

W. WARNER BURKE, PH.D.

*Edward Lee Thorndike Professor of Psychology and Education
Graduate Programs in Social-Organizational Psychology
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EDUCATION

University of Texas

Austin, TX

- Ph.D., Social Psychology, June 1963

University of Texas

Austin, TX

- MA, Experimental Psychology, August 1961

Furman University

Greenville, SC

- BA, Psychology, June 1957

Professional Education

- Intensive Postgraduate Training Program in Gestalt Therapy, Gestalt Institute of Cleveland, Inc., 1974–1975, Cleveland, OH.
- Applied Behavioral Science Intern Program, NTL Institute, Summer 1965, Bethel, ME.

MILITARY SERVICE

U.S. Army Reserve, 9 years; ROTC in college. Active Duty—February 1958 to February 1960. Lieutenant (Artillery). Honorable Discharge, June 3, 1964.

PROFESSIONAL EXPERIENCE

- *January 2016 - Present.* Editor, *Journal of Applied Behavioral Science.*
- *January 2016 - February 2019.* Co-Founder and Director, Benavidez Leader Development Program, United States Military Academy at West Point, NY.
- *September 2006 - August 2009.* Chair, Department of Organization and Leadership, Teachers

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College, Columbia University, New York, NY.

- *December 2002 - Present.* Edward Lee Thorndike Professor of Psychology and Education, founder and former Program Coordinator of Graduate Programs in Social-Organizational Psychology including the M.A. cohort program at West Point, Department of Organization and Leadership, Teachers College, Columbia University, New York, NY.
- *May 2005 - May 2019.* Co-Director, Eisenhower Leader Development Program (MA Degree), United States Military Academy at West Point, NY.
- *July 2006 - Present.* Supervisor/Mentor, annual fellowship program for Army colonels, U.S Army War College.
- *July 2000 - November 2002.* Professor of Psychology and Education, and Program Coordinator of Graduate Programs in Social-Organizational Psychology, Department of Organization and Leadership, Teachers College, Columbia University, New York, NY.
- *May 2000 - May 2003.* Senior Advisor to former PricewaterhouseCoopers Consulting, acquired by IBM Global Business Consulting Services.
- *September 1996 - June 2000.* Professor of Psychology and Education, and Chair, Department of Organization and Leadership, Teachers College, Columbia University, New York, NY.
- *June 1979 - August 31, 1996.* Professor of Psychology and Education, Department of Social, Organizational, and Counseling Psychology, Teachers College, Columbia University, New York, NY. Area Coordinator for graduate programs in organizational psychology—MA, Ph.D., and postdoctoral fellowships.
- *June 1989 - 1995.* Consulting Editor, Addison-Wesley Series of books for middle managers.
- *1989 - 1995.* Editorial Board, Practice Series, Society for Industrial and Organizational Psychology.
- *June 1988 - 1995.* Faculty Director, “Leading and Managing People” program, Executive Programs, Graduate School of Business, Columbia University, New York, NY.
- *July 1985 - December 1989.* Founding Editor, *Academy of Management Executive*, quarterly journal published by the Academy of Management. (Now *Academy of Management Perspectives*)
- *July 1979 - June 1985.* Editor, *Organizational Dynamics*, the quarterly journal of organizational behavior for professional managers published by AMACOM, American Management Association, New York, NY.
- *September 1976 - May 1979.* Professor of Management and Chair, Department of Management, Clark University, Worcester, MA. Managed academic department with MBA and five-year BA/MBA programs. Instituted special MBA program for Digital Equipment Corporation.
- *October 1969 - September 1979.* Associate Editor, Book Review Editor, and Editorial Board Member, *Journal of Applied Behavioral Science*.

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- *October 1974 - August 1976*. Full-time private practice, organizational and management consultant, Washington, DC. Organization development consultation, management development, training, and career counseling. Clients in business/industry, federal government (both United States and Canada), medical schools, and other service organizations. Clients also in Brazil, England, and Japan.
- *April 1967 - September 1975*. Executive Director, Organization Development Network—a professional body of 1,400 organization development specialists throughout the United States and Canada.
 - Managed the complete functioning of the Network, including the two national meetings each year, an Advisory Board of 13 persons to determine and implement policy decisions, and career counseling and development for OD practitioners. Managed the administration of the membership, budget, and publication functions. During my administration the Network grew from a membership of 50 to 1,400.
- *October 1973 - October 1974*. Director, Executive Programs, NTL Institute, 1815 North Fort Myer Drive, Arlington, VA.
 - Arranged for staff, designed and conducted the President’s Conference on Human Behavior and the Key Executive Conference. Created the new program series for chief executive officers, “The Presidents’ Series on Organizational Behavior,” and the associated new publication, *The NTL Presidents’ Link*.
- *March 1970 - October 1973*. Director, Center for System Development, NTL Institute, Arlington, VA and Washington, DC.
 - Administered all management training programs—Management Work Conference, Key Executive Conference and Presidents’ Conference on Human Behavior and NTL’s contracts on management training and organization development. Created and administered the “New Technology in Organization Development” Conference. As Center Director, directly supervised the work of seven professional and nine administrative staff persons.
- *June 1966 - February 1970*. Program Director, Center for Organization Studies, NTL Institute, Washington, DC.
 - Administered (staffed, designed, and conducted) the Management Work Conference, a management training program in human relations for middle managers from a variety of organizational settings. Administered and helped to create and develop (with Richard Beckhard) the Program for Specialists in Organization Development. The training elements of this program have now been duplicated in many parts of the world. Consulted with a variety of organizations on management and organization development.
- *September 1963 - June 1966*. Assistant Professor, Department of Psychology, University of Richmond, VA.
 - Taught graduate and undergraduate courses in psychology, supervised MA theses, and served on the staff of the University Counseling Center. Courses were introductory psychology, statistics, personality, social psychology, motivation and learning, and a human relations course in the business school. Supervised MA theses in social psychology, motivation, and learning. Counseling was primarily vocational, with some clinical.

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- *September 1963 - June 1965.* Staff Psychologist, Psychological Consultants, Inc., Richmond, VA.
 - This part-time position consisted of screening potential executives and managers for local business-industrial firms and conducting management-supervisory training programs.

ADDITIONAL ACADEMIC EXPERIENCE

- Adjunct Faculty Member, Master of Science in Organization Development Program, Pepperdine University, 1976–present.
- Distinguished Visiting Scholar, Graziadio School of Business and Management, Pepperdine University, January–May, 2001.
- Senior Lecturer, Washington Public Affairs Center, School of Public Administration, University of Southern California, 1976.
- Senior Lecturer, School of Management, Case Western Reserve University, Fall Semester, 1973–1974.
- Visiting Professor, Indian Institute of Management, Calcutta, India, June–July 1973.
- Adjunct Associate Professor, Department of Psychology, Teachers College, Columbia University, Fall Semester, 1971–1972.
- Lecturer, School of Education, Howard University, Spring Semester, 1970. Associate Professorial Lecturer, Department of Education, George Washington University, Fall Semester, 1969.
- Instructor, Department of Psychology, University of Texas, 1962–1963 Session and Summer School, 1963.

PROFESSIONAL CONSULTATION EXPERIENCE

Since 1963, in conjunction with academic and organizational responsibilities, have served as a consultant in management and organization development to a variety of US and international organizations, including business-industry, federal government, and nonprofit service and religious institutions. Beginning in 1985 maintained a small consulting firm, W. Warner Burke Associates, Inc., Pelham, NY, which was acquired by PricewaterhouseCoopers Consulting May 15, 2000, and now is IBM Global Business Consulting Services.

PROFESSIONAL ORGANIZATIONS

- Fellow, Academy of Management
- Fellow, Association for Psychological Science
- Fellow, Society for Industrial and Organizational Psychology
- Member (Emeritus), NTL Institute for Applied Behavioral Science
- Member, Academy of Human Resource Development (former)
- Member, American Society for Training and Development (former)
- Member, Association for Creative Change (former)
- Accredited Organization Consultant and Laboratory Training Educator (Charter

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Member), Certified Consultants International (former member)

SCHOLARSHIPS

- Nonresident Tuition Scholarship, University of Texas, 1962–63
- NIHM grant to participate in the NTL Institute of Applied Behavioral Science Intern Program, Summer 1965, Bethel, ME

RESEARCH GRANTS

- National Aeronautics and Space Administration, 1981–82; 1984–85
- American Society for Training and Development, 1983; 1991
- General Electric, 2003-2004

HONORARY RECOGNITION

- *International Scholars Directory*
- *American Men and Women of Science*
- *Who's Who in America*
- *Who's Who in American Education*
- *Who's Who in Management Sciences*
- *International Directory of Business and Management Scholars and Research*
- Diplomate in Industrial/Organizational Psychology, American Board of Professional Psychology
- Fellow of the National Training Laboratories (former)
- University Associates Award for “Outstanding Contribution to the Field of Human Resource Development,” 1986
- NASA Public Service Medal, 1989 (the highest award given by NASA to a nongovernment citizen)
- Distinguished Contribution to Human Resource Development Award, American Society for Training and Development, 1990
- Lippitt Memorial Award for Excellence in Organization Development, American Society for Training and Development, 1993
- Distinguished Scholar-Practitioner Award, Academy of Management, 2003
- Lifetime Achievement Award, Organization Development Network, 2003.
- Distinguished Scholar in Residence, Management Consulting Division, Academy of Management, 2004–2007.
- Lifetime Achievement Award for Contribution to Organization Development, Linkage, Inc., 2005
- Distinguished Professional Contributions Award, Society for Industrial-Organizational Psychology, 2007
- Lifetime Achievement Award, Best Practice Institute, 2011
- The Outstanding Civilian Service Medal, Department of the Army, 2016
- Elected Fellow, National Academy of Human Resources, 2019

PROFESSIONAL SERVICE

- Associate Editor, *Journal of Applied Behavioral Science*, 2005-Present.
- NIMH Grant Review Panel, July, 2002.
- Board of Directors, ETHOS AB, Sweden, 1987–1995.
- Council of Governors, American Society for Training and Development.
- First General Chairman, Organization Development Division, American Society for Training and Development.
- Program Chairperson, Organization Development Division, Academy of Management, 1978–79.
- Chairperson, Organization Development Division, Academy of Management, 1979–80.
- Elected Representative at Large, Board of Governors, Academy of Management, 1981–83.
- Consulting Editor, *Review of Business and Economic Research*, 1985–1991.
- Editorial Board, Professional Practice Series, Society for Industrial and Organizational Psychology, 1989–1995.
- Editorial Board, *Journal of Management Inquiry*, 1993–1996.
- International Editorial Panel, *Human Relations*, 1995–2000.
- Editorial Advisory Board, Wiley/Pfeiffer Publishing.
- Editorial Board, *Human Resource Management*.
- Editorial Advisory Board, *Journal of Organizational Change Management*.
- Editorial Board, *Organizational Dynamics*.
- Editorial Board, *Gestalt Review*, 1997–2002.
- Editorial Board, *Training and Development Journal*.
- Consulting Editor, Organizational Psychology Series, Teachers College Press.
- Advisory Board, Positive Employee Practices Institute, 1990–1994.

PUBLICATIONS and PRESENTATIONS:

Professor Burke has

- authored, co-authored, edited, or co-edited 22 books
- authored or co-authored 124 articles, 67 book chapters, and delivered 116 presentations at professional meetings.

Works in Progress

- Validation article on learning agility
- Chapter on “Organization Change Theory and Research” for edited Oxford University Press Handbook by M. Poole and A. Van de Ven.
- Contributor for “psychology encyclopedia” defining organization development
- 6th Edition of *Organization Change: Theory and Practice*.