

***Karin Klenke, Ph.D.***  
**University of Maryland Eastern Shore**  
**Organizational Leadership Ph.D. Program**  
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### PROFESSIONAL EXPERIENCE

2008- present **University of Maryland Eastern Shore (UMES), Organizational Leadership Ph.D. Program**  
 Princess Anne, MD  
*Professor and Research Coordinator*

Teach doctoral level research courses in quantitative and qualitative research methods; serve as research coordinator approving dissertation proposals and dissertations; coordinate curriculum revisions; develop research manual; supervise dissertations and doctoral projects; serve on university committees; develop community outreach programs; work collaboratively across campus with Research Advisory Committees.

Courses Scheduled to Teach

ORLD 610 – Qualitative Research Design

ORLD 611 – Quantitative Research Methods

ORLD 620 – Applications of Leadership Research in Organizations

ORLD 624 – Advanced Leadership Theories and Methods

1995-present **Leadership Development Institute (LDI) International**, Richmond, VA  
*Senior Principal, [www.ldi-intl.com](http://www.ldi-intl.com)*

President of an international consulting firm specializing in the design and delivery of leadership development and education programs for private and public sector organizations. LDI offers company-tailored leadership retreats, self- and team leadership, leadership succession planning, women in leadership, developing global leadership competencies, leading organizational change and leadership and spirituality. Programs range from 2-3 day workshops to long-term development programs and include the design and delivery of public leadership workshops and seminars, leadership surveys, individual, team, and organizational assessments.

2007-present University of Pretoria, South Africa  
*External Dissertation Examiner*

2001-2007 **Regent University, School of Global Leadership and Entrepreneurship (GLE)/School of Leadership Studies (SLS)**

Virginia, Beach, VA

*Professor of Leadership Studies and Director of Research*

Taught doctoral level course in online Ph.D. program in Organizational Leadership; curriculum development and design of advanced research, core and content courses; delivered face-to-face sessions during annual summer residencies; supervised of Ph.D. dissertations and special topics courses; disseminated research through publications and presentations; mentored doctoral students and junior colleagues; designed a multi-year leadership study abroad program; established and promoted SLS research agenda; established IRB; served on student selection committee (2001-04); directed faculty development seminar series (2001-04); represented SLS on Faculty Senate (2004-06)

Courses Taught

- Research Methods and Analysis
- Advanced Research Methods and Analysis II
- Leadership Values, Policy, and Culture
- Organizational Theory and Diagnosis
- Communication and Decision Making in Real and Virtual Organizations
- Leadership Study Abroad (Asia Minor and Greece)
- The Leader as Agent and Guide: Examining the Psychological, Social, and Theological Aspects of Leadership
- The Psycho-Social Dimensions of Leadership
- Global Dimensions of Leadership Today and in the Future

1997-2001 **Association of Management/International Association of Management,**  
Virginia Beach, VA

*President and Co-Founder, [www.aom-iaom.org](http://www.aom-iaom.org)*

The Association of Management/International Association of Management (AoM/IAoM) is a professional society comprised of academicians and practitioners of management promoting research, theory, and practice in management, leadership, education, and information technology. Responsible for managing the operational and strategic functions of the organization, supervising administrative and journal staffs; providing leadership for the division and international region chairs; planning and organizing the annual conferences, supervising the work of committees and task forces and designing and implementing new initiatives.

1997-2001 **Averett University,** Richmond, VA

*Adjunct Faculty*

Taught courses in Organizational Behavior and Applied Psychology

1991-1996 **University of Richmond, Jepson School of Leadership Studies,**  
Richmond, VA

*Founding Faculty Member and Associate Professor of Leadership Studies*

Courses Taught:

- Foundations of Leadership Studies
- History and Theories of Leadership

- Leading Groups
- Leading Individuals
- Senior Seminar (Capstone Course)
- Leadership Study Abroad: Leadership Issues and Challenges in the European Community
- Independent Study (Directed Readings and Directed Research)

Program Development and Curriculum Design

- Designed and taught six (6) new courses in Leadership Studies equaling 18 credit hours of the 42 hour major in Leadership Studies
- Designed, directed and taught the first Leadership Studies Abroad course
- Participated in the design and implementation of the infrastructure of the Jepson School of Leadership Studies to include work on a variety committees such as the assessment, curriculum, student selection, faculty search, special topics, and faculty development program committees
- Conducted the first two iterations of the curriculum evaluation of the Leadership Studies major, analyzed data, compiled and disseminated reports
- Designed and administered follow-up surveys of graduates of the Jepson School Leadership Studies

1990-1992 **George Washington University, Graduate School of Arts and Sciences, Washington, DC**  
*Associate Professor of Administrative Sciences*

Graduate Courses Taught.

- Organizational Theory
- Management Systems

1984 - 1989 **George Washington University, Graduate School of Arts and Sciences**  
 Tidewater Center, Hampton, VA  
*Academic Director of the Administrative Sciences Program and Associate Professor of Administrative Sciences*

Administrative Responsibilities: Administration of an interdisciplinary graduate program with concentrations in human resources management, management information systems, and organizational behavior; selection and evaluation of adjunct faculty; student recruitment and admissions; preparation of class schedules and budget proposals.

Academic Responsibilities: Teaching graduate courses full time; development and administration of comprehensive examinations; student advising; supervision of independent study and research.

Graduate Courses Taught:

- Organizational Theory
- Leadership and Motivation
- Current Issues in Personnel Testing and Selection
- Personnel Training and Performance Appraisal Systems
- Personnel Evaluation Techniques
- Organizational Design
- Theories of Planned Organizational Change

- Organizational Decision Making
- Independent Study (Directed Readings and Directed Research)

University Service: Administrative Sciences Curriculum Committee; Women's Studies Steering Committee; Congressional Fellowship Program on Women and Public Policy.

1986-1991 **Training Research Assessment Consultants**, Virginia Beach, VA  
*Consultant and Partner*

- Designed assessment systems for managerial performance measurement
- Developed and implemented management development programs
- Provided consulting services in areas of human resources management, organizational design and development, team building workforce analyses and executive career planning

1983 - 1984 **University of Colorado, Department of Psychology**, Colorado Springs, CO

*Assistant Professor of Psychology*

Undergraduate and Graduate Courses Taught:

- Personnel Psychology
- Psychology of Women
- Women and Work
- Organizational Psychology

University Service: Supervision of honors and masters' theses; departmental committee to develop Ph.D. program with a major in industrial/ organizational psychology; university committee on faculty evaluations.

1977 - 1983 **Old Dominion University, Department of Psychology**, Norfolk, VA

*Assistant Professor of Psychology*

Undergraduate Courses Taught:

- General Psychology
- Personnel Psychology
- Motivation
- Psychology of Women
- Women and Work
- Theories of Personality
- Psychological Assessment

University Service: Undergraduate advising committee: Chair, departmental committee for the protection of the rights of human subjects in psychological research

## EDUCATION

- Ph. D. Industrial/Organizational Psychology, Old Dominion University, Norfolk, VA  
Dissertation Title: Causal Modeling of Organizational Commitment
- M.S. Psychology, Old Dominion University, Norfolk, VA
- B.S. Psychology, summa cum laude, Old Dominion University, Norfolk, VA.

## PUBLICATIONS

### Journal Articles

- Klenke, K. (2008). E-spirituality at the confluence of affect and technology. *Journal of Management, Spirituality and Religion*, in press.
- Klenke, K. (2007). Authentic leadership: A self, leader, and spiritual identity perspective. *International Journal of Leadership Studies*, 3(1), 68-97.
- Klenke, K. (2005). Introducing spirituality. *International Journal of Organizational Analysis*, 13(1), 4-7.
- Markow, F., Klenke, K. (2005). The effects of personal meaning and calling on organizational commitment: An empirical investigation of spiritual leadership. *International Journal of Organizational Analysis*, 13(1), 8-27.
- Klenke, K. (2005). Corporate values as multi-level, multi-domain antecedents of leader behavior. *International Journal of Manpower*, 26(1), 50-66.
- Irving, J. & Klenke, K. (2004). Telos, chronos and hermēneia: The role of metanarrative in leadership effectiveness through the production of meaning. *International Journal of Qualitative Methods*, 3(3), 1-31.
- Lane, M. & Klenke, K. (2004). The Ambiguity Tolerance Interface: A modified cognitive model for leading under uncertainty. *Journal of Leadership and Organizational Studies*, 10(3), 69-81.
- Klenke, K. (2003). Gender influences in decision-making processes in top management teams. *Management Decisions*, 41(10), 1024-1034.
- Klenke, K. (2003). The "S" factor in leadership education, practice and research. *Journal of Education for Business*, 79(1), 56-61.
- Klenke, K. (2002). Cinderella stories of women leaders: Connecting leadership contexts and competencies. *Journal of Leadership and Organizational Studies*, 9(2), 18-28.
- Klenke, K. (1999). Women managers and women leaders in the global community. *Career Development International*, 4(2), 134-139.
- Klenke, K. (1997). Women in the leadership and information technology labyrinths: Looking for the thread of Ariadne. *Women in Leadership*, 1(2), 57-70.
- Klenke, K. (1997). Leadership dispersion in high performance information systems teams. *Journal of High Technology Management Research*, 8(1) 149-169.
- Klenke, K. (1994) Meta-analytic studies of leadership: Added insights or paradoxes'? *Current Psychology*, 2(4), 326-342.
- Klenke, K. (1993). Leadership education at the great divide: Crossing into the 21<sup>st</sup> century. *Journal of Leadership Studies* 1(1), 111-128.
- Klenke, K. (1992). Construct measurement in management information systems: A review and critique of user satisfaction and user involvement instruments. *Information Systems and Operations Research*, 30(4), 325-348.

- Klenke, K. & Mathieu, J. (1990). Role strains, tensions and job satisfaction influences on employee propensity to leave: A multi-sample replication. *Human Relations*, 43(8), 791-807.
- Mathieu, J. & Klenke, K. (1989). A causal model of antecedents of organizational commitment among professionals and non-professionals. *Journal of Vocational Behavior*, 34, 299-317.
- Klenke, K. (1989). Genesis of a system. *Journal of Management Systems*, 1, 1-8.
- Klenke, K. & Bracken, D. (1986). Factor structure of the Job Stress Questionnaire in three occupational groups. *Educational and Psychological Measurement*, 46, 243-249.

### **Refereed Proceedings**

- Klenke, K., & Barrett, P. (2008). Social intelligence: Catalysts for 'new' intelligences and leadership effectiveness. Proceedings of the 15<sup>th</sup> International Annual Conference on Advances in Management (ICAM), pp. 132-135.
- Klenke, K. (2006). Authentic leadership: A self, leader, and spiritual identity perspective. Proceedings of the 1<sup>st</sup> Value-based Leadership Conference, Cape Town, South Africa, pp. 2-40.
- Klenke, K. (2006). Conceptualizing corporate social responsibility: Leadership challenges and responsibilities. Proceedings of the 48<sup>th</sup> Annual Meeting of the Southwest Academy of Management, pp. 425-440.
- King, J., & Klenke, K. (2005). Antecedents of perfectionism as determinants of managerial career success. Proceedings of the 47<sup>th</sup> Annual Meeting of the Southwest Academy of Management, pp. 425-440.
- Klenke, K. (2004). The ontology of Level V leadership. Proceedings of the Academy of Religious Leadership, Volume 1, pp. 54-63.
- Klenke, K., Winston, B., and Reid-Martinez, K. (2002). Work, leadership, and spiritual values as predictors of leader behavior. In A. Sagie and M. Stasiak (Eds.). *Work values and behavior in an era of transformation*. Proceedings of the 8<sup>th</sup> Bi-annual Conference of the Society for the Study of Work and Organizational Values, pp. 227-240.
- Klenke, K. (2000). Project 2005: Toward paradigm compliancy and converging perspectives on management, education, cybertechnology and leadership. 18<sup>th</sup> Annual Proceedings of the Association of Management/International Association of Management, Chesapeake, VA, Maximilian Press Publishers, pp. 1-19.
- Klenke, K. & Chaharbaghi, K. (1999). In the eye of the cyclone: Millennial provocations in management, education, cybertechnology and leadership. 17<sup>th</sup> Annual Proceedings of the Association of Management/International Association of Management, Chesapeake, VA, Maximilian Press Publishers, pp. 1-19.
- Klenke, K. (1996). Leadership in virtual organizations. Proceedings of the Association of Computer Machinery/Computer Personnel Research Conference, pp. 22-25.
- Klenke, K. (1996). Leadership and information technologies: Reciprocal transformations or Medusa alliances. 14<sup>th</sup> Annual Proceedings of The Association of Management/International Association of Management Conference, Chesapeake, VA, Maximilian Press Publishers, pp. 15-21.

- Klenke, K. (1994). Information technologies as drivers of emergent organizational forms: A leadership perspective. In S. Smiths, R. Baskerville, O. Ngwenyama, & J. deGross (eds.). *Transforming organizations with information technology. Proceeding of the IFIP WG 8.2 Conference*. Amsterdam: North-Holland, pp. 323-341.
- Klenke, K. (1992). Leadership processes in computer-mediated work groups. In K. F. Kendall, K. Lyytinen, & J. Gross (eds.). *The impact of computer-supported technologies on information systems development. Proceedings of the IFIP WG 8.2 Conference*. Amsterdam: North-Holland, pp. 115-132.
- Klenke, K. (1993). Changing roles of information systems professionals. In M. Tanniru (ed.). *Proceedings of the Association of Computer Machinery /Computer Personnel Research Conference*, pp. 214-225.
- Klenke, K. (1992). Predictors of leadership style, commitment and turnover of information systems personnel. In A. Lederer (Ed.) *Proceedings of the Association of Computer Machinery/Computer Personnel Research Conference*. Oakland University: ACM Press, pp. 171-184.
- Klenke, K. (1991). New human resources management infrastructures. Computer-mediated performance appraisals. In T. Feratt (Ed.). *Proceedings of the Association of Computer Machinery Computer/ Personnel Research Conference*. University of Dayton: ACM Press, pp. 80-94.
- Davies, D. & Klenke, K. (1985). Mind-on experience: Applications of simulations and computers in training. *Proceedings of the Association of Human Resources Management and Organizational Behavior*, pp. 251-256.
- Klenke, K. (1984). Determinants of organizational commitment in professional, white collar, and blue collar women. *Proceedings of the Academy of Management Southwest Division*, pp. 305-309.

### **Books, Book Chapters, and Book Reviews**

- Klenke, K. (2008). *Qualitative research in the study of leadership studies*. Bingley, UK: Emerald Group Publishing LTD (450 pp.)
- Klenke, K. (2006). Keeping control in nonhierarchical organizations: In D. Goleman (Ed.) *Business: The Ultimate Resource* (2<sup>nd</sup> Ed.) New York: Perseus Publishing.
- Klenke, K. (2005). The internal theater of the authentic leader: Integrating cognitive, affective, conative and spiritual facets of authentic leadership. In W. Gardner, B. Avolio & F. Walumba (eds.). *Authentic leadership theory and practice: Origins, effects and development* (pp. 155-182). New York: Elsevier.
- Klenke, K. (2002). Keeping control in nonhierarchical organizations: In D. Goleman (Ed.) *Business: The Ultimate Resource*. New York: Perseus Publishing.
- Klenke, K. (1996). *Women and Leadership: A Contextual Perspective*. New York: Springer Publishing Co. (Winner of a 1996 "Book of the Year Award").
- Janda, L. & Klenke, K. (1982). *Psychology: Its Study and Uses*. New York: St. Martin's Press.
- Klenke, K. & Janda, L. (1981). *Exploring Human Sexuality*. New York: Van Nostrand.
- Janda, L. & Klenke, K. (1980). *Human Sexuality*. New York: Van Nostrand.

Klenke, K. (1982). Causal modeling of job satisfaction in dual career couples (pp.183-204). In H. J. Bernardin (Ed). *Women in the Work Force*. New York: Praeger.

Klenke, K. (1984). The construction of a professional meritocracy. Review of D. Napoli. *Architects of Adjustment*. Port Washington, NY: Kennikat Press, 1981. Contemporary Psychology, 29, 1 49-50.

Klenke, K. (1994). Review of Hughes, R., Ginnett, R., & Curphy, G. (1993). *Leadership: Enhancing the Lessons of Experience*. Chicago: Irwin.

### **Other Publications**

Fields, D., Bocarnea, M., & Klenke, K. (2004). A national survey comparing Bush and Kerry as presidential candidates fit to lead the nation.

[http://www.regent.edu/general/regent\\_response/election04/sls.cfm](http://www.regent.edu/general/regent_response/election04/sls.cfm)

Klenke, K. (1999). How leaders should be thinking: Contextually, metaphorically, and futuristically. <http://www.mgeneral.com>

Klenke, K. (1998). Women leaders and women managers in the global community. Conference paper published at [www.mbc.co.uk/conference](http://www.mbc.co.uk/conference), Internet Conference on "Leadership in Management", November 1998.

### **PRESENTATIONS**

Klenke, K. (2008). The predictive power of cultural intelligence in global leadership effectiveness. Paper presented at the 10<sup>th</sup> Annual Conference at the International Leadership Association, Los Angeles, CA: November 12-15.

Klenke, K. & Barrett, P. (2008). Social intelligence: Catalyst for 'new' intelligences and leadership effectiveness. Paper accepted for presentation at the Annual Conference of the International Conferences on Advances in Management, Boston, MA July 16-19.

Klenke, K. (2007). The enlightened eye: Image-based research in the study of leadership. Paper presented at the 9<sup>th</sup> International Interdisciplinary Conference on Advances in Qualitative Methods, Banff Alberta, Canada, September 21-24.

Klenke, K. (2007). E-spirituality: Spiritually engendered emotions in virtual organizations. Paper presented at the Annual Conference of the Academy of Management, Philadelphia, PA, August 3-8.

Barrett, P. & Klenke, K. (2007). The effects of group coaching: A quasi-experimental field study. Paper presented at the Annual Conference of the Society of Industrial/Organizational Psychology, New York, April 24-26.

Klenke, K. (2007). Integrating leadership and spirituality in the workplace through coalescing values and identity transformations. Paper presented at the 2<sup>nd</sup> Annual International Conference on Values-based Leadership, Cape Town, South Africa, March 12-15.

Klenke, K. (2006). Accelerating leadership development through self-awareness and identity transformations: A systems perspective. Paper presented at the 2<sup>nd</sup> Bi-Annual Gallup Leadership Summit, Washington, DC, October 7-9.

Klenke, K. (2006). Integrating leadership development and spiritual development. Paper presented at the 8<sup>th</sup> Annual Conference of the International Leadership Association, Chicago, November 1-5.

Klenke, K. (2006). In the Footsteps of Mary Parker Follett: At the Crossroads of Past and Future. Paper presented at the 8<sup>th</sup> Annual Conference of the International Leadership Association, Chicago, November 1-5.

Klenke, K., McIntyre, R., & Johnson, J. (2006). Taking the long view: The use of time series analyses in leadership research. Paper presented at the 21<sup>st</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX, May 5-7.

Klenke, K. (2006). Authentic leadership: A self, leader, and spiritual identity perspective. Paper presented at the 1<sup>st</sup> Value-based Leadership Conference, Stellenbosch, South Africa, March, 14-16.

Klenke, K. (2006). Conceptualizing corporate social responsibility: Leadership challenges and responsibility. 48<sup>th</sup> Annual Conference of the Southwestern Academy of Management, Oklahoma City, March 1-6.

Klenke, K. (2005). Leadership cartography: Mapping leadership constructs geographically and cognitively. Paper presented at the 7<sup>th</sup> Annual meeting of the International Leadership Association, Amsterdam, Netherlands, November 2-6.

Klenke, K. (2005). Invisible leadership: Senior women leaders at the helm of virtual organizations. Paper presented at the 7<sup>th</sup> Annual meeting of the International Leadership Association, Amsterdam, Netherlands, November, 2-6.

King, J. & Klenke, K. (2005). Antecedents of Perfectionism as a determinant of managerial career success: An exploratory study. Paper presented at the 11<sup>th</sup> Annual conference of the Southwest Academy of Management, Dallas, TX, March 1-3

Klenke, K. (2005). Sculpting the contours of art-based leadership research. 6<sup>th</sup> International Interdisciplinary Conference on Qualitative Research Methods, February 15-17, Edmonton, CA.

Klenke, K. (2004). Image-based research in leadership studies. 6<sup>th</sup> Annual Conference of the International Leadership Association, Washington, CD, November 4-7.

Klenke, K. (2004). The internal theatre of the authentic leader: Cognitive, affective, conative facets of authentic leadership development. 1<sup>st</sup> Annual Gallup Leadership Summit, June 10-12, Lincoln, Nebraska.

Klenke, K. (2004). The ontology of Level V leadership. Invited paper presented at the Annual Conference of the Academy of Religious Leadership, Pittsburg, PA, April 30-May 2.

Klenke, K. (2004). The trilogy of the leader's mind. 21<sup>st</sup> Annual Conference of the Association of Management/International Association of Management, Norfolk, VA, April 14-16.

Klenke, K. (2004). Qualitative research in leadership studies: Paradigm shift or paradigm paralysis. 5<sup>th</sup> International Interdisciplinary Advanced Qualitative Methods Conference, Edmonton, Alberta, January 28-February 1.

- Irving, J., & Klenke, K. (2004). Telos, chronos, and hermēneia: The role of metanarrative in leadership effectiveness and the production of meaning. 5<sup>th</sup> International Interdisciplinary Advanced Qualitative Methods Conference, Edmonton, Alberta, January 28-February 1.
- Klenke, K. (2003). The leader's new work: Living with paradox. 5<sup>th</sup> Annual Conference of the International Leadership Association, Guadalajara, Mexico, November 6-9.
- Klenke, K., & Chaharbaghi, K. (2003). Questioning leadership: Can you trust your CEO? 13<sup>th</sup> Annual Conference of the European Applied Research Conference, Venice, Italy, June 9-14.
- Klenke, K., & Crawford, D. (2003). Dispositional traits and the implications for resistance to change: The relationship between individual resilience and resistance to change. Paper presented at the 18<sup>th</sup> Annual Conference of the Society of Industrial/Organizational Psychology, April 11-14, Orlando, FL.
- Klenke, K. (2002). Women weaving webs: The transformative powers of technology. Paper presented at the 1<sup>st</sup> Global Transformations in Politics, Culture and Society Conference, Brussels, Belgium, December 6-8.
- Klenke, K. (2002). Leadership and spirituality: Challenges for leadership scholars, practitioners and educators. Paper presented at the Annual Conference of the International Leadership Association, Seattle, WA, November, 14-17.
- Klenke, K., Winston, B., and Reid-Martinez, K. (2002). Work, leadership, and spiritual values as predictors of leader behavior. Paper presented at the 8<sup>th</sup> Bi-annual Conference of the Society for the Study of Work and Organizational Values, Warsaw, Poland, June 24-27.
- Klenke, K. (2002). E-spirituality: Spiritual development in an online Ph.D. program in organizational leadership. Paper presented at the 29<sup>th</sup> Annual Organizational Behavior Teaching Conference, Orange, CA, June, 19-22.
- Klenke, K. (2002). Centrality/peripherality of spiritual values in mid- and late career transitions: A continuous learning model. Paper presented at the 17th Annual Conference of the Society for Industrial/Organizational Psychology, Toronto, Canada, April, 12-14, 2002.
- Klenke, K. (2001). Project 2005 as a catalyst for collaborative management education. Paper presented at the 28<sup>th</sup> Annual Organizational Behavior Teaching Conference, Harrisonburg, VA, June, 13-16.
- Klenke, K. (2001). Cinderella stories of women leaders. Paper presented at the 2<sup>nd</sup> Bi-Annual Storytelling in the Americas Conference, St. Catherine, Ontario, Canada, August 28-September 1.
- Klenke, K. (2000). Project 2005: Toward paradigm pliancy and converging perspectives in management, education, cybertechnology and leadership. Paper presented at the 2<sup>nd</sup> Annual Project 2005 Congress (held in conjunction with the 18<sup>th</sup> Annual Conference of the Association of Management/International Association of Management, San Antonio, TX, August, 10-12.
- Klenke, K. & Chaharbaghi, K. (1999). In the eye of the cyclone: Millennial provocations for management, education, cybertechnology and leadership. Paper presented at the 1<sup>st</sup> Annual Project 2005 Congress (held in conjunction with the 17<sup>th</sup> Annual Conference of the Association of Management/International Association of Management, San Diego, CA, August, 6-8.

- Klenke, K. (1998). Developing leadership skills for IS professionals. Paper presented at the Fourth Annual Conference of the Association for Information Systems, Baltimore, MD, August, 14-16.
- Klenke, K. (1997). In the eye of the cyclone: Leadership models for the 21st Century. Paper presented at the Excellence in Management Series, Saint Bonaventure University, Buffalo, NY, November 20-21.
- Klenke, K. (1997). Contextualizing global leadership: Political women leaders in Latin America. Paper presented at the Congress of Psychology for Professionals in the Latin Americas, Mexico City, Mexico, July 27-August 2.
- Klenke, K. (1997). Chesty males and fluffy females: Perceptions of women leaders in the media. Paper presented at the Women in Business Conference, Fort Lauderdale, FL, April 4.
- Klenke, K. (1996). Leadership and information technologies: Reciprocal transformations or Medusa alliances. Paper presented at the 14th Annual Conference of the Association of Management/International Association of Management, Toronto, Canada, August 2-6.
- Klenke, K. (1996). Managing change: Preparing for the future. Paper presented at the Annual Conference of the Council of Education Pennsylvania's Southern Region, Gwynedd Valley, PA, April 26, 1996.
- Klenke, K. (1996). Leadership skills for the 1990s and beyond. Workshop presented at the 5th Annual Women's Leadership Conference Richmond, VA, May 9.
- Klenke, K. (1996). Leadership in virtual organizations. Paper presented at the Annual Conference of the Association of Computer Machinery/Computer Personnel Research Conference, Denver, CO, April, 11-14.
- Klenke, K. (1995). Leadership dispersion as a function of performance in information systems teams. Paper presented at the Annual INFORMS Conference, Los Angeles, CA, April 23-26.
- Klenke, K. (1994). Information technologies as drivers of new organizational forms: A leadership perspective. Paper presented at the Annual Conference of the International Federation of Information Processing WG 8.2. Ann Arbor, MI, August 11-13.
- Howe, W., & Klenke, K. (1994). Assessing a leadership education program. Workshop presented at the Annual Leadership Education Conference, Jepson School of Leadership Studies, University of Richmond, Richmond, VA, July, 7-10.
- Klenke, K. (1994). Leadership Study Abroad: Education for global stewardship. Paper presented at the 21st Annual Conference of the Organizational Behavior Teaching Conference, Windsor, Canada, June, 22-25.
- Hettrick, A. & Klenke, K. (1994). The effects of GDSS and expert systems on leader behavior and leader emergence. Paper presented at the 37th Joint Annual Meeting of the Operations Research Society of America/The Institute of Management Science. Boston, MA, April, 24-27.
- Klenke, K. (1993). Information technologies as leadership substitutes: Challenges for leadership theory and practice. Paper presented at the 36th Annual Conference of the Institute of Management Science. Phoenix, AZ, October 31 - November 3.
- Klenke, K. (1993). Integrating video and information technologies into an undergraduate curriculum of leadership studies. Workshop presented at the 20th Annual Conference of the Organizational Behavior Teaching Society, Bucknell, PA, June, 9-12.

- Klenke, K. (1993). Changing roles of information systems professionals: From technical managers to strategic leaders. Paper presented at the Annual Association of Computer Machinery/Computer Personnel Conference. St. Louis, MO, April, 5-8.
- Kievit, K. & Klenke, K. (1992). Causal modeling of organizational commitment in information systems professionals. Paper presented at The Institute of Management Science Conference. San Francisco, CA, November, 14-17.
- Klenke, K. (1992). Developing leadership competencies of information systems professionals in a global environment. Paper presented at the 31<sup>st</sup> Joint International Conference of the Institute of Management Science. Helsinki, Finland, June 29-July 3.
- Klenke, K. (1992). Meta-analytic studies of leadership: Added insights or added paradoxes? Paper presented at the 4th Annual Convention of the American Psychological Society, San Diego, CA, June, 20-22.
- Klenke, K. (1992). Leadership processes in computer mediated work groups: Implications for information systems development and leadership. Paper presented at the Annual International Federation of Information Processing WG 8.2 Conference Minneapolis. June, 15-17.
- Klenke, K. (1992). Meet the editors: What do the journals want? Workshop presented at the 1st BI-Annual International Conference on Advances in Management, Orlando, FL, March, 25-28.
- Klenke, K. (1992). Predicting leadership style, commitment and turnover of information systems personnel. Paper presented at the Annual Meeting of the Association of Computer Machinery Computer Personnel Research Conference, Cincinnati. April, 5-7.
- Klenke, K. (1991). Effects of organizational behavior modification interventions on work-related behaviors: A meta-analysis. Paper presented at the 3rd Annual Convention of the American Psychological Association. Washington, DC, June, 13-16.
- Klenke, K. (1991). New human resources infrastructures: Computer-mediated performance appraisals. Paper presented at the Annual Conference of the Association of Computer Machinery/ Computer Personnel Research Conference. Athens. GA, April, 8-9.
- Klenke, K. (1990). Information systems professionals as entrepreneurs and intrapreneurs. Paper presented at the 30<sup>th</sup> Annual Conference of the Institute of Management Science. Las Vegas, NV, May, 6-10.
- Klenke, K. (1989). Career paths for information systems professionals: An oxymoron? Paper presented at the 28th Joint Annual Meeting of the Operations Research Society of America the Institute of Management Science. Vancouver, Canada, May, 8-10.
- Klenke, K. (1988). Sequential, differential, and multiple plateauing in dual career couples. Paper presented at the 7th International Conference on Women, Long Beach, CA, August, 3-5.
- Klenke, K. (1988). Construct measurement in management information systems: The case of user satisfaction and user involvement. Paper presented at the 27th Joint Annual Meeting of the Operations Research Society of America/The Institute of Management Science. Denver, October, 20-22.
- Mathieu, J., & Klenke, K. (1988). Antecedents of organizational commitment among professionals and nonprofessional: A path-analytic application. Paper presented at the Annual Meeting of the Academy of Management. Anaheim, CA. August 7-10.

Klenke, K. (1987). Expert systems: Business applications and challenges. Paper presented at the 26th Joint Annual Meeting of the Operations Research Society of America/The Institute of Management Science. St. Louis, MO, October, 24-26.

Klenke, K. (1985). The effects of individual difference factors, task attributes, and organizational characteristics on effort-performance expectancies. Paper presented at the 30th Annual Meeting of the Southwest Federation of the Administrative Disciplines. New Orleans, LA, March, 12-14.

Davies, D. & Klenke, K. (1985). Mind-on experience: Applications of simulations and computers in training. Paper presented at the 1<sup>st</sup> Western Regional Meeting of the Association of Human Resources Management and Organizational Behavior, Denver, CO, February 3-6.

Klenke, K. & Hamel, W. (1984). Performance based measurement systems. Paper presented at the 76th Annual Meeting of the Military Testing Association, Munich, Germany.

Klenke, K., & Hamel, W. (1984). The effects of individual, task, and organizational factors on effort-performance expectancies. Paper presented at the Annual Conference of the Southeastern Management Association. New Orleans, November, 14-18.

Klenke, K. (1984). Determinants of organizational commitment in professional, white collar, and blue collar women. Paper presented at the 29th Annual Meeting of the Southwest Division of the Academe of Management. San Antonio, TX.

Klenke, K. (1983). Evaluating organizational productivity. Paper presented at the 25th Annual Conference of the Military Testing Association. Gulf Shores, AL.

Klenke, K. (1983). An evaluation of the reliability and factor structure of the Minnesota Satisfaction Questionnaire (MSQ). Paper presented at the 54th Annual Meeting of the Eastern Psychological Association. Philadelphia, PA.

Klenke, K. (1983). Individual, job, and organizational predictors of mental health. Paper presented at the 29th Annual Meeting of the Southeastern Psychological Association. Atlanta, GA.

Klenke, K. (1982). Organizational moderators of perceived job characteristics in three female samples Paper presented at the 53rd Annual Meeting of the Eastern Psychological Association, Baltimore, MD.

Klenke, K. (1982). Effects of hiring practices and performance profiles on personnel decisions. Paper presented at the 28th Annual Meeting of the Southeastern Psychological Association. New Orleans, LA.

Klenke, K. (1981). Causal determinants of job satisfaction in dual career couples Paper presented at the 4th Annual Symposium on Behavioral Science, Blacksburg, VA.

#### **SELECTED SEMINARS AND WORKSHOPS**

Klenke, K. (2006). Work, leadership and spiritual values as predictors of leader behaviors. Shofar, Cape Town South Africa.

Klenke, K. (2006). The leader's new work: living with paradox. Every Nation Leadership Institute, Cape Town, South Africa.

Klenke, K. (1999-2001) Women in Management. American Management Association. Various locations including New York, Chicago, Dallas, San Francisco.



Lamont McKinney	Effects of leadership style, self-efficacy, and resilience of health care professionals on perceptions of posttraumatic stress
Jasmine Arfaa	A phenomenological study exploring leadership development of adolescent influences and experiences among female CEOs of hospitals
Lou Woolard	Effects of LMX, organizational culture and burnout on health care disparity
Michelle Canopii	Leadership succession planning: Transactional/ transformational leadership, organizational culture; third predictor variable to be determined
Carolina Brown	Women leaders in Latin America
Michele Carrera	Assessing real-time alternative realities of leaders and decision-makers in non-linear, asymmetrical environments

### **Research Interests**

- Authentic leadership
- Legacy leadership
- Positive psychology and leadership effectiveness
- Leadership and spirituality
- Cross-cultural leadership studies
- Women in leadership
- Aesthetic and arts-based leadership
- Leadership cartography®
- E-leadership

### **Manuscripts in Progress**

#### **Books**

Klenke, K. *Women in leadership: Contextual dynamics and boundaries*. (Prospectus for a 12 chapter book submitted to Emerald Group Publishing LTD).

Klenke, K. & Barrett, P. *The genetic architecture of leadership* (Prospectus in preparation)

#### **Journals and Journal Articles**

Klenke, K. (Guest Editor) Preparation of a special issue special issue for the *Jopurnal of Management Systens* entitled: Mary Parker Follett: Prophet of Management, Prophet of Chaos.

Klenke, K. Qualitative research in leadership studies: Paradigm shift or paradigm paralysis?

Klenke, K. Trilogy of the leader's mind: Emotional, cultural, and spiritual intelligences.

Klenke K. *Invisible Leadership: Women at the helm of information intensive organizations*

Klenke, K. Leadership Cartography®

### **EDITORIAL AND CONFERENCE EXPERIENCE**

- 2007-present Editor-in-Chief, *Journal of Management Systems*  
 2007-present *Journal of Mixed Methods Research*, Editorial Review Board  
 2006-present *Journal of Management, Religion and Spirituality*, an Academy of Management publication, Editorial Review Board
- 2004-present *Leadership*, premier European Leadership journal published by Sage, Editorial Review Board
- 2005-present *Leadership and Organizational Development Journal*, Editorial Review Board
- 2005-present *The Qualitative Report*, Editorial Review Board
- 2005 Guest Editor, *International Journal of Organizational Analysis*, 13 (1) Special Issue on Spirituality in Organizations
- 1988-2000 Founder and Editor-in-Chief *Journal of Management Systems*
- 1998-2000 Founder and Editor-in-Chief, *Journal of Leadership and Leaders*
- 1998-2000 Proceedings Editor, *Annual AoM/IAoM Conference Proceedings*
- 1993-1999 Contributing Editor, *Journal of Leadership Studies*
- 2005-present Reviewer, Southwestern Academy of Management
- 1991-present Reviewer; Session Chair: Society of Industrial/Organizational Psychology Academy of Management; International Association of Management; International Leadership Association; Gallup Leadership Summit
- 1996-1999 Conference Program Chair, Association of Management/International Association of Management (AoM/IAoM). Responsible for overall design, planning, implementation and evaluation of international and national conferences; site selection, contract negotiations; preparation of conference schedule; selection of reviewers, session chairs, discussants
- 1983-1986 Conference Program Chair, Association of Human Resources Management and Organizational Behavior (HRMOB). Same as above

### **HONORS AND AWARDS**

- 1998 International Registry for Global Leadership
- 1996 Book of the Year Award, American Journal of Nursing for *Women in Leadership: A Contextual Perspective*
- 1992 Two Thousand Notable American Women
- 1992 The International Directory of Distinguished Leadership
- 1985, 1986 Excellence in Conference Programming Awards; The Association of Human Resources Management and Organizational Behavior (3 times)
- 1983 Who's Who in Science and Technology
- 1981 Recipient of the first B. Von Haller Gilmer Award for Outstanding Research on Women in the Workforce
- 1980-1982 Old Dominion University, Doctoral Fellowships

### **SPECIAL SKILLS**

Microsoft Word, Excel, PowerPoint, RefWorks, Outlook, Eudora, Database search engines, Blackboard Certification, SPSS

**PROFESSIONAL MEMBERSHIPS**

Society of Industrial and Organizational Psychology (SIOP)  
Academy of Management (AOM)  
Association of Management/ International Association of Management (AoM/IAoM)  
Association for Spirit at Work (ASW)  
American Council on Germany (ACG)  
National Association of Female Executives (NAFE)  
International Leadership Association (ILA)