

Faculty Biographies
**Master of Science in
Learning & Organizational Change**

School of Education and Social Policy

NORTHWESTERN
MSLOC
M A S T E R ' S P R O G R A M

John Bausch, MSJ

Transformational Consulting, MSLOC Foundations

John Bausch is a principal partner at Strategic Talent Solutions, following a 19-year career at Hewitt Associates. At Strategic Talent Solutions, John is working with both leaders and teams to ensure the right people are in the right roles so that business achieves desired results. He also consults with leaders on organizational issues, including talent management, performance management, succession planning and development programs. At Hewitt Associates, John served as a partner and worked in both the firm's consulting and outsourcing lines of business. He was one of the leaders of the firm's communication practice and coordinated a national sales team for its consulting business. In addition, John frequently led internal training classes at Hewitt in sales, consulting skills and project management.

Gail Berger, PhD

Capstone Advisor, Advancing Learning & Performance Solutions

Gail Berger brings academic and professional experience in the areas of organizational behavior, conflict resolution and organizational leadership. After receiving her doctorate in Management and Organizations from the Kellogg Graduate School of Management, she consulted to small firms and Fortune 500 companies in the areas of leadership development, employee selection, negotiation and teambuilding. Her research interests include organizational communication in the contexts of negotiation, performance appraisal, decision making and teamwork.

Dorie Blesoff, MSOD

Designing Sustainable Strategic Change

Dorie Blesoff runs an independent consulting practice that specializes in strategic leadership development and designing and facilitating sustainable change. Her work includes leading practice areas such as appreciative inquiry, participatory methods for strategic planning and employee engagement, team-building with leadership teams, and executive coaching in facilitating personal and organizational change. Until 2002, Dorie served in Human Resources and Organizational Development leadership roles in multiple industries: healthcare, manufacturing, and professional services, most recently at PricewaterhouseCoopers as an HR executive for Business Process Outsourcing, North America. Her current client base includes a wide range of organizations, including Fortune 100, mid-size family businesses and non-profits. She is a singer/songwriter who looks for opportunities to blend her music with team-building and learning experiences.

Cecelia Burokas, MAT

MSLOC Foundations

Cecelia Burokas' expertise centers around consulting, coaching, learning and development, and board development. She is currently Consulting Practice Leader for CAEL, the Council for Adult and Experiential Learning, a non-profit organization whose mission is making higher education more accessible to working adults. Prior to that she was a principal with Collabora Consulting Group and a consultant with Hewitt Associates, specializing in large-scale change, performance management, and cross-cultural team development. She has served as an officer on a number of not-for-profit art and service boards including Nandanel, a Chicago-based dance company, in which she was the founding president.

Mark K. Clare, MA, MS

Cognitive Design, Making Knowledge Work

Mark Clare has over 20 years of experience in knowledge management, strategic change, innovation, and technology with leading Fortune 200 companies and a Silicon Valley start-up, including 3M and Allstate. Mark is author of numerous publications including a series of articles in KM Review on "Solving the Knowledge-Value Equation." His book is titled "Knowledge Assets." Before founding a cognitive design consultancy in 2007, Mark was a Vice President for Parkview Health where he was involved in major organizational change, technology and quality efforts at a nine-hospital health system in northeast Indiana.

Jeannette Colyvas, PhD

Applying Social Network Analysis in LOC

Jeannette Colyvas is Assistant Professor of learning and organizational change at Northwestern University's School of Education and Social Policy. Her research interests include organizations and entrepreneurship, comparing public, private, and non-profit forms of organizing, and the study of networks. Her published work has appeared in the journals Management Science and Research in Organizational Behavior. Professor Colyvas' current research addresses university-industry relations, scientist collaboration networks, and the development and commercialization of academic research. Professor Colyvas has a PhD from Stanford University, with M.A. degrees in Sociology and East Asian Studies.

Mindy Douthit, PhD

***Research Methods, Capstone Advisor,
Applying Social Network Analysis in LOC***

Mindy Douthit brings expertise in the area of organizational design and social network analysis. She completed her doctorate in Organization Theory and Strategy from the University of Chicago Graduate School of Business. Her additional interests include organizational change and innovation, entrepreneurship, competitive strategy and cooperative behavior within organizations. Mindy has been an adjunct professor for Northwestern's School of Education and Social Policy undergraduate LOC program and for both the undergraduate and MBA program at DePaul's College of Commerce. She spent several years with Accenture, working in the area of organization analysis and design and human-computer interaction as well as training design and development. Mindy also worked as Manager with The International Forum, designing senior executive educational programs for a global clientele.

Jennifer Green

MSLOC Foundations

Jennifer Green is Artistic Director at the nationally acclaimed Piven Theatre Workshop, where she was previously Director of Educational Programming and a senior faculty member for the past 10 years. Jennifer has been actively engaged in the Chicago community as a director and teacher working in arts consulting and curriculum development in public and private schools through the Illinois Arts Council and Urban Gateways Center for Arts Education. She was selected as a participant in the Theatre Communication Group's Leaders of Tomorrow Program and has contributed during the past six years to Piven Theatre's professional production season and Performance Lab series.

Rose Hollister, MSOD, MED

Executing Strategic Change

As the founder and principal of Hollister Consulting, Inc., Rose Hollister brings 20 years of strategic business experience to her projects. She is dedicated to partnering with clients in the areas of leadership development, change management, executive coaching and team alignment. Clients include McDonald's, Jones Lang LaSalle, Edward Hospital, University Health Consortium, WW Grainger, PS Office Parks, Classified Ventures and Nicor Gas. Rose has alternated between internal and external consulting since 1990. Before founding Hollister Consulting, Rose served as Vice-President, Learning and Development, for Equity Office Properties. Rose was also a principal at Perrone-Ambrose Associates, one of the pioneer firms in building coaching capacity in cultures and leaders. In this capacity, Rose taught leadership and organizational skills to thousands of employees around the US including organizations such as the Federal Reserve Bank, Smith-Kline Beecham and Caremark. She also worked at the University of Chicago Hospitals as an OD specialist, launching their first leadership curriculum.

Jeff Merrell, MBA, MSLOC

Designing Strategies for Knowledge Work, Practicum

Jeff Merrell is Associate Director of the Master's Program in Learning and Organizational Change and the Center for Learning and Organizational Change. He has more than 25 years of business experience as a consultant and corporate leader in learning and development, recruiting and marketing. He is founder of Purple Line Associates, a consultancy and research practice established in 2001 to help organizations define learning and knowledge management strategies and implement new technologies and practices. His consulting work includes projects for global leaders in the pharmaceutical and retail industries as well as not-for-profit and government organizations. Jeff's current interests include learning and organizational change issues related to sustainability and social responsibility.

Marina Micari, PhD

Accelerating Learning & Performance, Capstone Advisor

Currently an associate director at Northwestern's Searle Center for Teaching Excellence, Marina works with faculty and students and engages in research to advance teaching and learning at the University. Her recent projects address student approaches to learning, learning-group dynamics, and experiences of underrepresented students in higher education. Outside of academia, she worked for nearly ten years as a writer and editor, specializing in employee education and workforce diversity. Marina is particularly interested in the ways in which communication, gender, and culture affect learning experiences in the classroom or workplace. She has taught courses in cross-cultural communication and multicultural education, educational research methods, and program evaluation. Marina holds an M.A. in communication and a Ph.D. in education, both from the University of Minnesota.

Kevin Murnane, MBA

MSLOC Foundations

Kevin Murnane has over 20 years of experience in Human Resource executive coaching and consulting, training, teaching, marketing and business development. He currently consults on issues ranging from individual and organizational workflow and productivity to action learning to drive culture change. He was SVP and Director of two HR software startups and expansions. Kevin is an eight-year veteran of Development Dimensions International (DDI), where he was a senior selection specialist and start-up team leader. Kevin has designed and taught classes and consulted in other Northwestern programs for audiences ranging from adult undergraduates to senior leadership.

Aaron K. Olson, MEd

MSLOC Foundations

Aaron Olson is the Global Director of Consulting Talent Development at Hewitt Associates, where he has led human resource initiatives related to executive development, sales force effectiveness, talent management and change management. He was also responsible for the design and launch of Hewitt University. Aaron is the co-owner of HiP Media LLC, an online publishing group that applies online media and social networking concepts to niche social networks. Prior to Hewitt, Aaron served as adjunct faculty and Leadership Development Coordinator at North Park University in Chicago, Illinois. His interests include applying technology to workplace communities and informal learning environments.

Jeannie Olson, MEd

Accelerating Learning and Performance

Jeannie Marie Olson is an independent consultant with 15+ years of experience in the fields of organizational learning and knowledge management. She is the co-owner of HiP Media, an online publishing group specializing in consumer-generated niche content and social computing applications related to Web 2.0. Prior to building her own consulting practice, she led the Chicago User Research Lab for Science. She helped to establish the knowledge management practice at Hewitt and was a charter member of Hewitt's Center of Expertise for the Learning and Development Practice. She was an inaugural member of the Doubletake Summer Documentary Institute for applied documentary studies in education, social activism and human development led by Dr. Robert Coles.

John Philbin, PhD

MSLOC Foundations, Capstone Advisor

John Philbin has been an organizational consultant since 1991. John is a founding partner of Strategic Talent Solutions, where he works in the areas of assessment, talent management, and organizational effectiveness. He advises senior leaders on the talent needs of their organizations. He has a particular interest in the behavioral side of leadership. In his work as a consultant, he has developed and delivered innovative executive development programs at organizations including Blue Cross Blue Shield, Sears, Guardian Life, Great Plains Energy, and Kerry Group. He provides executive and team coaching to senior leaders at Fortune 500 companies, including Motorola and PriceWaterhouseCoopers. John also consults with executives at a number of privately held, entrepreneurial companies. John's doctorate is in Clinical Psychology from Loyola University.

Kimberly Scott, PhD

*Capstone Advisor, MSLOC Foundations, Accelerating Learning & Performance,
Applying Social Network Analysis in LOC*

Kimberly Scott is Assistant Professor within the School of Education and Social Policy, and Director of the MSLOC Program and CLOC. She has worked with a variety of Fortune 500 companies for over twelve years in consulting and management as an organizational effectiveness expert. She worked for Hewitt Associates as a consultant and project leader for its "Best Companies to Work For" studies in the United States, Brazil, Canada, Australia and other regions around the world. She then joined the Wrigley Company to create and lead its organizational development function and help transform the organization to achieve its new strategic objectives for growth and innovation. Kimberly serves on the Board of Directors for Winning Workplaces, a national not-for-profit that helps small and midsize enterprises create great workplaces.

Margaret Sullivan, MBA

Designing Strategies for Knowledge Work

Margaret Sullivan has 20+ years in designing, program managing, and delivering large-scale initiatives in the areas of knowledge management, organizational development, facilitation, and technology innovation. She currently is the Director of HR and Organizational Effectiveness for Wiss, Janney, Elstner Associates, Inc. Prior to this role, she was the Director for the Knowledge Management Development Center at Accenture and responsible for the array of KM services, technologies, and metrics delivered to the firm's internal and external clients.

Rob Weinberg, PhD

Advancing Learning & Performance Solutions

Rob Weinberg currently serves as Director of the "Experiment in Congregational Education" for the Hebrew Union College — Jewish Institute of Religion. This significant change project encompasses all aspects of a national synagogue transformation designed to create "congregations of learners" and "self-renewing congregations." He also works as an independent consultant in organizational change and non-profit strategic planning with clients including the Reform Pension Board, the National Association of Temple Administrators, the Central Conference of American Rabbis, the World Union for Progressive Judaism, Northwestern University Alumni Association, Leadership Evanston, and the Arie and Ida Crown Memorial Foundation. Prior to this, he was with Hewitt Associates for twelve years, most recently as a Partner for the Midwest Organization Effectiveness Practice where he pioneered the application of the balanced scorecard to measurement of workforce and Human Resource effectiveness. Rob is a frequent speaker at national conferences and think tanks.