Jeffrey D. Ford
Curriculum Vita

Department of Management and Human Resources
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Columbus, Ohio 43210-1144
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EDUCATION

Ph.D.	August 1975	The Ohio State University, Organizational Behavior
M.B.A.	March 1973	The Ohio State University, Marketing
B.S.	June 1971	University of Maryland, Marketing

ACADEMIC AND PROFESSIONAL EXPERIENCE

Professor of Management, The Ohio State University, 2010 to present
Associate Professor of Management, The Ohio State University, 1983 to 2010
Associate Professor of Administrative and Behavioral Studies, Indiana University, 1980-83
Assistant Professor of Administrative and Behavioral Studies, Indiana University, 1976-80
Assistant Research Professor, Rutgers - The State University of New Jersey, 1975-76

PUBLICATIONS

Books:

Ford, J.D. and L.W. Ford. The Four Conversations: Daily Communication that Gets Results. San Francisco: Berrett-Koehler (August, 2009).

Ford, J.D. and L.W. Ford. Deadline Busting: How to be a Star Performer in Your Organization. New York: iUniverse, 2005.

Book Chapters:

Ford, J.D. and L.W. Ford, "The Leadership of Change: A View from Recent Empirical Evidence." In W. Pasmore, R. Woodman, and A. Shani (Eds.) Research in Organization Change and Development, Emerald Publishing, 20(2012), 1-36.

Ford, J.D. and L.W. Ford, "Resistance to Change – A Reexamination and Extension." In W. Pasmore, R. Woodman, and A. Shani (Eds.) Research in Organization Change and Development, 17(2009), 211-239.

Ford, J.D. and L.W. Ford. "Conversations and the Authoring of Change." *Management and Language: The Manager as a Practical Author*, David Holman and Richard Thorpe (Eds), Sage Publishing, (2002) 141-156.

Ford, J.D. "Conversations and the Epidemiology of Change." In W. Pasmore and R. Woodman (Eds.) <u>Research in Organizational Change and Development</u>, 12(1999), 480-500.

Ford, J.D. and R.W. Backoff. "Organization Change In and Out of Dualities and Paradox." In R. Quinn and K. Cameron (Eds.), <u>Paradox and Transformation: Towards A Theory of Change in Organization and Management</u>, Boston, Ma.: Ballinger Publishing, (1988).

Articles:

Ford, J. D. and L. W. Ford. "Stop Blaming Resistance to Change and Start Using It." *Organizational Dynamics*, 39(1)(2010), 24-36.

Ford, J.D. and L.W. Ford, "Decoding Resistance to Change", *Harvard Business Review*, 87(4) (2009), 99-103

Ford, J.D. and L.W. Ford. "Conversational Profiles: A Tool for Altering the Conversational Patterns of Change Managers," *Journal of Applied Behavioral Science*, 44 (2008), 445-467.

Ford, J.D., Ford, L.W., and D'Amelio, Angelo. "Resistance to Change: The Rest of the Story," *Academy of Management Review*, 33 (2008), 362-377.

Ford, J.D. and W. Pasmore. "Vision: Friend or Foe During Change?" *Journal of Applied Behavioral Science*, 42 (2006), 172-177.

Boje, D., Oswick, C., and Ford, J. "Language and Organization: The Doing of Discourse," *Academy of Management Review*, 29 (2004), 571-577.

Ford J.D., Ford, L.W., and McNamara, R. "Resistance and the Background Conversations of Change," *Journal of Organizational Change Management*, 15 (2002), 105-121.

Ford, J.D. "Organizational Change as Shifting Conversations," *Journal of Organizational Change Management*, 12 (1999), 480-504.

Ford, J.D. and L.W. Ford. "Getting Caught in Our Point of View: A Response to Carini et al.," *Academy of Management Review*, 20 (1995), 785-787.

Ford, J.D. and L.W. Ford. "The Role of Conversations in Producing Intentional Change in Organizations," *Academy of Management Review*, 20 (1995), 541-570. Awarded Best Published Paper by the Organizational Communication Division of the Academy of Management, 1995.

Ford, J.D. and L.W. Ford. "Logics of Identity, Contradiction, and Attraction in Change," *Academy of Management Review*, 19 (1994), 756-785.

Ford, J.D. "Management Education: Shifting Our Assumptions," *Journal of Management Education*, 18 (1994), 212-226.

Ford, J.D. and D.A. Baucus. "Organization Adaptation to Performance Downturns: An Interpretation Based Perspective," *Academy of Management Review*, 12 (1987), 366-380.

Ford, J.D. "The Effects of Casual Attributions on Decision Makers' Responses to Performance Downturns," *Academy of Management Review*, 10 (1985), 770-786.

Ford, J.D. and W.H. Hagerty. "Decision Makers' Beliefs About the Causes and Effects of Structure: An Exploratory Study," *Academy of Management Journal*, 27 (1984), 271-291.

Ford, J.D. and D.A. Schellenberg. "Conceptual Issues of Linkage in the Assessment of Organizational Performance," *Academy of Management Review*, 7 (1982), 49-58.

Ford, J.D. "Departmental Context and Formal Structure as Constraints on Leader Behavior," *Academy of Management Journal*, 24 (1981), 274-288.

Ford, J.D. "The Administrative Component in Growing and Declining Organizations: A Longitudinal Analysis," *Academy of Management Journal*, 23 (1980), 615-630.

Ford, J.D. "The Occurrence of Structural Hysteresis in Declining Organizations," *Academy of Management Review*, 5 (1980), 589-598.

Bobbitt, H.R., Jr. and J.D. Ford. "Decision Maker Choice as a Determinant of Organization Structure," *Academy of Management Review*, 5 (1980), 13-23.

Ford, J.D. and E.A. Ellis, III. "A Reexamination of Group Influence on Member Brand Preferences," *Journal of Marketing Research*, 17 (1980), 125-132.

Ford, J.D. "Institutional Versus Questionnaire Measures of Organization Structure: A Reexamination," *Academy of Management Journal*, 22 (1979), 601-610.

Ford, J.D. and J.W. Slocum, Jr. "Size, Technology, Environment and the Structure of Organizations," *Academy of Management Review*, 2 (1977), 561-575.

Mawhinney, T.C. and J.D. Ford. "The Path Goal Theory of Leader Effectiveness: An Operant Interpretation," *Academy of Management Review*, 2 (1977), 398-451.

Proceedings and Other Publications:

Ford, J.D, Ford, L.W., and Polin, B., "Leadership in the Conduct of Change: An Integrative View," Best Papers Proceedings 2014 Academy of Management. Best Paper Award finalist in the Organization Development and Change Division.

Ford, J.D. and Ford, L.W., "A New Focal Point: Interactions, Deliverables, and Delivery". In Barry, D. and H. Hansen (Eds), The Sage Handbook of New Approaches in Management and Organization, Sage Publications, 379-380, 2008.

Ford, J.D. "Collecting Nos'. In Lewicki, R., B. Barry and D. Saunders (Eds), Negotiation: Readings, Exercises and Cases, 5th Edition, McGraw Hill, 2007.

Ford, J.D. "Organizational Change as Shifting Conversations," Best Papers Proceedings, Annual Meeting of the National Academy of Management, San Diego, CA, August, 1998. (Awarded Best Paper by the Organization Development and Change Division, National Academy of Management, 1998).

Ford, J.D. "The Core Elements of Leadership: Commitment, Courage, and Conversation", Leadership Links, OSU Extension Service, Summer, 1998, 1-2.

Ford, J.D. The End of Bureaucracy and the Rise of the Intelligent Organization, by Gifford & Elizabeth Pinchot (San Francisco, CA: Berrett-Koehler, 1995). *Human Resource Development Quarterly*, 1995, 429-432.

Ford, J.D. and L.W. Ford, "The Leadership Challenge" in Models in Nursing and Dietetic Leadership: What Can We Learn from Each Other? Report of the Thirteenth Ross Roundtable on Medical Issues, Ross Laboratories, Columbus, OH, 1993.

Ford, J.D. Paradoxes of Group Life, by Kenwyn K. Smith and David N. Berg (San Francisco, CA: Jossey-Bass, 1988). Contemporary Review of Psychology,

Ford, J.D. Managing Organizational Transitions, by John Kimberly and Robert Quinn (Homewood, Ill.: Irwin, 1984). *Academy of Management Review*, 10 (1985), 620-624.

Helmkamp, J. and J.D. Ford. "Responsibility Center Management," *Medical Group Management*, September, 1985, 52-59.

Ford, J.D. and W.H. Hagerty. "Decision Makers' Beliefs About Structural Cause and Effect," Proceedings, Annual Meeting of the American Institute for Decision Sciences, San Francisco, California, l982,

Ford, J.D. and D.A. Schellenberg. "Conceptual Issues in the Assessment of Organization Performance," Proceedings, Annual Meeting of the Midwestern Academy of Management, Chicago, Illinois, l98l, l64-l75.

Ford, J.D. Theories of Organizations: Form, Process, and Transformation, by Jerald Hage (New York: Wiley, l980). *Academy of Management Review*, 6 (l981), 676-678.

Ford, J.D. "The Management of Organization Crisis," *Business Horizons*, 24 (l981), l0-l6.

Acito, F. and J.D. Ford. "How Advertising Affects Employees," *Business Horizons*, 23 (l980), 53-59.

Ford, J.D. "The Structure of Declining Organizations: Coming Down Is Not the Same As Going Up," Proceedings, Annual Meeting of the American Institute for Decision Sciences, l (l979), 247-249.

Ford, J.D. "The Effects of Department Level Context Variables on Leader Behavior," Proceedings, Annual Meeting of the American Institute for Decision Sciences, l (l979), 256-258.

Ford, J.D. "Context, Leader Initiating Structure and Subunit Structure," Proceedings, Annual Meeting of the Midwestern Academy of Management, Milwaukee, Wisconsin, l977, 76-87.

Ford, J.D. "Contingency Models and Organization Structure," Proceedings, Annual Meeting of the Eastern Academy of Management, Washington, D.C., l976, 87-92.

Professional Presentations

Ford, J.D, Ford, L.W., and Polin, B., "Leadership in the Conduct of Change: An Integrative View," Presentation at the Annual Meeting of the National Academy of Management, Philadelphia, PA, August 2014.

Ford, J.D. "Reconstructing Resistance to Change: From Individual to Relationship," Presentation at the Annual Meeting of the National Academy of Management, Anaheim, CA, August, 2008.

Ford, J.D., L.W. Ford, & A. D'Ameilo. "The Positive Role of Resistance in the Conduct of Change," Presentation at the Annual Meeting of the National Academy of Management, Honolulu, HA, August, 2006.

Ford, J.D. "Conversations in Advancing Research on Organizational Change." Presentation at the Annual Meeting of the National Academy of Management, Toronto, CN, August, 2000.

Ford, J.D. "Organizational Change as an Infective Process." Paper presented at the Annual Meeting of the National Academy of Management, Chicago, IL., August, 1999.

Ford, J.D. "The Implementation of "Impossible Projects"". Paper presented at the Annual Meeting of the National Academy of Management, Chicago, IL., August, 1999.

Ford, J.D. "Points of View that Engender Resistance to Change." Paper presented at the Annual Meeting of the National Academy of Management, San Diego, CA, August, 1998.

Ford, J.D. "Generating Opportunities for Nonlinear Learning Through "Impossible" Change Projects," Workshop presented to the Organizational Behavior Teaching Conference, La Verne, CA., June, 1998.

Ford, J.D. "The Underlying Realities of Change". Paper presented in symposium at the Midwestern Academy of Management, Ann Arbor, Michigan, April, 1997

Ford, J.D. "Producing Intentional Change through Conversations." Paper presented at the Annual Meeting of the National Academy of Management, Vancouver, BC, August, 1995.

Ford, J.D., R.M. Sheehan, and L.W. Ford. "Mission Accomplishment: An Added Dimension to Public Sector Organization Effectiveness." Paper presented at the Annual Meeting of the National Academy of Management, Dallas, TX, August, 1994.

Ford, J.D. and L.W. Ford, "Trialectics: A New Logic of Change." Paper presented at the Annual Meeting of the National Academy of Management, Dallas, TX, August, 1994.

Ford, J.D. and L.W. Ford, "Producing Intentional Change in Organizatons: The Roles of Initiative, Understanding, and Performance Communications." Paper presented at the Annual Meeting of the National Academy of Management, Atlanta, GA., 1993.

Ford, J.D. "Management Education: Shifting Our Assumptions." Paper presented at the Annual Meeting of the Midwestern Academy of Management, St. Charles, Illinois, April 1992.

Ford, J.D. "Tension, Communication, and Change in Organizations." Paper presented at the Annual Meeting of the National Academy of Management, Miami, Florida, August 1991.

Ford, J.D. and R.W. Backoff. "Developmental Logics in Emerging Organizations." Invited presentation in symposium entitled Entrepreneurship: Growth in the New Venture at Operations Research Society of America and the Institute of Management Sciences, St. Louis, Mo., 1987.

Ford, J.D. "Environmental Choice Constraints in Self-Referential Systems." Invited presentation in symposium entitled Organizational Adaptation: Models of Constrained Choice at Operations Research Society of America and the Institute of Management Sciences, St. Louis, Mo., 1987.

Ford, J.D. and R.W. Backoff. "Logics of Organizational Change." Paper presented at Annual Meeting of the Midwestern Academy of Management, Bloomington, Indiana, 1987.

Ford, J.D. "Choosing, Fitting, and Effectiveness in Self-Referential Systems." Invited paper presented in symposium on Organizational Effectiveness at the Annual Meeting of the American Institute for Decision Sciences, Honolulu, Hawaii, 1986.

Ford, J.D. and J.S. Kim. "Managers Causality Maps of Leadership." Paper presented at the Annual Meeting of the American Institute for Decision Sciences, Las Vegas, Nevada, 1985.

Kim, J., Ford, J., and Shin, Y.K. "Beliefs About the Causes and the Effects of Leader Behavior: A Comparison between Managers of the United States and Korea." Paper presented at the Pan-Pacific Conference, Seoul, Korea, 1985.

Backoff, R.W. and J.D. Ford. "Developmental Paradox: Jumping Around In and Through Organizations." Paper presented in symposium entitled Paradox at the Annual Meeting of the National Academy of Management, San Diego, California, 1985.

Ford, J.D. "Causal Attributions and Organization Response to Performance Downturns," presented at the Annual Meeting of the Academy of Management, Boston, Massachusetts, l984.

Ford, J.D. "The Relationship between Efficiency and Effectiveness in Growing and Declining Public Sector Organizations: A Longitudinal Analysis," presentation in symposium "New Perspectives in Public Sector Performance" at the Annual Meeting of the National Academy of Management, New York, New York, l982.

Ford, J.D. "Employee Behavior and Organization Performance: A Longitudinal Analysis of Effects on Growing and Declining Organizations," presentation in symposium "Individual Behavior and Organization Performance: Four Empirical Tests," at the Annual Meeting of the American Institute for Decision Sciences, Boston, Massachusetts, l98l.

Ford, J.D. "Organization Structure Responses to Decline," presented in symposium "Organizational Decline," at the Annual Meeting of the National Academy of Management, Detroit, Michigan, l980.

Ford, J.D. and H.R. Bobbitt, Jr. "The Relationship between Designer Preference and Organization Structure," presentation in symposium "Alternative Perspectives on Organizational Structure," at the Annual Meeting of the National Academy of Management, San Francisco, California, l978.

Ford, J.D. "The Relationship Between Organization Ideology, Structural Attitudes and Structuring Behavior," presented at the Annual Meeting of the National Academy of Management, San Francisco, California, l978.

Bobbitt, H.R., Jr. and J.D. Ford. "Contextual Variables, Organization Designer and Structure," presented at the Annual Meeting of the National Academy of Management, Orlando, Florida, l977.

Ford, J.D. "The Interaction of Size, Technology and Environment on Dimensions of Intended Structure," presented at the Annual Meeting of the National Academy of Management, Kansas City, Kansas, l976.

Speeches (Recent)

Ford, J.D., "The Role of Communication in Social Change", Ohio Grantmakers' Forum, Cincinnati, OH, Oct. 19, 2006

Ford, J.D. "The 20th Hole: What Managers Can Learn from Golf". Presented to Columbus Capital Square Rotary Club, September 20, 2006

Ford, J.D. "The 20th Hole: What Managers Can Learn from Golf". Presented to Pickerington-Reynoldsburg Rotary Club, July 13, 2006.

Conferences Organized

1999 International Conference on Language in Organization Change and Transformation, Fisher College of Business, The Ohio State University, Columbus, OH. A 2.5 day conference of 43 U.S., Canadian, and European academics on language and discourse as it relates to organization change that I organized. What made the conference noteworthy is that it was the first time the top scholars in the area were assembled at one place.

CONSULTATIONS AND EXECUTIVE EDUCATION

Executive MBA, Smith College of Business, University of Maryland
Ohio State Medical Association
Nationwide Medicare Operations
Mead Paper
Landmark Education Corporation
Magma Copper
Intel Corporation
NASA
Ohio Department of Development
Franklin County Children's Services
Porter, Wright, Morris, and Arthur
Rosemont Center
City of Upper Arlington
Physicians Health Plan
United Way
Dublin City Schools
Ohio Cooperative Extension Service
Eisenhower National Clearinghouse
Executive Development Program

SERVICE ACTIVITIES WITHIN COLLEGE AND PROFESSION

Professional Service

Guest Editor, Academy of Management Review Special Issue on Language and Organization, 2004
Editorial Board and Associate Editor, Journal of Change Management, 2012 to present
Editorial Board, Academy of Management Discoveries, 2013 to present
Editorial Board, Leadership and Organizational Development Journal, 2005 to present
Editorial Board , Journal of Applied Behavioral Science, 2005 to present
Editorial Board, Managing Global Transitions International Research Journal, 2002 to present
Editorial Board ,Journal of Organizational Change Management, 2002 – 2004
Editorial Board ,Academy of Management Journal, l982-l987
Ad-Hoc Journal Reviewing:
    Academy of Management Journal
    Academy of Management Review
    Journal of Organizational Change Management
    Journal of Management
    Administrative Science Quarterly
    Quarterly Journal of Business & Economics

Journal of Management Studies
Case Research Journal
Organization Science
Organization Studies
Decision Sciences
Journal of Management Inquiry

Reviewing for Professional Meetings:

National Academy of Management Meetings, l980, l983, 1986, 1992-2003, 2006-8
Decision Sciences Meetings, l978, l983-6
Midwestern Academy of Management Meetings, l98l, l983, 1985-7, 1990-2

Offices:

Executive Committee, Organization Development and Change Division, Academy of Management (elected), 2010-present (Program Chair, 2011-12, Chair Elect 2012-13, Chair 2013-14)
Secretary (elected), North American Case Research Association, 1985 to 1987.

Departmental and College Committees

MBA Program Committee, 2002-2012
MBA Program Activities Task Force, 1998, 1999
    Visiting Executives Subcommittee (Chairperson), 1998
Organizational Behavior Coordinator, 1986
Visiting Seminar Speaker Series Coordinator, 1985, 1986
MHR Curriculum Committee, 1983
Graduate Programs Committee for Labor and Human Resources, 1986
MHR Program Review Committee, 1987
Ph.D. Development Committee, 1991, 1992, 1993
Curriculum Commitee, 1992, 1993
START Form Committee, 1992
Undergraduate Committee, 1995
MBA Policy Committee, l983, 1984, 1985, 1986
MBA Fulltime Program Committee, l983 (Disbanded in 1984)
MBA Academic Performance Subcommittee, l983 (Disbanded in 1984)
Research Coordination Committee, 1988, 1989, 1990
College Personnel Committee, 1989, 1990 (Chairperson)
Davis Chair Search Committee, 1986
Information Coordinating Committee, 1985
Executive Education Committee, 1991, 1992, 1993, 1994
Creative Learning Committee, 1992, 1993
Teaching Committee, 1992, 1993
Library Committee (Chairperson), 1995, 1996, 1997

University Committees

University Senate, 2010-present
Chair, University Senate Rules Committee, 2011-14
Member, University Senate Rules Committee, 2010-14
Member, Committee on Academic Misconduct, 2010-13
Search committee for Associate Vice President for Technology and Knowledge Transfer
    and the Director of Technology Licensing, 2002-03
Alternate, University Senate, 2000-2002
Library Task Force (member) 1997-8

HONORS & AWARDS

2008 Outstanding MBA for the Working Professional Elective Professor
2007 Outstanding MLHR Faculty Member
2006 Outstanding MLHR Faculty Member
2000 Charter Inductee into Academy of Management Journals Hall of Fame (one of
    thirty-two inducted)
Beta Gamma Sigma
Sigma Iota Epsilon
Nominated for Pacesetter Outstanding Graduate Teaching Award, 1987

PROFESSIONAL ASSOCIATION MEMBERSHIPS

Academy of Management