

# Todd D. Jick

## 2019 (June)

### Curriculum VITA

---

#### Office

Uris Hall  
3022 Broadway, Room 721  
New York, New York 10027  
212-854-9252  
[tdj2105@columbia.edu](mailto:tdj2105@columbia.edu)

#### Academic Background

- |                |  |
|----------------|--|
| 2014-Present   | Bernstein Faculty Leader, Sanford Bernstein & Co<br>Ethics Fellow  |
| 2010 – Present | Senior Lecturer in Discipline in Business.   |
| 2006 – 2010    | Columbia Business School Professor of<br>Management  |
| 2001 – 2002    | Visiting Professor, London Business School   |
| 1999 – 2001    | Visiting Professor, Brandeis University, Program<br>for Economics and International Finance  |
| 1992 – 1994    | Visiting Professor, INSEAD   |
| 1984 – 1994    | Associate Professor, Organizational Behavior,<br>Harvard Business School   |
| 1981 – 1984    | Associate Professor, with tenure, York University,<br>Faculty of Administrative Studies, Organizational<br>Behavior and Industrial Relations |
| 1981 – 1982    | Visiting Associate Professor, Management of<br>Organizations, Columbia University, Graduate<br>School of Business                            |
| 1978 – 1981    | Assistant Professor, York University   |

**Education**

- 1978 Ph.D. Cornell University, New York State School of Industrial and Labor Relations. Organizational Behavior (Major) and Collective Bargaining (Minor)
- 1976 M.S. Cornell University, NYSSILR, Organizational Behavior and Social Psychology
- 1971 B.A. High Honors, Wesleyan University, Social Anthropology

**Dissertation and Thesis**

- 1978 Ph.D. Dissertation, Cornell University – Process and Impacts of a Merger: Individual and Organizational Perspectives
- 1976 M.S. Thesis, Cornell University: Labor-Management Relations in an Israeli Textile Factory – An Applied Case Study

**Research Interests**

Organizational Change Management  
Leadership  
Organizational Processes and Design  
Execution and Implementation  
Human Resource Management  
Merger Integration

**Publications**

1. “30 Years of Change Management: Is It Time to Reboot” Todd Jick and Kinthi Sturtevant, chapter in Research in Organizational Change and Development, editors, Noumair, D. and A. Shani, Vol 25, 2017
2. Leading Change: A Guide for the Perplexed,” FutureScan, 2016.

3. "The Art of Selling and the Selling of Art: Brandeis' Rose Museum" in Lessons in Leading Change, Don Warrick, 2011
4. Managing Change: Cases and Concepts, Irwin Press, Homewood, Illinois, (3<sup>rd</sup> edition, 2011) (T. Jick and Maury Peiperl)
5. "Mixing Qualitative and Quantitative Methods: Triangulation in Action", in Mixed Methods Reader, edited by Vicki L. Plano Clark and John W. Creswell, Sage Publications, 2007.
6. The Boundaryless Organization (R. Ashkenas, D. Ulrich, T.D. Jick, S. Kerr), Jossey-Bass Publishers, San Francisco, 2003, Second Edition.
7. "Towards a New Spirit: Changing Values to Renew a Company" chapter in 21 Leaders for the 21<sup>st</sup> Century: edited by Fons Trompenaars and Charles Hampden Turner, 2003.
8. "Vision is 10%, Implementation the Rest" Business Strategy Review, 2002
9. "Values Management: A Tool for Managing Change" by T.D. Jick, chapter in The Organization in Crisis: Downsizing, Restructuring and Privatization, edited by R.J. Burke, C.L. Cooper, Blackwell Publishers, 2000, pp. 251-268.
10. The Boundaryless Organization Field Guide: Practical Tools for Building the New Organization (R. Ashkenas, T.D. Jick, D. Ulrich, C. Paul-Chowdhury), Jossey-Bass Publishers, San Francisco, 1999.
11. "Accelerating Change for Competitive Advantage," Organizational Dynamics, Summer 1995.
12. "Managing Change," chapter in The New Portable MBA, (E. G. C. Collins, M.A. Devanna), Wiley Press, 1994.

13. The Challenge of Organizational Change (R. Kanter, B. Stein, and T.D. Jick), Free Press, New York, 1992.
14. Management Live: The Video Book (with Robert Marx and Peter Frost), Prentice Hall, Englewood, NJ, 1991.
15. "Customer-Supplier Partnerships: Initiating and Facilitating Interorganizational Change," Journal of Human Resource Management, Spring 1991.
16. "From Dialogue to Action: Developmental Learning in a Change Process," R.N. Ashkenas and T.D. Jick; chapter in Research In Organizational Change and Development, Edited by W. Passmore and R. Woodman, Vol. 6, 1992, Jai Press, Greenwich, CT.
17. Commentary On: "The Case of the Team-Spirit Tailspin," in The Harvard Business Review, R. Daniel Foster, pp.4-12, January-February, 1991.
18. "Creative Conflict: A Path for Change," in The Ameritech Magazine, T.D. Jick and S. Rosegrant, pp. 21-25, Vol. II, Issue 5, 1990.
19. Launching and Leading the Boundaryless Organization, edited by T.D. Jick, L. Schlesinger, and D. Ulrich, Symposium Volume, General Electric Company, 1990.
20. "Power and Influence: Is the Practice What We teach?" in B.H. Sheppard, M.H. Bazerman, and R.J. Lewicki (eds.), Research on Negotiation in Organizations, Vol. 2, Greenwich, Conn.: Jai Press, 1990, pp. 125-137.
21. "Survivor Sense Making and Reactions to Organizational Decline," L. Greenhalgh and T.D. Jick, Management Communication Quarterly, Vol. 2, No. 3, February 1989, pp. 305-328.
22. "Leading Case Discussions: A Brief Roadmap," in Instructors Manual, Organizational Behavior: Experience and Cases, Dorothy Marcic (ed.), West Publishing, St. Paul, MN, 1988, pp. 24-26.

23. "Managing and Coping with Budget Cut Stress in Hospitals," in Stress in the Health Professions, R. Payne and J. Firth (eds.), New York, John Wiley, 1987, pp. 259-269.
24. "The Art of Saying No: On the Management of Refusals in Organizations," T.D. Jick and D. Izraeli, in Organizational Reality, 3<sup>rd</sup> edition, P. Frost, V. Mitchell, and W. Nord (eds.), Scott Foresman, 1986, pp. 283-296. Reprinted in Readings in Managerial Psychology, 4<sup>th</sup> edition, Leavitt, Pondy, and Boje, (eds.), University of Chicago Press, 1986, pp. 1-24.
25. "The Art of Saying No: Linking Power to Culture," D. Izraeli and T.D. Jick," Organization Studies, April 1986, pp. 171-192.
26. "As the Ax Falls: Budget Cuts and the Experience of Stress in Organizations," in Stress and Cognition in Organizations: An Integrated Perspective, R. Bhaghat and T. Beehr, (eds.), John Wiley, 1985, pp. 83-114.
27. "Taking Stock of Organizational Decline Management," V.V. Murray and T.D. Jick, Journal of Management, 2, 3, Fall/Winter 1985, pp. 111-123.
28. "Hospital Funding Constraints: Strategic and Tactical Decision responses to Sustained Moderate Levels of Crisis in Six Canadian Hospitals," V.V. Murray, T.D. Jick, and P. Bradshaw, Social Science and Medicine, 1984, Vol. 18, 3, pp. 211-219.
29. "To Bargain or Not to Bargain: The Case of Hospital Responses to Externally Imposed Budget Cuts," V.V. Murray, T.D. Jick and P. Bradshaw, in Bargaining Inside Organizations, M. Bazerman, R. Lewicki, (eds.), Beverly Hills, CA: Sage Publications, 1983, pp. 272-295.
30. "The Stressful Effects of Budget Cuts in Organizations," in A. Rosen, (ed.), Topics in Managerial Accounting, 3<sup>rd</sup> edition, Toronto: McGraw-Hill, 1983, pp. 267-280.
31. "The Management of Hard Times: Budget Cutbacks in Public Sector Organizations," T.D. Jick and V.V. Murray, Organization Studies, 1982, Vol. 3, No. 2, pp. 141-170.

32. "Strategic Decision Responses to Hard Times in Public Sector Organizations," V.V. Murray and T.D. Jick, Proceedings of the Academy of Management, 1981.
33. "Sex Differences in Work Stress: An Integrative Review and Analysis," T.D. Jick and L. Mitz, Academy of Management Review, July 1985, 10, 3, pp. 408-420.
34. "Involving Employees in Productivity and QWL Improvement: What OD Can Learn from the Manager's Perspective," T.D. Jick and R. N. Ashkenas, in Contemporary Thinking and Applications, D. Warrick, (ed.), Scott Foresman and Company, 1984, pp. 218-230.
35. "Productivity and QWL Success Without Ideal Conditions," R.N. Ashkenas and T.D. Jick, National Productivity Review, Fall 1982, Vol. 1, No. 4, pp. 381-388.
36. "Being More Realistic About Employee Involvement," R.N. Ashkenas and T.D. Jick, Boardroom Reports, November 15, 1982.
37. "Sex-role Differences in Stress," T.D. Jick and L. Mitz, Academy of Management Proceedings, 1982, pp. 390-394.
38. "Whither Stress Research?: An Agenda for the 1980's," R. Payne, T.D. Jick, and R.J. Burke, Journal of Occupational Behavior, January 1982, Vol. 3, No. 1, pp. 1-4.
39. "Occupational Stress: Recent Findings and New Directions," T.D. Jick and R.J. Burke, Journal of Occupational Behavior, January 1982, Vol. 3, No. 1, pp. 131-145.
40. Guest Editor, "Occupational Stress," a special issue of Journal of Occupational Behavior, January 1982, 145 pages.
41. "A Process Analysis of Labor-Management Committee Problem Solving," T.D. Jick, R.B. McKersie, and L. Greenhalgh, Proceedings of the 1982 IRRA Meetings, pp. 182-188.

42. "The Relocation Challenge for the 1980's," Worklife: The Magazine of Employment Issues, Spring, 1981.
43. "Stress at Work: An Abbreviated Update," T.D. Jick and R. Payne, Exchange: The Organizational Behavior Teaching Journal, Fall 1980, Vol. 5, No. 3, pp. 50-56.
44. "Change and Continuity: The Role of a Labor-Management Committee in Facilitating Work Force Change During Retrenchment," R.B. McKersie, L. Greenhalgh, and T.D. Jick, Industrial Relations, Spring 1981, Vol. 20.
45. "Managers and Quality of Worklife: A Clash of Values?" In Management Under Difference Value Systems, Gunter Dlugos and Klaus Weiemair, (eds.), Berlin and New York: Gruyter Publisher, 1981, pp. 350-372.
46. Dispute Resolution Under Fact-Finding and Arbitration: An Empirical Evaluation. T.A. Kochan, M. Mironi, R.G. Ehrenberg, J. Baderschneider, and T.D. Jick. New York: American Arbitration Association, 1979.
47. "A Theory and Empirical Examination of the Mediation Process," T. Kochan and T.D. Jick, Journal of Conflict Resolution, June 1978, Vol. 22, No. 2, pp. 209-240.
48. "Labor-Management Panel Seeks to Help Laid-Off State Workers," Monthly Labor Review, May 1978, Vol. 101, No. 5, pp. 38-40.
49. "Coping with Job Loss: An Integration of Research, Application and Policy Development," Industrial Relations Research Association Series, Proceedings of the 30<sup>th</sup> Annual Winter Meeting, December 1977, pp. 28-30.

**Focus: General Contributions to Teaching, Research Methods and to the Field of Change Management**

50. Website on Organizational Change (2011- 2016)  
[www.professorjickblog.com](http://www.professorjickblog.com)

51. Editor, Organizational Behavior Teaching Society Newsletter (appeared three times annually), 1987-1989.
52. "Mixing Quantitative and Qualitative Methods: Triangulation in Action," Administrative Science Quarterly, 1979, Vol. 24, No. 4, pp. 602-611.

### **Cases Published**

53. Over 40 cases and teaching notes in Harvard Case Services including Peter Browning, and Donna Dubinsky and Apple Computer, which are among Harvard's top selling cases.
54. Columbia Business School Case Works cases and teaching notes include:
  - a) Merrill Lynch: Evolution, Revolution and Sale
  - b) Transforming the Finance Function at the New York Stock Exchange
  - c) Singapore Air: Continuous Improvement
  - d) Henry Silva: Young Change Agent
  - e) Susan Baskin Young Change Agent
  - f) Chew Lin Tang at Singapore Housing and Development Authority: Young Change Agent
  - g) The Shark in the Room at the Metropolitan Art Museum
  - h) NASA: Managing Change
  - i) Selling Change or Selling Art at Brandeis University
  - j) The Evolution of Change at the Metropolitan Museum
  - k) Summer in Change Management: Implementing a New System Launch
  - l) Mooc's: Passing Fad or Higher Ed Revolution
  - m) IBM: Changing the Culture...Again
  - n) Chris Cunningham
  - o) The Washington Post and the NY Times "they are a changing"
  - p) Cross Border Change Management: Darlene Adams
  - q) Cross Border Change Management: Alex Petrov
  - r) Molly Dane in Dublin
  - s) Google's Diversity Debate (A)
  - t) Google's Diversity Debate (B)
  - u) AB InBev and ZX Ventures: Thirst for Self Disruption
  - v) Michelle Rhee (A)
  - w) Michelle Rhee (B)



## Articles and Cases Reprinted

55. “Labor-Management Panel Seeks to Help Laid-Off State Workers.” Reprinted in Labor Management Cooperation: Recent Efforts and Results, U.S. Department of Labor, December 1982, pp. 92-94.
56. “Mixing Quantitative and Qualitative Methods: Triangulation in Action.” Reprinted in Qualitative Methodology, J. Van Maanen, (ed.), Beverly Hills: Sage Publications, 1983, 135-148 and in Methods and Analysis in Organizational Research, Bateman and Ferris, (eds.) Reston Publishing, March 1984; in Belkaovi, A. Accounting Methodology, Greenwood Press, 1987.
57. Case: “Peter Browning and Continental Whitecap.” Reprinted in Organization Development and Change, T. Cummings/Huse, West Publishing Company, 1989.
58. Case: “Chris Cunningham” reprinted in Effective Behavior in Organizations, 3<sup>rd</sup> edition, Alan Cohen, S. Fink, H. Gadon and R. Willits, Richard Irwin, 1988.

## Awards and Honors

- Singhvi Prize for Teaching Excellence—2009, Columbia Business School
- Opening Keynote: National Change Management Conference (Prosci), 2010
- Keynote, Conference Board Change Management Council, 2014
- “Best Chapter Award”, Research in Organizational Change and Development, 2017, for chapter, “30 Years of Change Management: Is It Time for a Reboot?”
- Singhvi Prize for Teaching Excellence- 2019, Columbia Business School.

**Professional and Board Experience**

- Board Member, Williamstown Theater Festival, '08-Present, and Chair of Governance Committee, 2011- 2014, Chair of Artistic Initiatives Committee, 2015-
- Board Member, Claire's Stores, and Chair of Compensation Committee, '03-05
- Advisory Council Member, Standard Electric Company, '02-'09
- Managing Partner, Center for Executive Development, 1995-2006, specializing in Leadership and Executive Development

**Community Contributions:**

- Facilitator: 9-11 Memorial Advisory Councils ( Mission, Program, Jury, Culture Institutions) on behalf of Lower Manhattan Development Corporation, '02-'05.

**Outside Activities**

- RELX Group (Executive Teaching, 2009-2016)
- Hearst Group (Executive Teaching, 2010, 2011, 2013, 2014, 2015)
- Center for Curatorial Leadership (Executive Teaching, 2011-Present)
- Forest City Ratner (Executive Coaching, 2011-2013)
- Goldman Sachs (Learning Organization Offsite, 2013 and Leadership Development, 2014)
- Williamstown Theater Festival Board (2007-Present)
- Lindsay Cunningham (Facilitator of Leadership Retreat, 2013)

- Varagon (Facilitator of Leadership Offsite, 2014)
- Memorial Sloan Kettering (Exec Coach, 2015-2018 )
- Key Bank (Advisor on Merger Integration, 2016)
- Duff and Phelps (Executive Coach, 2016- )