

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

School of Education and Social Policy



**NORTHWESTERN  
UNIVERSITY**

**MSLOC**

**M A S T E R ' S P R O G R A M**

*Learning & Organizational Change*

***John Bausch, MSJ***

*Transformational Consulting, MSLOC Foundations*

John Bausch is a principal with Strategic Talent Solutions, following a 19-year career at Hewitt Associates. At Strategic Talent Solutions, John is working with clients to ensure they have the right people in the right roles so that the business can achieve its desired results. At Hewitt Associates, John 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*

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 executive assessments, leadership development, 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, strengthening leadership, and executive coaching in facilitating 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.

***Cecelia Burokas, MAT***

*Advancing Learning & Performance Solutions*

Cecelia Burokas' expertise centers around consulting, coaching, training, and board development. Since 1996, she has been a principal with Collabora Consulting Group. Prior to that, she spent eleven years with Hewitt Associates, specializing in large-scale change, performance management, compensation, cross-cultural team building and training and development. She has served as an officer on a number of non-profit art and service boards, including nandanse, a Chicago-based dance company, in which she was the founding board president.

***Mark K. Clare, MA, MS***

*Cognitive Design, MSLOC Foundations*

Mark Clare has 20 years of experience in knowledge management, technology and business strategy with leading Fortune 500 companies that include 3M, Allstate and a Silicon Valley start-up. He is also active as an independent researcher, teacher, writer and consultant. Mark is author or co-author of many publications including the book *Knowledge Assets* (Harcourt, 2000) and holds a patent, with several others pending, for innovations in the cognitive design of financial products. Currently, Mark is the Vice President of Knowledge and Informatics Management at Parkview Health, a five-hospital non-profit health system serving northeastern Indiana.

***Mindy Douthit, PhD***

*Research Methods, Capstone Advisor*

Mindy Douthit brings expertise in social networks via her doctoral thesis 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. She spent several years with Anderson Consulting working in the areas of organization analysis and design, human-computer interaction, and training design and development. As Manager with The International Forum, she designed 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*

Rose Hollister has alternated between internal and external consulting since 1990. She has spent the last four years at Equity Office as the VP of Learning and Development. Rose has spent her career leading groups in creating learning organizations, fostering leadership development, providing change management and increasing organizational alignment. Prior to joining Equity Office, she was a principal with Perrone-Ambrose Associates, a firm specializing in mentoring and coaching development. 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.

*Jeff Merrell, MBA, MSLOC*

*Designing Strategies for Knowledge Work*

Jeff Merrell has more than 20 years of business experience as both 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 federal government organizations. In 2005, Jeff also co-founded Cognitive Partners with two other graduates of the MS LOC program. Cognitive Partners incorporates cognition as a factor in designing new business practices and improving business performance.

*Marina Micari, PhD*

*Accelerating Learning & Performance, Capstone Advisor*

Currently a Senior Research Associate at Northwestern's Searle Center for Teaching Excellence, Marina worked for nearly ten years in publishing and corporate communication before returning to school to focus on work and adult education. She is particularly interested in the ways in which communication, gender and culture affect learning experiences in the classroom or workplace. Marina has taught undergraduate and graduate courses in cross-cultural communication and multicultural education, educational research methods and program evaluation.

*Kevin Murnane, MBA*

*MSLOC Foundations*

Kevin Murnane has over 20 years of experience in Human Resource consulting, training, teaching, marketing and business development. He is a Senior Associate with Interaction Associates (IA), a Human Resource firm that is dedicated to empowering corporations to realize their most noble aspirations by transferring the skills of collaborative action. Previously, Kevin founded Behtrics, Inc., which provides executive coaching, consulting, software and training. 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. He was responsible for tracking systems, international manufacturing start-ups and global succession management.

*Aaron K. Olson, MEd*

*MSLOC Foundations*

Aaron Olson is the leader of Corporate Talent Programs at Hewitt Associates, where he has led Human Resource initiatives related to mergers and acquisitions, sales force effectiveness, executive development, manager effectiveness and online learning. He is also the co-owner of HiP Media LLC, an online publishing group that applies online media and social networking concepts to niche interests. Prior to Hewitt, Aaron was the Leadership Development Coordinator for North Park University in Chicago, Illinois. He is specifically interested in the action learning application of technology to social networks and peer learning.

*Jeanne Marie Olson, MEd*

*MSLOC Foundations*

Jeanne 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 LLC, 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 Scient Corp. 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.

*Pilar Pazos, PhD*

*Capstone Advisor*

Pilar has a doctoral degree in Industrial Engineering with an emphasis in Management and Performance. She is currently a Research Associate at Northwestern's Searle Center for Teaching Excellence. At the Searle Center, she works on research and evaluation of educational programs as well as professional development. Pilar's professional experience includes development of quality control systems and training and development. She has also worked over five years as a statistical consultant. Pilar has extensive experience in team and group research, particularly regarding performance in virtual teams. She is interested in the area of team dynamics and team performance in a variety of settings. Pilar has taught undergraduate and graduate courses in management, research methods and applied statistics.

*John Philbin, PhD*

*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 executive fit, alignment, development and engagement. His strategy-driven view of leadership potential and performance enables him to advise senior leaders on the talent needs of their organizations. He has developed and delivered cutting-edge executive development programs at organizations including Health Care Services Corporation (Blue Cross Blue Shield of Illinois, Texas, New Mexico and Oklahoma), Sears, Guardian Life, Great Plains Energy, and Kerry Foods. He provides executive and team coaching to senior leadership at Fortune 500 companies, including Motorola, IDEX, Great Plains Energy and Kerry foods. 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, Director of the Center for Learning & Organizational Change*

Kimberly Scott is Assistant Professor within the School of Education and Social Policy, and Director of the MS LOC Program. She has worked with a variety of Fortune 500 companies for over ten years in consulting and management as an organization 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, facilitating and technology innovation. She is the Director of HR and Organizational Effectiveness for Wiss, Janney, Elstner Associates, Inc. Prior to her current 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.

*Jack Vinson, PhD*

*Making Knowledge Work, Capstone Advisor*

Jack Vinson is trained as a chemical engineer and scientist and worked in pharmaceutical product development before launching Knowledge Jolt, a consultancy that focuses on knowledge management and the Theory of Constraints. His work has ranged from redesigning the project management process in a biotechnology organization, to developing a content management system for a call center, to discovering hidden capacity in organizations, to working with clients on how to best use the knowledge they already have. Today he is interested in the emerging field of personal knowledge management and improvement strategies based on the theory of constraints and he is an inveterate blogger.

*Rob Weinberg, PhD*

*Advancing Learning & Performance Solutions*

Rob 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 Administration, the Central Conference of American Rabbis and the Arie and Ida Crown Memorial Foundation. Prior to this, he was with Hewitt for twelve years, most recently as a Partner for the Midwest Organization Effectiveness Practice. Rob is a frequent speaker at national conferences and think tanks.