, Saturday and Sunday) approximately every third weekend. The specific period for completing the dissertations varies by topic and type of study. On average, cohort members are expected to complete their dissertations within a three-year period from the start of the program.

“Benedictine University's O.D. program helped me tap into a world-wide knowledge pool of professionals and best practices. The focus on organizational growth through change management was a rewarding pursuit and presented real opportunities for the manufacturing company for which I work.”

Bill Kohley, Ph.D., Vice President
AutoJet Technologies
SHEILA BOYSEN-ROTELLI
Associate Director, Career Advising and Planning, University of Chicago
Owner, Professional Success Coaching

Boysen-Rotelli is a coach, human resources professional and an assistant professor. As a coach, she works with individuals and groups to help them find their passion, identify their ideal career and reach important life goals. Boysen-Rotelli completed her coach education at the University of Texas-Dallas in its Executive, Professional and Career Coaching program, and received a Professional Coach Certification (PCC) from the International Coach Federation. Her doctoral studies at Benedictine University in Organization Development include extensive research on Coaching and Talent Management. She earned a Bachelor of Science in Marketing from the University of Illinois, an A.B.A. with a specialty in Organization Behavior from Northern Illinois University and a Professional Human Resources certificate from the Human Resources Certification Institute. Boysen-Rotelli is currently a part-time instructor at Kendall College, Lewis University, the University of Maryland and Purdue North Central University. Her passion is training, education and coaching individuals and groups to help them be as successful as possible. She plans to continue teaching, expanding her coaching practice and pursuing academic writing and research opportunities as a scholar-practitioner after earning a Ph.D.

WILLIAM (BART) BROCK
Chief Financial Officer, Jarden Branded Consumables

Brock serves as chief financial officer for a $1 billion group of consumer products companies operating as Jarden Branded Consumables, a segment of the Jarden Corporation (JAH). He has extensive experience in managing both finance and operations for consumer products companies operating throughout North America, Central America, Europe and Asia. Brock has spent most of his career in direct management roles covering finance, human resources, information systems and operations. His experience includes an emphasis on organizational turnarounds as well as mergers and acquisitions. Brock is a Certified Public Accountant (C.P.A.) and earned an M.B.A. from Emory University in 2002. He is structuring his doctoral studies around the whole-systems of organizations.

SHANNON CONNELL
Independent Management Consultant

Connell began her career at Procter & Gamble (P&G), where she worked primarily in global marketing roles for 10 years. She spent four years working in China followed by an extensive assignment in South America. Following her work at P&G, Connell held management positions with fortune 100 companies including Royal Dutch Shell, Gillette and SYSCO. She was an adjunct professor of Management at Rice University’s Jones Graduate School of Business from 2002-2008. Connell has presented internationally at conferences in Asia, Europe and South America, and domestically at The Midwest Academy of Management. She earned a bachelor’s degree in Psychology and an M.B.A. in Management.

PAMELA COOPER
Vice President of Marketing and Staff Development, Heart of America Group

Cooper serves as the Vice President of Marketing and Staff Development with Heart of America Group, a privately-held hospitality company. Heart of America’s portfolio consists of 27 owned and operated restaurants and hotels throughout the Midwest. Cooper enjoys the challenge of creating and implementing high-impact marketing initiatives for several independent restaurant brands, and providing the necessary support to ensure successful service execution at the staff/management level. Throughout her career, Cooper has focused on increasing the potential of staff and volunteers. Her role as Vice President of Training and Development led to the implementation of several successful business initiatives aimed at increasing employee engagement. Cooper has several years of experience in non-profit leadership. She previously served as the Executive Director of the American Heart Association and Vice President of Operations for Junior Achievement in her local community. She earned a master’s degree in Organizational Leadership at St. Ambrose University and a Bachelor of Business Administration degree at the University of Missouri-Kansas City. Cooper volunteers with community organizations and is an adjunct faculty member at Blackhawk College.

EUGENIA DAVALOS
Director of Strategy, Governance, Project Management Office and Human Capital for the Information Services Organization, University of Chicago Medical Center

Davalos established and directs an office comprised of seasoned professionals who lead multi-year strategic planning, financial management, governance, portfolio and project management, workforce planning and organizational effectiveness best practices. Davalos is noted for closely partnering and collaborating with all levels (executives to front-line staff) of the organization to facilitate, design and implement enterprise-wide programs and systems that maximize investments through people, processes and technology synergies. Davalos also has experience in the telecommunications and financial industries and independent consulting. She has held various national and global leadership positions at AT&T and Aon Financials. Davalos’ background includes service and project delivery, benchmarking, architecture and project assessments, audits, software engineering, infrastructure, outsourcing, offshoring and hybrid operational models. Davalos earned a Master of Science in Management of Information Systems from DePaul University, and graduated from the University of Chicago Graduate School of Business Executive Management program and the College of Health Information Management Executives Chief Information Officer boot camp. She has served as an adjunct professor at Northwestern University for 10 years. Davalos, who serves on various not-for-profit boards since she strongly believes in giving back to the community, has interests in leadership, change and sustainability.

WILLIAM DOUCETTE
Vice President of Human Resources, NES Rentals Holdings, Inc.

Doucette is a senior business and human resources leader with more than 25 years of progressive HR experience with organizations in need of continued improvement or new direction. During his career, he has been responsible for all facets of HR, including training and development, compensation, benefits, environmental health and safety, labor/employee relations, talent acquisition, affirmative action and human resources management systems. Doucette serves as the Vice President of Human Resources for NES Rentals Holdings, Inc., a Chicago-based leader in the $32 billion equipment rental industry. His prior experience includes progressive responsibility in HR, including a partnership in a leveraged buyout of a food manufacturing firm dedicated to supplying the McDonald’s restaurant chain. Doucette earned a Bachelor of Science in Business Administration from the University of Missouri-Columbia and a Master of Science in Industrial Relations from the Institute of Industrial Relations at Loyola University of Chicago. In 2000, he received his Senior Professional in Human Resources designation. Doucette served on the Board of Directors for the Human Resources Management Association of Chicago from 2001-2006, and continues to serve on various committees. His research at Benedictine has focused on human capital practices and private equity-owned companies.
RONALD FISHER  
Deputy Director, Argonne National Laboratory Infrastructure Assurance Center (IAC)

Fisher is the Deputy Director of Argonne’s Infrastructure Assurance Center, whose primary focus is to ensure the security and reliability of critical U.S. infrastructures and key resources. His responsibilities include providing technical support in many areas of critical infrastructure assurance and risk analyses to the U.S. Department of Homeland Security (DHS), U.S. Department of Energy and U.S. Department of Defense. He has received multiple honors from DHS for his technical and managerial contributions. Fisher served as a senior consultant to the National Petroleum Council on oil and natural gas infrastructure vulnerabilities, and to the President's Commission on Critical Infrastructure Protection (under President Clinton). He is the author of more than 100 reports in energy, environmental, risk analysis, security, resilience and interdependencies. Fisher also owns multiple copyrights and trademarks on software inventions.

LAURA FROEHLICH  
Associate Vice President of Organization Effectiveness, Nationwide Insurance

With nearly 20 years in the field of human resources and organization development, Froehlich has a passion for partnering with organizations to realize their full potential. As an external consultant with Accenture, she worked for eight years with Fortune Global 500 companies to implement large-scale change, including functional transformations, M&A integration, start-ups and turnarounds. For the past seven years, she has held internal consulting roles in two U.S.-based Fortune 250 companies. Froehlich is currently responsible both for leading organization development initiatives within Nationwide’s business units and building the human resource community’s capabilities in organization effectiveness. Her primary focus is the space of organizational culture and associate engagement. Froehlich earned a Bachelor of Science in Economics, Marketing and Human Resources from the Wharton School of Business at the University of Pennsylvania. She earned a master's degree in Human Resource and Organization Development from Vanderbilt University.

YLONDA D. GLOVER  
Senior OD Consultant/Co-Founder and President, Tri-Success Management Institute, Inc.

President and OD consultant of Tri-Success Management Institute, Inc. (TSMI), a national social enterprise firm located in Milwaukee, Wis., Glover is a certified strategic planning facilitator and coach through Leadership Management Inc. Her professional commitment rests in assisting organizations develop the strategic tools necessary to produce mission-driven and measureable outcomes. Her involvement in the Milwaukee Mosaic Partnership Program as a participant and later as a coach illustrates her commitment to improving race and social capital in the Greater Milwaukee area. Glover earned a bachelor’s degree in Psychology and African-American studies from Indiana University, and a master’s degree in Business Management from Cardinal Stritch University. She has expertise in social entrepreneurship, performance improvement training and business planning/management consultation with emphasis in diversity (social construction of reality theory approach), board development and governance, meeting facilitation, organizational assessments and program development. Her leadership development, strategic planning and implementation processes using peer consulting with entrepreneurs have reaped numerous local and national awards, most notably with the 2008 Urban Entrepreneurship Partnership, Inc.

COHORT 8

COHORT 8
ANGELA KEISTER
President, Cairn Coaching and Consulting

Keister is a passionate OD consultant and leadership coach with 10 years of experience in organizational development. Prior to starting her own OD Consulting firm, Keister began her career as an internal OD practitioner designing and facilitating OD projects first at a truck manufacturing firm and later in the health care industry. She is certified as a Professional Coach through the International Coach Academy, and earned a bachelor’s degree in Chemistry and a master’s degree in Organization Behavior. After completing her Ph.D., Keister plans to continue teaching at the university level, expanding her consulting practice and pursuing academic writing and research opportunities as a scholar-practitioner. Her research interests include organization change, leadership and thriving.

SCOTT KERTH
Business Development and Change Leader

Kerth’s passions are continuous learning and development while adding value. His particular area of expertise revolves around building and managing teams responsible for opening new markets, developing new processes or introducing innovation and change into an existing operation. Kerth has managed companies in Prague, Moscow, Singapore and Barcelona. His more than 15 years of management experience extends from new company start-ups to setting up and running regional headquarters in Europe and Asia, and covers technology, venture capital and healthcare industries. Kerth has presented at international technology and entrepreneurial conferences in France and Spain, as well as The Midwest Academy of Management and the Eastern Academy of Management. He earned an M.B.A. from the University of Chicago, a master’s degree in International Business from Katholieke Universiteit Leuven, and a master’s degree in Medical Informatics from Northwestern University. Kerth’s research interests are in the areas of creativity and innovation management, team development and learning/enseamaking.

ENYONAM CANICE KUDONO
Lecturer at Central University College, Ghana, West Africa

Kudonoo is a lecturer at Central University College, Ghana, and a management and an Alternative Dispute Resolution practitioner. She earned an M.B.A in Human Resources Management Option (Ghana), a post-graduate diploma in Organization Development (Ghana), a degree in Home Economics Education (Ghana), an advanced diploma in Mediation and Arbitration Studies (Ghana), is certified as a Professional Mediator (Canada), and has also attended several training programs in the areas of General Management (Singapore), Human Resources Management (Ghana) and Alternative Dispute Resolution (Canada). Kudonoo worked as a professional teacher in Ghana for several years and as a Human Resources Expert at the Accra Metropolitan Education Office for three years before joining Management Development and Productivity Institute (MDPI) Ghana as a Senior Management Consultant in the General Management Department. There, she rendered consultancy services to companies in Ghana, Senegal, Gambia, Burkina Faso, Togo and other countries in West Africa on behalf of the Institute for four years. Since 2005, she has served as an External Consultant for National Board for Professional and Technician Examinations, Ghana, where she played a key role in the development of Secretariatship and Management Studies Curriculum at Higher National Diploma Level in Polytechnics.

GINA J. LOWDERMILK
Independent Financial Consultant
Owner/Operator, Platinum Endeavors, LLC

Lowdermilk is a highly experienced and educated Bank Secrecy Act/Anti-Money Laundering (BSA/AML) and Financial Regulatory Compliance professional with extensive policy and procedure development and implementation, training, internal audit, monitoring, risk management and reporting experience. Her emphasis has been working with financial institutions regarding the prevention of money laundering, terrorist financing, drug trafficking and various other Bank Secrecy Act concerns. Lowdermilk also assists institutions that are experiencing regulatory concerns and resolutions, including enforcement actions such as memorandums of understanding and cease and desist orders. Lowdermilk also owns and operates a commercial construction company, Platinum Endeavors, LLC, which specializes in providing various carpentry services to schools, hospitals, libraries, retail and other various commercial structures. She is an adjunct instructor for business and construction management programs at a local college, and writes numerous BSA/AML and Compliance articles, training material and manuals for a variety of clients. She is a member of the Institute of Certified Bankers, the Association for Certified Anti-Money Laundering Specialists, the Pennsylvania State University mentor program, the Darien Women in Business organization, and the National Association for Professional Women. Lowdermilk earned a bachelor’s degree in Labor and Industrial Relations and an M.B.A. at Penn State University.

JANICE NILSEN
Senior Director of Learning and Organizational Development, OfficeMax, Inc.

Nilsen is responsible for overseeing the training and development of the company’s associates, managers and executives enterprise-wide. Nilsen leads the company’s succession planning and performance management processes, and is accountable for the employee opinion survey process in all company locations within the United States and abroad. She was instrumental in the development of the company’s University Relations and college internship programs, and has served as the primary HR support for business functions. Prior to joining OfficeMax, Nilsen held leadership positions with Sears Roebuck & Co. in both headquarters and the retail field. In the headquarters, she held multiple training roles, including being accountable for enterprise-wide retail and call center credit training. As a management trainee, a program she was later to lead for the company. In the field, she served as manager of merchandise implementation accountable for remodeling existing and opening new stores. Subsequently, she held the positions of Store Manager and District Business Manager. Nilsen earned a bachelor’s degree in Economics from the University of St. Joseph’s in Philadelphia, Pa. In 2005, she earned an M.B.A. from the University of Notre Dame in South Bend, Ind. Nilsen earned a Senior Professional in Human Resources (SPHR) designation in 2006.

NEELIMA PARANJPEY
Coordinator of Selection Testing, Human Resource Department, Chicago Transit Authority

Paranjpey has been the Coordinator of Selection Testing in the Human Resource Department of the nation’s second largest transportation company more than two years. She is responsible for establishing and designing selection assessments for all positions including union, non-union and leadership. She ensures the content validation of the assessments, and trains staff and field personnel in test administration and behavioral-based interviewing. Paranjpey also has experience in developing organization-wide change projects, like establishing a knowledge management system and succession planning for the organization. She earned a master’s degree in Industrial Psychology in India and a master’s degree in Industrial/Organizational Psychology from Illinois Institute of Technology. Paranjpey looks forward to helping organizations identify their strengths and potential to energize and engage employees. She has presented locally and internationally on a wide range of topics, including leadership, global OD, self-assessment, group dynamics and large group intervention. Her research interests include appreciative inquiry, positive organizational change and global OD.
JOHN PUTHENVEETIL
First Vice President-Investment Officer, Wells Fargo Advisors, LLC

Puthenveetil has been a financial advisor since 1993. He currently serves as First Vice President-Investment Officer with one of the largest financial services companies in the United States and as a visiting faculty member for the M.B.A. program at the Albertson College of Business, Montana State University, Bozeman. Puthenveetil graduated as a gold medalist in Economics, Puthenveetil graduated summa cum laude with a B.A. in Economics from St. Albert’s College, University of Kerala, India. He also earned a post-graduate diploma in Journalism from the Somani College of Mass Communication; a Master of Arts in Economics and a Master of Philosophy in International Studies from Jawaharlal Nehru University, New Delhi, India; and a professional Master of Arts in Economics from Yale University. As a member of the Investment Management Consultants Association (IMCA), University, New Delhi, India; and a professional Master of Arts in Economics from Yale University. Puthenveetil is certified as a Certified Investment Management Analyst (CIMA) through the IMCA program offered in conjunction with the Wharton School of the University of Pennsylvania, and as a Certified Private Wealth Advisor (CPWA) through the IMCA program offered at the Booth School of Business of the University of Chicago. Puthenveetil’s prior work experience includes stints at the Department of Economics, St. Albert’s College, Kerala, India.; the United Nations Centre on Transnational Corporations; the United Nations Capital Development Fund and Congress Financial Corporation.

JO ANNA RAKOWSKI
Change Management Branch Chief (Strategic Planning and Transformation Directorate), USMEPCOM, Department of Defense

Rakowski is a business and military intelligence professional and a Knowledge Management specialist. She is an innovative, multilingual, goal-driven leader with hands-on operations, project management and marketing expertise that has helped to advance the sales and revenue growth of international, multi-million dollar corporations. Born in Poland, Rakowski earned undergraduate degrees in French Philology from the University of Warsaw and Ballet Pedagogy from the National Music Academy in Warsaw in 1993. She came to the United States in 1995. In 1996, she founded Giotto Design Corporation, a publishing and marketing consulting firm. From 2000-2004, Rakowski was a Military Intelligence officer serving in the United States Army in various roles such as interrogator, Battle Captain of the Multinational Division in Germany, Command Language Program Manager, and Tactical Intelligence Officer assigned to NATO Operations. Rakowski is a veteran community volunteer and an instructor of adult computer classes at Oakton Community College, Alliance for Lifelong Learning Program, in Des Plaines. Rakowski earned an M.B.A. in 2007 and a Master in Project Management in 2010 from DeWitt University in Chicago. Her research interest focuses on OD practices and their application in educational reform in the United States.

KATHERINE SCHROEDER
Director of Organizational Effectiveness for North America, Astellas Pharma

Schroeder has been in the organization and individual development profession for more than 20 years. Currently, she leads a team at Astellas, a global pharmaceutical company, which is responsible for performance management, career development, talent review, succession planning, employee engagement, multi-rater feedback, change management consulting, team effectiveness consulting and team interventions, competency development, globalization support and culture change consulting. Prior to her current role, Schroeder was the Director of Organizational Effectiveness, where she worked with senior leaders and their leadership teams on change management, high performance, culture change, team effectiveness and global organizational effectiveness. Her first position at Astellas was as a Consultant where she was responsible for building and launching an employee, manager, and leader development curriculum; revamping the performance management system; initiating a multi-rater feedback process for executives; and conducting the employee engagement survey. She also has extensive experience in banking, consulting and the public sector in the individual and organizational development arenas. Schroeder earned a bachelor’s degree at the University of Illinois and a Master of Arts in International Relations from University of Denver.
KIMBERLEY BARKER
Manager, University of Michigan Health System

Barker has more than 22 years of management experience in operations and customer service – more than 12 of which she has spent working at the University of Michigan Health System. Recently, Barker was promoted to project manager for the new 1.1 million square foot, $754 million C.S. Mott Children’s Hospital and VonVogtlander Women’s Hospital. Prior to joining the University of Michigan Health System, Barker worked for 10 years in commercial banking. She is also an adjunct instructor at Cleary University in Ann Arbor, Mich., where she teaches management, business research and communications. Barker earned a Bachelor of Science in Business Administration and Master of Business Administration from Hawaii Pacific University in Honolulu. Barker is a member of the Ann Arbor Kiwanis Club, Meals on Wheels, the Academy of Management and The International Society for Organization Development.

JERRY BELL JR.
Maintenance Manager at Aramark Uniform Services

Bell serves as a manager in the uniform and services division of Aramark, a privately-held, $12 billion global company. He is a former aviation officer who enlisted into the Army as a medic and graduated from the United States Military Academy. As a member of the military, Bell flew the UH46 Black Hawk, which provides air assault, general support, aeromedical evacuation, command and control and special operations support to combat and stability support operations. He was deployed overseas in support of U.S. initiatives, and culminated a 13-year career as a senior captain after successfully commanding a unit in the Washington, D.C. area. Bell is a member of the Management Consulting Division (MCD) of the National Academy of Management, where he volunteers with the MCD executive committee overseeing major change initiatives in support of the division.

TANJIA M. COLEMAN
Senior Human Resources Business Partner, DeVry University

Coleman is a human capital strategist with more than 15 years of experience working as a business partner in Fortune 100 companies including Microsoft, Starbucks, Sears and Motorola. Currently, she is the senior human resources business partner for DeVry University, where she is responsible for driving employee engagement, developing training and managing human resources transformation efforts in talent acquisition, employee relations and organizational development. Her contributions include creating processes for new leader assimilation and new hire immersion. Prior to her position at DeVry, Coleman was a member of the Starbucks corporate human resources management team where she was responsible for leadership development, change management, organizational design and training. Prior to Starbucks, Coleman was the diversity program manager at Microsoft where she focused on expanding the organization’s diversity and change management initiatives. Coleman is also the founder of Your Best Career Now, a boutique firm specializing in executive development, business training and talent management. Coleman earned a Master of Science in Industrial and Employee Relations from Loyola University and a Bachelor of Business Administration from DePaul University. She is a member of the Education Committee of Human Resources Management Association of Chicago and serves as the vice president of policies and procedures for the Atlanta Chapter of Global Diversity and Inclusion Foundation’s board of directors. Coleman is also a member of the Society of Human Resource Management, National Association of African-Americans in Human Resources and Society for Hispanic Human Resource Professionals.

COHORT 9 STUDENTS

COHORT 9

COHORT 9

DANE D’ALESSANDRO
Section Chief, Consumer Financial Protection Bureau

D’Alessandro is currently engaged in building and leading the consumer response function of the Consumer Financial Protection Bureau, a new 21st century agency that helps consumer finance markets work more effectively and empowers consumers to take more control over their economic lives. D’Alessandro has devoted more than 25 years to developing and leading large organizations in both public and private sectors and to creating effective public-private partnerships which improve economic and social outcomes within industries. He has held executive positions in the financial services industry and previously led organization strategy and design engagements for Accenture and American Management Systems. D’Alessandro earned a Bachelor of Science in Information and Decision Systems from Carnegie Mellon University and a Master of Arts in Organizational Sciences from George Washington University. His prior academic work focused on intra- and inter-organizational learning and adaptation in turbulent and often political environments.

FRANCHEE HARMON
Executive Vice President, Center for High Performance

As executive vice president of the Center for High Performance (CHP), Harmon partners with top-tier executive teams on issues related to business strategy and organizational leadership. Prior to joining CHP, Harmon was managing director for Leaps of Thought, a management-consulting firm that helped companies address challenges of change, evolution and growth. She also served as director of strategy and corporate development for the Crucible Corporation, an early-stage venture capital investment company in Dublin, Ireland. For nearly 10 years, Harmon honed her consulting skills as a director at PricewaterhouseCoopers in London, where she conceived, built and led the firm’s high-tech toolkit consulting service. Harmon has authored several articles for publication in business journals, contributed to “The Real Cost of Capital” (FT Prentice Hall, 2004), and wrote “Making Purpose Work: The Challenge of Growing Ourselves and Our Companies” (HPH Publishing, 2005). She earned a Master of Business Administration from the University of Chicago and a bachelor’s degree from Bradley University’s School of Engineering and Technology. Harmon also serves on the Board of Directors of Blue Northern Energy LLC. An avid runner, she completed her first marathon in Berlin, Germany.

REYNA HERBISON
Mid-Atlantic Territory Manager, Horace Mann

Herbison has more than 17 years of experience in the insurance and financial services industries working with Fortune 500 and 250 companies as an internal business consultant specializing in functional transformations, start-ups, succession planning and turnarounds. She also has 20 years of entrepreneurial experience owning and operating a variety of profitable small businesses. The combination provides depth to her vision and leadership in driving new business, client relationship management, talent acquisition, training, and assessing and advising clients on financial risk management. Herbison currently consults with exclusive agencies in the areas of start-up business planning, growth perpetuation, new client acquisition and retention, customer satisfaction, strategic marketing and operational planning. She has developed successful sales processes and proven operating techniques especially tailored to meet the business owner’s needs to ensure achievement of strategic objectives. Herbison also assesses profitable growth opportunities for her clients and designs high impact strategic initiatives. Outside of her career, she is active in many civic and community board affiliations and memberships. Herbison earned a bachelor’s degree in Business Administration and an M.B.A. from the University of Charleston.

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SHAWN HARLAN HICKS
Principal, Vision Development Group, LLC

Hicks is the founder and principal of Vision Development Group. He is a seasoned business professional with more than 25 years of experience in business development, project management, church and nonprofit organizational development and operation management. He is recognized in his industry as a professional consultant providing excellent service specializing in membership growth and ministry development. Hicks has vast expertise in developing new business with government contracts, facilitating new growth opportunities for churches and nonprofits through grant development, and construction funding. He is proficient in public outreach initiatives and strong advocacy networks, which target new business and program opportunities in diverse and underserved areas of business and ministry within local and national communities. Hicks has a national outreach, teaching church membership and leaders biblical and ministry life application courses in theology. He speaks for various organizations, leads workshops, and teaches senior executives, pastors and church leadership how to increase their ministries, membership, outreach and effectiveness. Hicks is also a father and preacher. He earned a master's degree in Divinity from Virginia Union University, and plans to use his doctoral studies to serve churches and organization leaders.

SUZANNE LARSEN-BALAOING
Executive of Global Human Resources and Organizational Development, PRO Unlimited Global Solutions

Larsen-Baloing is an executive of PRO Unlimited Global Solutions, an industry leader in contingent workforce services including payroll, 1099 compliance, vendor management and staffing. She currently leads human capital solutions in eight industry verticals across North America, the Asia Pacific, Europe, the Middle East and Africa. Larsen-Baloing has more than 20 years of strategic human resources and organizational development/operations experience with expertise in workforce strategies, human resources legal/employee relations, organizational development consulting, change management, training, leadership and executive coaching. She is accomplished in strategically leveraging and aligning people, processes and organizational dynamics. In addition to her success at PRO Unlimited, Larsen-Baloing is an accomplished human resource professional with more than 15 years of experience in the areas of project management, training, management skills development and social responsibility projects. As the Elevator Maintenance School manager for Surface Warfare Officer School (SWOS) Great Lakes, Larsen-Baloing designed, implemented and is directing the CPO 365 Program that encompasses physical training, leadership training, management skills development and social responsibility projects.

LINDA LENNOX
Assistant Professor, School of Nursing, Aurora University

Lennox has been a chief nursing officer, hospital administrator, health care consultant and university faculty member. She has been a health care consultant to the Department of Defense and Veterans Administration where she implemented an external peer review program based on clinical criteria for medical practice guidelines and outcomes for quality control of care for active duty military, their dependents and veterans. In her capacity as project director for Children's National Medical Center for the Department of Defense, she created an organization development model to assess pediatric emergency medical services from prevention to pre-hospital and hospital care through rehabilitation system components supporting the delivery of care and the prevention of injuries throughout Military Treatment Facilities. As director of nursing and patient care services administrator at St. Joseph’s Center for Mental Health at Creighton University Medical Center, Lennox led strategic change initiatives to facilitate organization change, restructuring work flow, benchmarking and best practice evaluations, customer service assessments, and financial incentive systems. Lennox earned a Master of Science in Nursing from the Medical College of Georgia and a Master of Business Administration from Marymount University in Arlington, Va. She was recognized in “Who’s Who 2004 Businesswoman of the Year” by the Florida Business Advisory Council.

SAVICA C. MISRA
Independent Contractor

Misra has a background in training, human resources and operations. She has worked in management positions with global lodging corporations such as Marriott International and Hyatt Hotels and Resorts, where she was recruited and placed in the corporate management program. During this program, her focus was on environmental sustainability through environmental management and consumption of resources as it relates to hotel management. Misra specializes in creating effective learning environments and has a passion for constructing change. She earned a master’s degree in Training and Development and a bachelor’s degree in Hospitality and Tourism Management from Roosevelt University.

SARAH PEACEY
Management Consultant, KPMG’s People and Change Advisory Services

Peacey is a management consultant with KPMG’s People and Change Advisory Services practice based in Chicago. She specializes in behavioral change management, talent acquisition, program/project management and social media integration. In her current role, Peacey is leading change management and training for global finance transformation initiatives for Fortune 500 clients. She has 12 years of recruiting experience and was a national recruiting manager at KPMG prior to transitioning into her current consulting role. Peacey serves on the advisory board for the National Asian Pacific Islander Network, one of KPMG’s diversity employee resource groups, where she contributes to the creation of strategies for professional development, mentoring and corporate responsibility.

JAMES R. RENLUND
Talent Development Director and Elevator Maintenance School Manager, Naval Station Great Lakes

Renlund has been practicing talent development for more than 15 years. He has worked in a variety of military assignments in the areas of nuclear engineering, project management, leadership development, career counseling, human resource management, instructor and curriculum development. Currently, he is performing two roles – director of talent development and Elevator Maintenance School manager for Surface Warfare Officer School (SWOS) Great Lakes. At SWOS, Renlund designed, implemented and is directing the Chief Petty Officer 365 Program (CPO 365) that encompasses physical training, leadership training, management skills development and social responsibility projects. As the Elevator Maintenance School manager at SWOS, Renlund is responsible for instructor development of 10 personnel and the curriculum management with a throughput of 200 students annually. As a master training specialist, he teaches more than 20 hours a week in various aspects of elevator maintenance and repair. Renlund directed the 2012 Volunteer Income Tax Assistance (VITA) program at Naval Station Great Lakes, managing 125 volunteers who completed 4,000 military tax returns which recovered $2.5 million in taxes. During Renlund’s assignment as a career counselor for a department of 400 personnel, he instituted a successful talent management and succession program, and conducted bi-monthly career management seminars featuring lecture topics which included job conversions, personal transfers, office relocations, retirement planning and education entitlements. Some of Renlund’s other assignments include project manager for the repair of 20 mine warfare ships and quality assurance supervisor for nuclear submarines. Renlund earned a bachelor’s degree in Nuclear Engineering from Excelsior College and a Master of Business Administration from Saint Leo University.
ERIC SANDERS
Principal, Organization Development Economist

Sanders is an independent consultant who helps leaders and organizations achieve measurable results by developing their people. He has 20 years of retail sales and management experience, and has worked for more than 10 years as a scholar-practitioner combining the best of academia with practical business management, serving clients in various industries including retail, financial services, telecommunications, manufacturing and non-profit. Sanders was president of the Organization Development Network of Chicago for four years and served on the national Organizational Development Network 2012 Annual Conference Committee. Sanders earned an associate degree with honors from Clark College, a bachelor's degree in Psychology from Brigham Young University, a master's degree in Economics from Northern Illinois University, and a Master of Business Administration in International Business and Economics from the University of Illinois at Chicago. He was also one of the pilot pioneers to earn the Certified Professional in Learning and Performance credential from the American Society for Training and Development. He has served as an adjunct faculty member at five accredited institutions of higher education, and currently teaches at Benedictine University, Lake Forest Graduate School of Management and Loyola University Chicago.

NANDI SHAREEF
Global Training Manager, The Landings Club on Skidaway Island

Shareef serves as the global training manager of The Landings Club on Skidaway Island, the largest residential club in the United States and one of largest employers in Savannah, Ga., with more than 400 employees. Shareef is charged with designing and implementing a global training plan with the ultimate goal of creating and establishing a regional service training academy from the ground up. In her former position, she served as the youngest director of a national learning center franchise where she facilitated the sustenance of a half-million-dollar business in the throes of an economic recession. Shareef also provides pro bono consulting services for small businesses and non-profit organizations in strategic business planning, as well as career coaching to citizens in transition. She earned bachelor's and master's degrees in Business Administration from Hampton University in Hampton, Va. She serves as a trustee for the Franklinton Center at Bricks, and vice president of her local American Society for Training and Development and Toastmaster chapters. She is also an avid playwright and performing arts show producer. Her doctoral research focuses on millennials in today's new normal workplace.

KABIR SYED
Vice President of Business Development, Allcamba International

Syed is a senior business professional with more than 20 years of progressive business and organization development experience with organizations in need of continued improvement or new direction. In his career, Syed has been responsible for all facets of business development and organizational development. Prior to his current position, he had an extensive career in the health care industry. Syed earned a Bachelor of Science in Biochemistry/Molecular Biology, a Master of Business Administration and a Master of Public Health from Benedictine University. His doctoral research centers on the health care industry.

BLAIR A. TIGER
Math Instructor, St. Bede Academy

Tiger is a faculty member and coach at St. Bede Academy in Peru, Ill. He retired from the U.S. Army as a lieutenant colonel in 2006. As a commander and infantry officer, he focused on leader development, training and team building. During 22 years of active duty, Tiger worked with French, German, Australian, English, South Korean, Panamanian and Slovenian military organizations in both conflict and peace time. His last post in the Army was at the United States Military Academy (USMA) at West Point, where he coordinated and taught leadership to the Corps of Cadets. Tiger earned a bachelor's degree in Civil Engineering from West Point and a master's degree in Management from Webster University.

JOHN M. TOURANGEAU, O.P.
Religious Priest, Norbertines of St. Norbert Abbey; Abbot’s Council (Religious Order Leadership Team); Pastor and Vocation Coordinator, St. Norbert College

Tourangeau is a priest with the Norbertine community of St. Norbert Abbey. This Catholic religious order, founded in France in 1121, is part of an international family that also includes active and contemplative women’s religious communities and lay associates. For more than 25 years, he utilized a master’s degree in Divinity, a Master of Business Administration and a master’s degree in Social Welfare in Community Mental Health, while serving as a bilingual (English and Spanish) organizational consultant to many parish communities and mental health organizations in diverse cultural contexts. He currently serves as pastor of the faith community at St. Norbert College, a member of the Abbot’s Council, and vocation coordinator for his religious order. Tourangeau’s research interests include Appreciative Inquiry as a leadership team intervention, the organizational culture of welcome and hospitality in seminaries and religious orders, and the development of a Roman Catholic anthropology that supports and encourages the intellectual, spiritual, human, pastoral and cultural formation in seminary training.
Distinguished VISITING SCHOLARS
and other Benedictine Faculty

Dr. Philip Minvis
Phlip H. Minvis Associates

Dr. Susan A. Mohrman
University of Southern California

Dr. Kenneth Murrel
University of West Florida

Dr. Ellen O’Connor
Stanford University; Chronos Associates

Dr. Dale Orr
Roosevelt University

Dr. Brian Peach
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Dr. Joanne Preston
Pepperdine University

Dr. Ronald Purser
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Dr. Robert E. Quinn
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Dr. John Redding
Redding Associates

Dr. Grace Ann Rosale
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Dr. Denise Rosseau
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Dr. Edgar Schein
Massachusetts Institute of Technology

Dr. Charles Seashore
Fielding Graduate Institute

Ms. Edith Seashore
Former President,
NTL American University, NTL Institute

Dr. Peter Senge
Sloan School of Management

Dr. Edgar Schein
Massachusetts Institute of Technology,
Peter F. Sorensen Jr., Ph.D., is professor and director of the Ph.D. in Organization Development (O.D.) program and the Master of Science (M.S.) in Management and Organizational Behavior program at Benedictine University. He was instrumental in developing one of the first master's-level programs in O.D. in 1967 and one of the first Ph.D. programs in O.D. in 1996.

He has authored more than 300 articles, papers and books, including a number of best paper selections. His work has appeared in the Academy of Management Journal, Group and Organization Studies, Leadership and Organization Development Journal, Journal of Management Studies, and Organization and Administrative Sciences, among others. In 1996, he was guest editor of a double issue of the OD Practitioner on Appreciative Inquiry. He was the invited guest editor for the first New Millennium issues for both the OD Journal and the OD Practitioner. Sorensen’s most recent books include “Global and International Organization Development” with Thomas Head, Therese Yaeger and David Cooperrider (5th edition), and “Strategic Organization Development: Managing Change for Success” with Yaeger. He has worked with more than 100 organizations including the U.S. Food and Drug Agency, U.S. Steel, DuPage County Health Department, Commonwealth Edison, Abbott Laboratories, Motorola, Scandinavian Air Systems, Novo Nordisk and CNA Insurance.

A former chair of the Organization Development and Change Division of the 18,000-member Academy of Management, Sorensen serves on the editorial boards for the OD Journal, the OD Practitioner and the French journal, RSDG (Revue Sciences de Gestion). He has spoken at international conferences in China, Denmark, France, Germany, Mexico, Netherlands, Sweden and Switzerland. He was an invited distinguished scholar to the first Academy of Management Conference on Global Change. In 1993, he received the “Outstanding OD Consultant of the Year Award” from the OD Institute. He is only one of few who received awards from all three of the major professional associations: the OD Network, the OD Institute and Academy of Management. He currently serves on the Executive Committee of the Management Consulting Division of the Academy of Management and the Board of Directors for the International Society for Organization Development, and is a member of the OD Education Association for the OD Network.

Sorensen earned a Ph.D. in Management from the Stuart School of Management, Illinois Institute of Technology.

Therese F. Yaeger, Ph.D., is an associate professor in the Ph.D. in Organization Development (O.D.) program and the Master of Science (M.S.) in Management and Organizational Behavior program at Benedictine University.

In addition to teaching and conducting research, Yaeger has served in a number of managerial and director roles during a professional career that spans more than 20 years. She has authored numerous papers and articles including 11 books. Her publications include “Global Organization Development: Managing Unprecedented Change” with Peter F. Sorensen and Thomas C. Head (2006), “Assessment of the State of Appreciative Inquiry: Past, Present and Future,” in Woodman and Pasmore’s Research in Organizational Change and Development (Elsevier), and “Strategic Organization Development: Managing Change for Success” with Head and Sorensen (2009).

Since 2006, Yaeger has been editor of the “Contemporary Trends in Organization Development and Change” (Information Age Publishing) series, with six books in the series to date. She has been editorial associate of the OD Journal, an editorial member and guest editor of the OD Practitioner, an editorial board member of Journal of Management Inquiry, and an editorial board member and contributor to Revue Sciences de Gestion/Management Sciences (France) and OD Network’s Seasonings.

Yaeger is the recipient of various awards including the “Distinguished Faculty Award for Research” from Benedictine University in 2011, “OD Consultant of the Year” from the OD Institute in 2010, “Distinguished Educator Award” from the Southwest Academy of Management in 2010, and “Share the Wealth Award” with Sorensen from the OD Network in 2008.

Yaeger has served on the Executive Boards of the Southwest Academy of Management, the Midwest Academy of Management, and the Management Consulting Division of the National Academy of Management. She is now a Past President of the Midwest Academy of Management, and is currently the Division Chair of the Academy of Management’s Management Consulting Division.
Ramkrishnan (Ram) V. Tenkasi is a professor in the Ph.D. in Organization Development program at Benedictine University. His previous appointment was with the Marshall School of Business, University of Southern California, where he started his career as an assistant professor. He earned a Ph.D. in Organizational Behavior from the Weatherhead School of Management, Case Western Reserve University.

Tenkasi’s research and practice interests on Institutional and large scale organizational change, knowledge, learning, information technology and innovation have been funded in the amount of $3 million by multiple federal agencies such as the National Science Foundation, Department of Defense, the National Institutes of Health and the Fulbright Foundation and private foundations such as the Lucent Technologies Knowledge Universe Foundation. Tenkasi has written more than 70 articles and chapters that have appeared in leading journals such as Organization Science, Journal of Applied Behavioral Sciences, Journal of Organizational Change Management, Journal of Engineering and Technology Management and ACM Transactions on Computer Supported Cooperative Work.

As distinguished invited faculty, Tenkasi has presented his research at several international universities such as the University of Technology, Sydney; Work Research Institute, Oslo, Norway; Copenhagen Business School, Copenhagen; Judge Institute of Management Studies, Cambridge, United Kingdom; Shenyang University, China; and the Indian School of Business and the Indian Institute of Management, Bangalore. He served as associate editor of the Journal of Applied Behavioral Sciences, was chair of the Organization Development and Change Division of the National Academy of Management, and was awarded the prestigious Fulbright Senior Research Scholar to continue his research on the Indian software industry.

Tenkasi has consulted on issues of large scale transformational change, learning and knowledge generation processes and innovation for several firms such as Hewlett-Packard, Motorola, Texas Instruments, PacificCare Health Systems, Prudential Insurance, Pratt & Whitney, Honeywell, Shell Oil, AlliedSignal, Lucent Technologies, Pfizer, McDonald’s and Marck & Company.

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O.D. Program Graduates
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For information about the Ph.D. in O.D. program at our Springfield branch campus, please call (217) 525-1420, ext. 519 or visit springfield.ben.edu.