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A brief biography

Dr. Gordon Dehler received his doctorate in organization theory from the University of Cincinnati, master's degrees from Cincinnati and Ohio State University, and his bachelor's degree from the University of Northern Colorado. He has been teaching at the university level for nearly 30 years. He came to C of C from the Department of Organizational Sciences at George Washington University, where he taught courses in management and organization change in the Organization Management graduate program. Previously, he was on the business faculty at the University of Dayton, teaching organization theory, management, and organization change in undergraduate management and MBA programs.

Dr. Dehler's teaching and research interests focus on transformation processes related to management learning and education, leadership development, organization design and culture, workplace spirituality, and new product development. His research has been published in a variety of leading journals and book chapters, including the *Academy of Management Journal*, *Journal of Managerial Psychology*, *Management Learning*, *Journal of Engineering and Technology Management*, *Research-Technology Management*, and the *Journal of Management Education*. He is currently an associate editor for the international journal *Management Learning*.

Academic Appointments

2005-Present	<i>College of Charleston</i> Dept. of Mgt & Entrepreneurship	1995-2001	<i>University of Dayton</i> Associate Professor/Tenured
		1988-1995	Assistant Professor Department of Management
2001-2005	<i>The George Washington University</i> Associate Professor Dept. of Organizational Sciences	1987-1988	<i>Miami University (Ohio)</i> Visiting Instructor Department of Management
		1979-1987	<i>University of Cincinnati</i> Adjunct Professor

Publications

Chapters in Edited Volumes

- Welsh, M.A., Dehler, G.E. & Murray, D.L. (forthcoming 2007) Learning about and through experience: Understanding the power of experience-based education. To be published in M. Reynolds & R. Vince (Eds.), *Experiential learning and management education*. Cambridge U. Press.
- Welsh, M.A. & Dehler, G.E. (2004) Paying attention: Communities of practice and organized reflection. In M. Reynolds & R. Vince (eds.), *Organizing Reflection*, pp. 15-29. Aldershot, UK: Ashgate.
- Dehler, G.E. & Welsh, M.A. (2003) The experience of work: Spirituality and the new workplace. In R.A. Giacalone & C.L. Jurkiewicz (eds.), *The Handbook of Workplace Spirituality and Organizational Performance*, pp. 108-122. Armonk, NY: M.E. Sharpe.
- Dehler, G.E. & Welsh, M.A. (1998) Problematizing *deviance* in contemporary organizations: A critical perspective. In R.W. Griffin, A. O'Leary-Kelly & J.M. Collins (Eds.), *Dysfunctional Behavior in Organizations: Nonviolent Behaviors in Organizations*, Part A, pp. 241-269. Stamford, CT: JAI Press.

Refereed Publications

- Welsh, M.A. & Dehler, G.E. (forthcoming 2007) Whither the MBA? Or the withering of MBAs? *Management Learning*.
- Dehler, G.E. (2006) Using action research to connect practice to learning: A course project for working management students. *Journal of Management Education*, 30(5): 636-669.
- Green, S.G., Welsh, M.A. & Dehler, G.E. (2003) Advocacy, performance, and threshold influences on the decision to terminate new product development. *Academy of Management Journal*, 46(4): 419-434.
- Lewis, M.W., Welsh, M.A., Dehler, G.E. & Green, S.G. (2002) Product development tensions: Exploring contrasting styles of project management. *Academy of Management Journal*, 45(3): 546-564.
- Dehler, G.E., Welsh, M.A. & Lewis, M.W. (2001) Critical pedagogy in the 'new paradigm': Raising complicated understanding in management learning. *Management Learning*, 32(4): 493-511.
- [Reprinted in C. Grey & E. Antonacopoulou (Eds.) (2005) *Essential Readings in Management Learning*. London: Sage. This 'volume brings together some of the best writing published in the journal *Management Learning* since its re-launch' in 1994.]

Refereed Publications (cont.)

Lewis, M.W. & Dehler, G.E. (2000) Learning through paradox: A pedagogical strategy for exploring contradictions and complexity. *Journal of Management Education*, 24(6): 708-725.

[Recognized by the *Organizational Behavior Teaching Society* as one of two *JME* articles to receive Honorable Mention for the Roethlisberger Award for best article in 2000.]

Dehler, G.E. (1998) 'Relevance' in management research: A critical reappraisal. *Management Learning*, 29(1): 69-89.

Dehler, G.E. & Welsh, M.A. (1997) Discovering the keys: Spirit in teaching and the journey of learning. *Journal of Management Education*, 21(4): 496-508.

Green, S.G., Welsh, M.A. & Dehler, G.E. (1996) Transferring technology into R&D: a comparison of acquired and in-house product development projects. *Journal of Engineering and Technology Management*, 13(2): 125-144.

Dehler, G.E. (1996) Management education as intentional learning: A knowledge transforming approach to written communication. *Journal of Management Education*, 20(2): 221-235.

[Reprinted in D. Marcic, J. Seltzer & P. Vaill (2001) Instructor's Manual: *Organizational Behavior: Experiences & Cases* (6th ed.), pp. 11-20. Cincinnati: South-Western.]

Dehler, G.E. & Welsh, M.A. (1994) Spirituality and Organizational Transformation: Implications for the new management paradigm. *Journal of Managerial Psychology*, 9(6): 17-26.

Dehler, G.E. & Welsh, M.A. (1993) Dialectical inquiry as an instructional heuristic in Organization Theory and Design. *Journal of Management Education* 17(1): 79-89.

Green, S.G., Welsh, M.A. & Dehler, G.E. (1993) Red flags at dawn, Or predicting R&D project termination at start-up. *Research-Technology Management*, 36(3): 10-12.

Welsh, M.A. & Dehler, G.E. (1988) Political legacy of administrative succession. *Academy of Management Journal*, 31(4): 948-961.

Book Reviews:

Dehler, G.E. (1996) *Journal of Engineering and Technology Management*: 13 (3-4): pp. 315-319. Books reviewed: H.C. Lucas (1996) *The T-Form Organization* (San Francisco: Jossey-Bass) and J.L. McKenney (1995) *Waves of Change* (Boston: Harvard Business School Press).

Selected Proceedings Publications:

Welsh, M.A. & Dehler, G.E. (2003) Paradigms and praxis in the analysis of organization change. Presented at *Second International Conference on Critical Management Studies*, University of Manchester (UK) 2001. Conference *Proceedings* published in *Electronic Journal of Radical Organization Theory (EJROT)*, Waikato (NZ) Management School.

Lewis, M.W., Welsh, M.A., Dehler, G.E. & Green, S.G. (2000) Project management styles: Managing the tensions of product development. Published in *Best Papers Proceedings* and presented in Technology & Innovation Management Division at national Academy of Management annual meeting, Toronto.

Welsh, M.A., Dehler, G.E. & Green, S.G. (1985) The impact of market attributes and environmental trends upon firm R&D strategy and R&D project characteristics. Published in *Proceedings* and presented to American Institute of Decision Sciences National Conference, Las Vegas.

Presentations (non-Proceedings):

Dr. Dehler has made more than 40 presentations of his research and teaching scholarship at international, national, regional, and local academic and professional conferences. Noted below is an edited summary of those presentations.

Dehler, G.E. (with L. Elrod) Critical pedagogy in K-12: Prospects and problematics. Presented at *Making Connections: Educators in Action School Improvement Conference*, College of Charleston School of Education, March 2007.

Dehler, G. E. Growing students into critical beings: Connecting critical pedagogy to critical action. CMS Interest Group at national Academy of Management annual meeting, Atlanta, August 2006.

[This paper was among four in the Showcase Symposium 'Making CMS relevant to practice: Teaching from a critical perspective' that received the Academy of Management and McGraw-Hill/Irwin Management Education & Development Division Outstanding Symposium Award and the MED Division Best Symposium Award.]

Dehler, G.E. Escaping the Red Ocean: Issues in designing a Blue Ocean graduate management program. *Organizational Behavior Teaching Conference*, Nazareth College of Rochester, June 2006.

Dehler, G.E. (with M.A. Welsh) Whither the MBA? Or the withering of MBAs? Critical realism and reinventing management education. Presented at *Fourth International Conference on Critical Management Studies*, Cambridge University (UK), July 2005.

Dehler, G.E. Connecting knowledge to practice: An action research project. MED Division at national Academy of Management annual meeting, New Orleans, August 2004.

Presentations (cont.)

- Dehler, G.E. (with M.A. Welsh & S.G. Green) Planned serendipity in project management. Best Practices of Project Management and Finance in Pharmaceutical/Biotech R&D – Conference sponsored by the Drug Information Association (accredited by the American Council on Pharmaceutical Education), New Orleans, February 2003.
- Dehler, G.E. (with S.G. Green & M.A. Welsh) A longitudinal examination of project performance and threshold effects in decisions to terminate new product development. TIM Division, national Academy of Management annual meeting, Toronto, August 2000.
- Dehler, G.E. (with M.A. Welsh) Capitalizing on a clash of cultures: MBA education and the democratic classroom. *Organizational Behavior Teaching Conference*, State University of West Georgia, June 2000.
- Dehler, G.E. (with M.A. Welsh) Making heretics, deviants and radicals of us all: The critical imperative in the management of education and the education of managers. Conference on *Re-Organizing Knowledge–Trans-forming Institutions: Knowing, Knowledge and the University in the XXI Century*, University of Massachusetts-Amherst, September 1999.
- Dehler, G.E. (with M.A. Welsh & M.W. Lewis) Critical pedagogy in the 'new paradigm': Raising complicated understanding in management learning. *First International Conference on Critical Management Studies*, University of Manchester (UK), July 1999.
- Dehler, G.E. (with M.W. Lewis) Teaching through paradoxes: Strategies for fostering creative tension, intentional learning, and paradoxical thinking. *Organizational Behavior Teaching Conference*, University of La Verne (CA), June 1998.
- Dehler, G.E. (with J. Prasad) Interdisciplinary team teaching: Identifying (and confronting) pedagogical tensions. *Organizational Behavior Teaching Conference*, Case Western Reserve University, June 1997.
- Dehler, G.E. Intentional learning: Knowledge transformation in a student-centered classroom. *Lilly Conference on College Teaching*, Miami University, November 1995.
- Dehler, G.E. Intentional learning: Leading students from knowledge telling to transformation. *Organizational Behavior Teaching Conference*, Western Illinois University, June 1995.
- Dehler, G.E. Intentional learning: Creating opportunities for knowledge transformation in management education. *Southwestern Ohio Council for Higher Education*, Wright State University, May 1995.

Presentations (cont.)

Dehler, G.E. Intentional learning: Creating opportunities for knowledge transformation in management education. *Enhancing the Teaching of Management Conference*, DePaul University, April 1995.

Dehler, G.E. (with M.A. Welsh) Altering the odds: Horse racing, core competence and R&D management. Presentation to the Research Coordinating Committee, American Cyanamid Company, World Headquarters, Wayne, NJ, November 1993.

Dehler, G.E. (with S.G. Green & M.A. Welsh) Red flags at dawn: Predicting R&D project termination at start-up. The Center for Innovation Management Studies, Corporate Sponsors Meeting & Innovation Research Workshop, Lehigh University, June 1992.

Dehler, G.E. (with M.A. Welsh) The influence of problem equivocality and compositional heterogeneity on information processing in collateral structures. Paper presentation in OMT Division at national Academy of Management annual meeting, Miami, August 1991.

Dehler, G.E. (with M.A. Welsh & S.G. Green) A strategic view of project initiation. TIM Division at national Academy of Management annual meeting, San Francisco, 1990.

Dehler, G.E. (with M.A. Welsh) The political context and consequences of administrative succession. OMT Division at national Academy of Management annual meeting, Chicago, 1986.

Editorial Positions/Board of Reviewers – Academic Journals/Book Series:

o **Associate Editor** (June 2002 – present)

Management Learning (Published by Sage in UK)

An international journal for managerial and organizational learning and development.

o **Associate Editor** (July 2000 – August 2002)

Journal of Management Education (Published by Sage in US)

A leading journal in the field of management pedagogy and teaching scholarship.

Guest Co-editor: Special issue on spirituality in management education, October 2000

o Member – Board of Reviewers

- *Research in Management Education and Development: Vol 4/2005: Educating Managers through Real World Projects* / book series edited by C. Wankel and R. DeFillippi

- *Journal of Management, Spirituality and Religion* / Rowe UK

- *Journal of Management Education* / Sage US

- *International Journal of Management Practice* / Inderscience UK

- *International Journal of Management Philosophy and Concepts* / Inderscience UK

Editorial Positions/Board of Reviewers (cont.)

o Ad Hoc Reviewer

Action Research Journal

Academy of Management Learning & Education

Journal of Management

o Reviewer (all submissions)

Public Voices (Public Administration): special issue on servant leadership (spring 2001)

Professional Membership and Service:

o Member - *University of Maryland University College*

Advisory Board for Doctor of Management Program 2006-present

o Member - *Organizational Behavior Teaching Society*

Elected to OBTS Board of Directors 1998-2001, OBTS Secretary 1999-2001

A society devoted to teaching scholarship in the field of management and organization studies.

o Member - *Academy of Management*

Recent Conference Session Participation:

o Academy of Management annual meeting: pre-conference Professional Development

Workshops: Atlanta, August 2006

- Coordinator/presenter: 'Explorations in action research: Can AR be critical?' (CMS Interest Grp)
- Presenter: 'Comparing management education journals; *AMLE*, *JME*, and *ML*' (MED)
- Panelist: The art of MSR research (Management, Spirituality and Religion Interest Group)
- Discussant: Paper session, CMS Interest Group

o Academy of Management annual meeting: pre-conference Professional Development

Workshops: New Orleans, August 2004.

- Moderator: 'The future of workplace spirituality research: Where do we go from here?' (MSR)
- Presenter: 'Perspectives on project management from Academy and practice' (OMT)
- Facilitator: 'CMS post-doctoral consortium: Translating critical perspectives into practice'
- Presenter: 'Surviving and thriving at smaller schools' (MED)
- Discussant: Paper session, MED Division

Dissertation Advising:

Zhibin Zhang (2004) The George Washington University (Nanyang Technological U/Singapore)

Committee member: Ph.D. dissertation: School of Public Policy and Public Administration
'Ownership, competition, organizational change, and firm performance: China's experience in privatization'

Deborah M. Wharff (2004) University of Maryland (National Security Agency)

External reviewer/committee member: Doctorate of Management: University College
'Expressions of spiritually inspired leadership in the public sector: Calling for a new paradigm in developing leaders'

Souha R. Ezzedeen (2003) The George Washington University (Penn State U. – Harrisburg)

Committee member: Ph.D. dissertation: School of Business and Public Management
'Rethinking work-life balance: Development and validation of the Cognitive Intrusion of Work Scale (CIWS)'