

DENNIS O'CONNOR, PH. D.

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EDUCATION

- Doctor of Philosophy, Organizational Behavior, Case Western Reserve University, 1985.
- Master of Arts, Clinical and Community Psychology, Cleveland State University, 1976.
- Bachelor of Arts, Psychology, Cum Laude, Cleveland State University, 1974.

AREAS OF EXPERTISE

- Appreciative inquiry
- Emotional intelligence
- Personal growth & well being
- Organizational change
- Ignatian leadership & presence
- Sustainability/Open systems

ACADEMIC/TEACHING EXPERIENCE

- **Professor of Management & Leadership**, Le Moyne College, Madden School of Business, 1986-present.
- **Assistant Professor of Organizational Behavior**, Bowling Green University, 1984-86.

COLLEGE AND SCHOOL OF BUSINESS CONTRIBUTIONS

- Chair, Management & Leadership, Human Resource Management, and Management Information Systems, 2015-present.
- Program Director, Management & Leadership, 2005-2015.
- Member, Madden Curriculum Committee, 2013-present.
- Member, Madden Council and strategic planning, 2015-present.
- Attendee, six admission events pre year, 2015-present.
- Participant, M&L/HRM Advisory Board, twice annually, 2013-present
- Workshop/Seminar leader, Ignatian Leadership Program for administrators at Le Moyne, 2017 & 2018.
- Mentor, new faculty mentor program, 2017-present.
- Chair, search committee for faculty hire in M&L, 2017.
- Co-program chair, 2016 Colleagues in Jesuit Business Conference held at Le Moyne College. Member, faculty senate task force on duties of chairs at Le Moyne, 2014-15.
- Facilitator, Ignatian Faculty Forum 2013-2014, 2015-2016.

- President and President-Elect, Le Moyne College Faculty Senate. 2011-2013.
- Member and sometimes Chair, Le Moyne College/ Faculty Finance Committee, LMC Board of Trustees Finance Committee. 2000-2014.

HONORS AND AWARDS

- MBA teacher of the year, 2008.
- National Institute of Mental Health Fellowship, Cleveland State University, 1975.
- Graduate Records Exam, 1974, **Math 830**.
- Stadium Scholarship Dormitory, Ohio State University, 1969-70.

PROFESSIONAL EXPERIENCE

- **Catholic Charities: Emerging Leaders Institute** held at Le Moyne College, Spring, 2016, 2017, 2018. Workshop leader for 4 day-long sessions.
- **Building a Team**, Family Business Center, at Le Moyne College, 2015, 2017.
- **The Excellent Supervisor: Positive Performance Maps and Strategies**, Human Services Leadership Council, at Le Moyne College, Fall, 2014, Spring 2015, Fall 2015, Spring, 2016, Fall, 2016, Spring, 2017.
- **Espresso and Herbal Tea: Managing Self and Change** with Renee Downey-Hart & Dan Orne in the Kaufman Leadership Seminars for Not for Profit Organizations held at Le Moyne College, December, 2011.
- **Leading Change: May You Live in Exciting Times**, in the Kaufman Leadership Seminars for Not for Profit Organizations held at Le Moyne College October, 2010.
- **Leading Great Teams**, with Renee Downey-Hart in the Kaufman Leadership Seminars for Not for Profit Organizations held at Le Moyne College June, 2010.
- **Appreciative Inquiry: Positive Change in Educational Settings**, Central New York High School Principals' Consortium, 2/11/2009.
- **Appreciative Inquiry: A New Theory and Methodology of Human Development**, Manufacturers Association of Central New York, 1/16/2009.
- Designed and conducted **teacher development workshops** at Le Moyne College in conjunction with CAPHE project on 1) course and session design and 2) on using small groups effectively in the classroom, 1999.
- **“Getting Organized: Personal Vision, Time Management, and Creativity,”** Financial Management Association of CNY and the Personnel Management Association of Rehabilitation Facilities staff conferences, 9/24/1996.
- Co-trainer (at CWRU 10/6-8/1994) to prepare facilitators to lead **“Exploration and Reflection” groups** at the 4th Annual International Experiential Learning conference titled “A Global Conversation About Learning,” Washington, Nov 9-12, 1994.
- Conducted adult education class, **“Life Stages, Life Choices.”** Le Moyne College, 1991.
- Co-Trainer/Designer for two day **Freshman Leadership/Diversity workshop**. Le Moyne College, Fall, 1991, 1990.
- Conducted seminar on **"Adult Development and Spiritual Growth"** for Ph.D. class, Case

Western Reserve U., Spring, 1991.

- Co-Facilitator/Designer, 1 day team building workshop for **elected student leaders**. Le Moyne College, Spring, 1991.
- **"Risking the Unaccountable: A Visit to the Twilight Zone,"** The American Society of Women Accountants, Syracuse, NY, Spring, 1990.
- **"To Be or Not To Be: Some Thoughts on Risk Taking and Assertiveness,"** the Administrative Management Society, Syracuse, NY, Spring, 1989.
- **"I Can't Get No Satisfaction: Perspectives on Work, the Work Place, and the Slab Boys,"** in conjunction with Values Committee's economic justice theme, comments and discussion following Firehouse production of the "Slab Boys." Fall, 1988.
- Co-Trainer/Facilitator for a **five day life and career planning workshop**. Masters in Organizational Development and Analysis program, CWRU, 1983.
- Co-Conducted a **two day socio-technical systems workshop** with the Human Resources and Laboratory Medicine departments in conjunction with the Department of Organizational Behavior at CWRU. Cleveland Clinic Foundation, 1982.
- Co-Trainer/Facilitator for five day workshop in **group and multiple group processes**. Organizational Development and Analysis Masters program, CWRU, 1982.
- Trainer for **employee orientation and development**, Cleveland Developmental Center, 1976-79.

Consulting

- Designed and facilitated day-long strategic planning session with the Management Division at Nazareth College, August, 2005.
- Co-designed and facilitated (with Dan Orne) a series of strategic planning and mission statement sessions with the Management Division at Le Moyne College, spring and fall, 2002.
- Invited speaker to kick off training seminar for NY operating managers, "Motivation, Human Potential, and Quality". Federal Express, Syracuse, 2/92.
- Co-facilitated two day large scale change intervention involving 1/2 of the employees of the Fall Brook plant (n=250) in the context of their ongoing "Global Competition" program. Corning, 9/91.
- Co-conducted a Power Laboratory with the Employee Involvement Plant Facilitators Group. Ford Motor Co., 1983.
- Co-organized/designed "Functioning of the Executive Mind" Symposium. Case Western Reserve University, 1983.
- Socio-Technical systems intervention in conjunction with the Department of Organizational Behavior at CWRU. Conducted a series of project start-up and steering committee planning meetings, employee core group meetings, and an interview and survey analysis and feedback. The internal human resources group continued to guide the project through subsequent phases including job redesign, department re-organization, and department-division relations work. Cleveland Clinic Foundation, 1982. co-authored reports.
- Developed and conducted strategic planning and team building workshop for the top management group of a 90 person medical clinic. Resulted in the plan being carried out and has expanded to include a re-organization. Mt. Pleasant Clinic, 1982.
- Strategic planning and management development with the family inheritors of a small

business firm. Thornton Welding Co., 1982.

- Guided performance appraisal/development planning and conducted role negotiation activities with the top management group of a 90 person medical clinic. Mt. Pleasant Clinic, 1981.
- Worked with Associate General Manager in creating and implementing a division-wide Organizational Performance activity, an open systems hybrid of MBO and strategic planning. Project has since expanded to a company-wide effort under the direction of the associate general manager and the internal OD staff. EG&G, Idaho, 1980.
- Team project to develop a medical secretary profile as a basis for improving the work environment and decreasing turnover. Interview/survey feedback. Cleveland Clinic Foundation, 1980.
- Worked on research project to identify the needs of medical residents for managerial training and to design and provide the indicated training. Cleveland Metropolitan Hospital, 1980. Report co-authored with Dave Cooperrider, V. Nilakant, and Peter Holdorf.

PROFESSIONAL AFFILIATIONS

- Organizational Behavior Teaching Society.
- CNY Society for HRM.

SCHOLARSHIP

Peer-Reviewed Journals

- **Facilitating Learning and Leadership in Student Team Projects** in *Learning From Each Other: Refining the Practice of Teaching in Higher Education*. Editors: Michele Kozimor-King and Jeffrey Chin, UCPress, August, 2018.
- **Ignatian Values in Business and Accounting Education: Towards the Formation of Ethical Leadership**, with Joan Myers, published in the *Journal of Business and Educational Leadership*, Vol. 7, # 1, Spring, 2018.
- **A Global Jesuit Case Series: Towards Principled Leadership in a Turbulent World** with Dan Orne and David McCallum, S.J. published in the *Journal of Jesuit Business Education*, July, 2016.

Peer-Reviewed Paper Presentations

- **Navigating with Captain Ignatius: Timeless Principles for an Inner Compass**, with Renée Downey, 44th annual Organizational Behavior Teaching Conference held at Providence College, Providence, Rhode Island, June, 2017. The conference theme was "Navigating the Changing Currents."
- **Ethical Leadership Formation In Accounting Education: An Ignatian Approach**, Dennis O'Connor & Joan Myers, presented at the 25th annual conference of the American Society of Business and Behavioral Sciences, 3/17.
- **"Story to Case: Reflections on the Joe Savage Case,"** Dennis O'Connor, Dan Orne, and Joe Savage, Le Moyne College and Victaulic. 19th annual Colleagues in Jesuit Business

Conference held at Le Moyne College, July, 2016.

- **An Ignatian Perspective to Enrich both Cases and Active Learning towards Leadership Formation**, 42nd annual Organizational Behavior Teaching Conference held at Walsh University, Canton, Ohio, June, 2015. The conference theme was “United in Service.”
- **Presence: Linking Our Voice to a Positive Core**, 41st annual Organizational Behavior Teaching Conference held at Vanderbilt University, Nashville, Tennessee, June, 2014. The conference theme was “Engaging Voices in Teaching Innovation.”
- **Practicing Presence: Dare to Be (different)**, 40th annual Organizational Behavior Teaching Conference held at University of North Carolina, Asheville, June, 2013. The conference theme is Dare to Be Different.
- **Pedagogical Prototypes for a Jesuit Case Series that is both Sustainable and Sustaining** by James Joseph, Martha Grabowski, David McCallum S. J., Dennis O'Connor and Daniel Orne accepted at the the International Association of Jesuit Business Schools, IAJBS 2012 Barcelona, July 2013.

Other

- Ongoing Reviewer for annual Organizational Behavior Teaching conference proposals, **1994-present**.
- Adjunct Reviewer, Journal of Management Education, **1999- present**.
- Co-Program Chair for the 19th annual Colleagues in Jesuit Business conference held at Le Moyne College, **July 2016**.
- Reviewer for 19th Annual Colleagues in Jesuit Business Education Conference held at Le Moyne, **July, 2016**.