



Center Stage: The Newsletter of the Center for Organizational Dynamics

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Becky Collins, Editor

Lights, Camera, ACTION

Cool fall weather! Hot new program! Terrific new digs! Great new staff! It looks like Organizational Dynamics will be the best show in town this fall . . .

New space~

On August 28, the Organizational Dynamics Program Office will move to new quarters on the third floor of the building at 3401 Walnut Street (aptnly named "3401"). We'll be located on the third floor, on the North Side of the A section of the building (the section Starbucks is in) — 328 A, to be exact. The new space is much closer to the newly renovated Bennett Hall, where many Organizational Dynamics classes were scheduled this summer and will be scheduled in the future. Our telephone numbers will remain the same, as will, of course, our email addresses. If you try to contact the office on moving days, there will be some unavoidable delay before we can respond.

New appointments~

Dr. Larry Starr announces two new appointments:

Joining the Organizational Dynamics faculty is **KEITH HORNBACHER**, founder and principal consultant of **Hornbacher Associates** which specializes in providing project planning, control, and risk management services to clients in the pharmaceutical, health care, energy, and aerospace/defense business sectors in North America and Europe. He will be co-teaching, with Dr. Joel Adler, **Dynamics 605, Assessing and Managing Project Risk**, one of the new courses in the (also new) **P3 course concentration**.



DR. ALAN BARSTOW has accepted an appointment, effective August 15, as **Director of Academics and Outreach for Organizational Dynamics**. His new responsibilities will include faculty support and development, student advising and recruitment, alumni development, and strategic planning. Dr. Barstow has been at Penn since 1986, originally at Wharton in the Social Systems Sciences Department. He taught his first Organizational Dynamics course that year, as well, and will continue to teach in the Program.

We extend a very warm welcome to both!

New program ~

The first cohort of students in our new concentration, **"Projects, Portfolios, and Programs," (P3)** begins taking classes this fall. **DR. JOEL ADLER, P3 Concentration Leader**, will oversee course offerings as well as teach in the Program. If you are interested in this exciting new opportunity, call Dr. Adler at 610-940-1941 or email him at adler@sas.upenn.edu.



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Spotlight on Center Members

New or Renewal Members

Guido G. Arevalo, The Ritz Carlton
Lee Bellarmino, NJM Bank
David Brubaker, Writer/Consultant
Eileen Cunniffe, AstraZeneca
Linda DeLuca, Global Biologies Supply Chain of J&J
Darren J. DeRosa, Harleysville Insurance
Sharon Eldridge, Presbyterian Home & Services, Inc.
Scott R. Elkins, UAS, Inc.
Vincent D. Firth, Hudson Highland Group
Marie Flick, PECO Energy
Anush Hakobyan, PhD Candidate, Charles University, Prague
Kendell Hardy, GlaxoSmithKline
Janet Janda, B. Braun Medical
David Kelble, MobileXusa, Inc.
Patricia Kidd, Harris Interactive
John J. Lisowski, Siemens Medical Solutions, U.S.A.
Jack Muraskin, Community College of Philadelphia
Nancy Morris, U.S. Dept. of Health & Human Services
Mary Oliver, FedEx Express
Teodora Paligorova, PhD Candidate, Charles University, Prague
Paul Polsky, GlaxoSmithKline
Mary Quinn, Quinn & Associates, Mgt. Consultants
James Reece, Body Zone Sports & Wellness Complex
John Rudolph, University of Pennsylvania
Branislav Saxa, PhD Candidate, Charles University, Prague
Marilyn Stika, Chart Your Course Career & Business Strategy Coaching Service
Mary Walchak, Covance

Member Updates

JOSEPH FASANELLA, III, '04 (MSOD), '06 (MPhil), has been accepted to the PhD. Program in Business Administration at the International School of Management in Paris, France. He will begin classes in October.

VINCENT FIRTH, '94, started an OD investment, consulting, and training firm in 2003. He recently merged the firm with a global human resources services company, Hudson Highland Group. Current services of the company include all facets of talent management and development. The firm handles leadership development for succession, business development coaching for professionals, training of large numbers of internal coaches, large scale competency development, plug and play performance management solution, and various assessment tools. Clients include GE, J & J, Deloitte, Merrill Lynch, Morgan Stanley, and Ingersoll-Rand.

LARRY JACOBSON, '05, has been accepted to the Doctor of Management program at the University of Maryland, University College. He will begin courses in September

JAMES SERENO, '05, has been named Director of Development at Drexel University in Philadelphia.

BETTY A. TWYMAN, '95, has joined Esslinger, Wooten, Maxwell, Inc. Realty company in Plantation, Florida, as Broker-Associate.

Another Visiting Scholar in the Limelight



Andrei Villarroel, Visiting Scholar in residence in Organizational Dynamics throughout the 2004-2005 academic year, resumed his Ph.D. studies at **EPFL** in Switzerland last September. His paper (coauthored with John E. Taylor of HEC Lausanne and Raymond Levitt of Stanford University) "Simulating Learning in Interorganizational Networks: The Insidious Role of Task Interdependence and Relational Instability on System-Level Learning," took the **Best Paper Award** at the conference of the **North American Association for Computational Social and Organization Sciences**. The paper is being considered for publication in the *Journal of Computational and Mathematical Organization Theory*.

His article on the 13th CCC Conference, hosted by EPFL, is published on the [EPFL website](http://www.epfl.ch).

On September 26, he will address the Organizational Dynamics community at a Dinner Lecture at the Inn at Penn at 5:15 p.m.

Fall Brunch Scheduled for September 16

Karen Daroff will be the featured speaker at this year's eagerly-anticipated Fall Brunch to be held on Saturday September 16, 10:00 a.m. - 12:00 p.m. at the Inn at Penn. She will speak about Innovation.

One of Philadelphia's best-known businesswomen, Daroff is the President and Principal in Charge of Design at Daroff Design, a full service architecture and interior design firm, which she founded in 1973. Her firm specializes in entertainment facilities, including hotels, corporate headquarters, and conference centers. Clients include Bally's, Caesars, and Harrah's Atlantic City; Leows Hotels; Walt Disney World Company; and J.W. Marriott.

Recently named to the Governor's list of the 50 Top Business Women in Pennsylvania, Daroff was recipient of the prestigious **Designer of the Year** award in 1990. Her work has been published in numerous highly-regarded interior design and architecture publications, both in the U.S. and abroad.

Among her many professional affiliations are the Greater Philadelphia Chamber of Commerce, the Urban Land Institute, and the Board of Trustees of the University of the Arts in Philadelphia.

Members of the Organizational Dynamics community—Faculty, Students, Alumni, and Center Members—are cordially invited to attend the annual Fall Brunch. Send an email to Joyce Bryant at dynamics@sas.upenn.edu to RSVP the invitation.

Calendar

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| August 28 | Organizational Dynamics Program Office moves to 3401 Walnut Street Suite 328A (see item, left) |
| September 4 | Labor Day—Program Office and University closed |
| September 9 | Fall Term courses begin for Organizational Dynamics degree programs |
| September 16 | Fall Brunch on Innovation Karen Daroff (see article above) Lecture title to be announced |
| September 26 | Dinner Lecture on Organizational Networks J. Andrei Villarroel (See article below) Lecture title to be announced |
| October 3 | Dinner Lecture on Organizational Change Jason Magidson, Ph.D. "Applications of Idealized Design for Organizational Problem Solving" |
| October 12 | Dinner Lecture on Strategic Thinking Harold Klein, Ph.D. "Complex Organizational Problems in the Mind's Eye" |
| October 19 | Dinner Lecture on Organization Development and Change Arthur Freedman, Ph.D. Lecture title to be announced |
| October 24 | Dinner Lecture on Coaching Col. Robert Ratner Lecture title to be announced |
| November 13 | Dinner Lecture on Leadership Patricia Lawler, Ed.D. Lecture title to be announced |
| November 30 | Dinner Lecture on Organization Development and Change Robert Marshak, Ph.D. Lecture title to be announced |

Editor's Note: The popular Dinner Lecture series allows all members of the Organizational Dynamics community—faculty, students, alumni, and Center Members—to come together for a meal and a stimulating talk by leaders in OD. Lectures are held at the Inn at Penn during the regular pre-class dinner hour, beginning at 5:15 p.m. and ending just before students must leave for class. There is no charge for Center Members.

Spotlight on Organizational Dynamics Faculty

In February 2006, **DR. PAUL D. ALLISON** published a paper in the *New England Journal of Medicine* entitled "[Mortality after the Hospitalization of a Spouse](#)" (co-authored with Nicholas Christakis, M.D., Ph.D.). The paper studies the effects of the hospitalization of an elderly spouse on the other spouse.



DR. ELIJAH ANDERSON'S book, *Code of the Street: Decency, Violence, and the Moral Life of the Inner City* was first published in 1999. During the last week of July 2006, the book and its author were featured in the Philadelphia *Inquirer* wherein Dr. Anderson published an article "[Dissecting the Code of the Street](#)" and subsequently responded to questions and comments on his article and book in the *Inquirer's* "[Forum](#)."

Visiting Scholar and Organizational Dynamics faculty member, **DR. STEVEN FREEMAN**, remains in demand on the media interview circuit, and his new book, *Was the 2004 Presidential Election Stolen?* has been cited or reviewed in numerous magazines and newspapers, including the *Boston Globe* and *Rolling Stone*. Among his many interviews, are those with: CNN; Terry Gross of NPR's "Fresh Air" (program has not yet aired); and Barry Gordon's syndicated California radio program, "From Left Field." [Editor's note: When I started to write this item, I thought I would include links to all the websites where the book has been reviewed or referred to, or where Freeman and his co-author, Joel Bleifuss, had been interviewed, but after Googling Freeman's name, I was overwhelmed by the number of sites expressing interest in the book. I recommend you try the Googling method yourself. Another way to get quick paths to a few websites is to visit [Steve's personal web page](#). To order the book from Amazon, click [here](#).



LAWRENCE A. HUSICK, JD, delivered a lecture on July 18, 2006, to the Institute of Validation Technology's Conference on Technology Transfer. His topic was "Structuring Technology Transfer Arrangements." On August 4, he delivered a presentation to the IBC Drug Discovery Conference's Early State Company Showcase detailing his venture, **TeraDisc, LLC**, which provides software and services to pharmaceutical and other companies wishing to advance work on "grand challenge" problems using System X, one of the fastest cluster supercomputers in existence.

DR. LARRY STARR presented a paper, "[Reframing Survival: It's About Systems not a Chain](#)" at the June 2006 Emergency Cardiac Care Update Conference in Orlando. This summer, he has been working closely with the [Academy of Management](#) and will serve as coordinator and leader of the ODC Professional Development Workshop, "Building ODC as an Academic Discipline," which will feature the delivery of papers and discussion groups. He has also been elected to the board of the ODC Endowment Fund which reviews and awards research grants on topics of organizational development and change. He has also been elected a member of the board of the newly-founded Graduate School Alliance for Executive Coaching, an association of 12 universities offering graduate degrees or programs in coaching. The group plans a major conference in spring, 2007.

