

Judi Neal, Ph.D.

Chairman, Edgewalkers International
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EDUCATION:

Graduate: Yale University, New Haven, CT 06520, Ph.D., Organizational Behavior

Undergraduate: Quinnipiac College, Hamden, CT 06514, B.S., Business Administration, Graduated Summa Cum Laude, Class Valedictorian.

Secondary School: Kailua High School, Kailua, Hawaii 96734.

WORK EXPERIENCE:

2006 – Present Chairman, Edgewalkers International; a consulting and coaching organization for people who walk between worlds.

2009 – 2013 Founding Director, Tyson Center for Faith and Spirituality in the Workplace, University of Arkansas

2007- Present Academic Director, Master of Arts in Organizational Leadership, Graduate Institute

2006 - Present Professor Emeritus, University of New Haven, Management Department

1988 - 2006 Associate Professor, University of New Haven, Management Department.

2000 - 2008 President & CEO, International Center for Spirit at Work; a non-profit membership organization for people who are integrating spirituality and work.

2000 - 2001 Adjunct Faculty, Presidio World College, undergraduate program in Sustainable Business

1998 – 2000 Coordinator of Graduate and Undergraduate Management and Organization Programs

1997 - 2000 Director, Center for University/Business Partnerships; Offering faculty consulting, research, and volunteer work to the business community, economic development, supporting entrepreneurial ventures between the University and the business community.

- 1995 – 1997 Adjunct Faculty, Pepperdine University, Ph.D. program in Organizational Development and Change
- 1994 – 2000 Director of Center for Spirit at Work, University of New Haven; A research and education organization dedicated to providing resources and networking to people who are consciously integrating spirituality and work.
- 1990-1993 Coordinator of Tribal Management Programs, University of New Haven
- 1988 - 1997 Coordinator of Human Resource Programs, University of New Haven.
- 1988 - Present President, Judith Neal and Associates; a management consulting firm focusing on employee empowerment, leadership and team development and spirituality in the workplace.
- 1985 - 1987 Manager, Organizational Development and Training, Honeywell Defense Systems, Joliet, IL
- Responsible for providing consulting and training support to socio-technical systems plant with high performance culture. This included TQM training, team building, diversity programs, ethics programs, and team facilitation.
- 1983 - 1985 Manager, Organizational Development and Training, Circuit-Wise, Inc., Hamden, CT
- Responsible for all training and development activities. Developed and implemented a pre-supervisory selection and development process. Coordinated a Statistical Process Control program resulting in 15% increase in final yields in the first six months at significant cost savings.
- 1981 - 1983 Organizational Development Consultant, Honeywell, Inc., Phoenix, AZ
- Responsible for organizing, training, and facilitating employee involvement teams and management teams. Conducted survey feedback and created action teams to follow-up on results of survey.
- 1979- 1981 Adjunct Faculty, University of Hartford MBA Program, Hartford, CT
- 1978 - 1978 Teaching and research assistantships, Yale University, New Haven, CT

COURSES TAUGHT:

Undergraduate:

Organizational Behavior
Management and Organization
Culture

Management of Human Resources
Advanced Management

Contemporary Issues in Business and Society
Management of Workforce Diversity (developed)
Managing Human Resources

Total Quality Management
Management of Corporate

Senior Seminar in Human Resources
Women in Management
Spirituality in the Workplace
Management Seminar

Graduate:

Management
Management of Human Resources
Organizational Theory

Leadership and Team Building

Managing the Multicultural Workforce (developed)

Organizational Development
Spiritual Leadership

Organizational Effectiveness
Personnel Management Seminar
Business and Society
Research Project

Spirituality in the Workplace
Careers, Calling and Vocation

Executive MBA:

Human Resources
Organizational Development
Leadership and Team Building

Management Processes
Leadership

Doctoral:

Seminar in Management
Leadership and Spirituality
Ethics and Spirituality

ARTICLES AND PUBLICATIONS

Refereed Publications:

Neal, J. and M. Vallejo. 2008. Family firms as incubators for spirituality in the workplace: Factors that nurture spiritual businesses, *Journal of Management, Spirituality and Religion*, Vol. 5, No. 2, 115-159.

Neal, Judi. 2008. Integral Learning: A New Look at Management Development in Public Administration, *The International Journal of Public Administration*, Volume 31 (4): 372-395.

Marx, R., J. Neal, K. Manz and C. Manz. 2008. Teaching About Spirituality and Work: Experiential Exercises for Management Educators, in G. Biberman and L. Tischler

(Eds.) *Spirituality in Business: Theory, Practice and Future Directions*, New York: Palgrave MacMillan.

Manz, K., R. Marx, C. Manz, and J. Neal. 2006. The language of virtues: Toward an inclusive approach for integrating spirituality in management education. *Journal of Management, Spirituality and Religion, special issue on Organizational Virtuosity*.

Gunther, M. and J. Neal. 2006. "Fortune Sr. Writer Marc Gunther on 'The Role of Virtues in Spiritual Leadership'" with an Introduction and an Interview by Judi Neal. *Journal of Management, Spirituality and Religion, special issue on Organizational Virtuosity*.

Neal, J. 2005. Spirituality in the Workplace: An Emerging Phenomenon, *Studies in Spirituality*, vol. 15 (1): 267-282.

Busaya Vongchavalitkul, Parbudyal Singh, Judi A. Neal, Michael Morris. 2005. An Exploratory Study on the Effects of Learning Organization Characteristics on Internet Usage. *Group Organization Management*. 30: 398-420.

Vongchavalitkul, B., Singh., P., Neal, J. & Morris, M. 2004. An exploratory study on the effects of learning organization characteristics on Internet usage. *Group and Organization Management*.

Vongchavalitkul, B., Singh, P., Neal, J., & Morris, M. 2004. Factors affecting the use of the Internet in Academia: A Comparative study of Thai and American business school faculty. *Journal of International Business and Entrepreneurship*.

Neal, J. and G. Biberman, 2004. Research that Matters: Helping Organizations Integrate Spiritual Values and Practices, *Journal of Organization Change Management*. March.

Vongchavalitkul, B., Singh., P., Neal, J. 2003 The role of individual and organizational factors in the adoption and use of new technology: the case of internet use by business school faculty in Thailand. *International Journal of Continuing Education and Lifelong Learning, Vol. 13, No.5/6 pp. 513 – 529*.

Neal, J. and G. Biberman, 2003. The Leading Edge in Research on Spirituality and Organizations, *Journal of Organization Change Management*, July.

Finn, D., L. Goulet, & J. Neal. 2002. Teaching cohort groups: An outsider looking in. *Journal of Business Education*.

Neal, J.A. 2000. Work as service to the Divine. *American Behavioral Scientist*. Special issue on spirituality in the workplace. Vol. 43, No. 8, 1316-1333.

Neal, J.A., B. Lichtenstein, and D. Banner. 1999. Economic and spiritual arguments for individual, organizational and societal transformation. *Journal of Organizational Change Management*, Special issue on spirituality and work, Vol. 12, No. 3, 175-185.

Biberman, J., M. Whitty, S. King, and J. Neal. 1999. Innovative management training: Combining the wisdom of west and east. *Chinmaya Management Journal* special issue on Spirituality at Work, June, vol. 3, No. 1, 5-13.

Neal, J.A. 1998. Teaching with soul: Support for the management educator. *Journal of Management Systems*, vol. 10, no. 4: 73-90.

Neal, J.A., S. Schor, and M. Sabiers. 1998. This is your life! A lifeline exercise to promote discussion of differences, *Journal of Management Education*, December, Vol. 22, No. 6: 745-752.

Neal, J. A. and Lussier, R. 1998. The organization redesign process: Issues of implementation and commitment, *Business Journal*, V. 7, No. 3:

Neal, J. 1997. Spirituality in management education: A guide to resources, *Journal of Management Education*, February, vol. 21, no. 1: 121-139.

Neal, J. and C. Tromley. 1995. From incremental change to retrofit: Creating high performance work systems, *Academy of Management Executive*, February, vol. 9, no. 1: 42-54.

Simerson, G. and J. Neal. 1993. Business ethics education: How well are we preparing our graduates for the realities of work? *American Business Review*, June.

Neal, J. 1991. Commitment to Change: Middle Management Response to Employee Involvement. *AUBER Faculty Working Paper*, School of Business, University of New Haven, May.

Neal, J. 1978. The life cycle of an alternative organization, *Harvard Business School Case Study*.

Books:

Neal, J. 2013. *Creating Enlightened Organizations*. New York, NY: Palgrave MacMillan.

Neal, J. 2012. *The Handbook of Faith and Spirituality in the Workplace*. New York, NY: Springer.

Neal, J. and A. Harpham. 2012. *The spirit of project management*. London: Gower Publishing.

Manz, C., K. Cameron, K. Manz, R. Marx (eds., J. Neal, consulting editor). 2008. *The virtuous organization: Insights from some of the world's leading management thinkers*. New Jersey: World Scientific.

Neal, J. 2006. *Edgewalkers: People and organizations that take risks, build bridges, and break new ground*. Westport, CT: Praeger.

Books in Process:

Toomey, M. and Neal, J. *Integrating Change*. Fayetteville, AR: Coyote Publishing.

Marcic, D., J. Neal, and S. Karnik. *Virtues at work: A 12 month program*. Fayetteville, AR: Coyote Publishing.

Book Proposals:

Neal, J. *Surrender*. Proposal submitted to Berrett-Koehler.

Book Chapters:

Neal, J. and L. Hoopes. 2013. *Assessing Edgewalker qualities and skills*, in *Handbook on Workplace Spirituality*, Ozbilgin, Mustafa; David Miller; Frank Bournois; and Yochanan Altman (eds.), Edgar Elgar Publishing.

Neal, J. 2013. *Best practices in faith and spirituality in the workplace*, in *Handbook on Workplace Spirituality*, Ozbilgin, Mustafa; David Miller; Frank Bournois; and Yochanan Altman (eds.), Edgar Elgar Publishing.

Neal, J. 2011. *Edgewalkers: Leadership and the new global human*, in Mark Russell (ed.), *Spirituality Based Wisdom for Leadership*. China Europe International Business School and the European SPES Forum.

Neal, J. 2011. *Edgewalker Organizations*, in Luk Bouckaert and Laszlo Zsolnai, (eds.), *Handbook on Spirituality in the Workplace*, (eds.) New York: Palgrave.

Boelhower, G. and J. Neal. 2011. *Organizational Values Integration Reflection*, in Marques, Joan, Satinder Dhiman, and Jerry Biberman (eds.), *Managing in the twenty-first century: Transforming toward mutual growth*, New York: Palgrave Macmillan.

Neal, J. 2011. *Spiritual lifeline: An integrative exercise*, Marques, Joan, Satinder Dhiman, and Jerry Biberman (eds.), *Managing in the twenty-first century: Transforming toward mutual growth*, New York: Palgrave Macmillan.

Neal, J. 2011. *Spiritual evolution at work*, Marques, Joan, Satinder Dhiman, and Jerry Biberman (eds.), *Managing in the twenty-first century: Transforming toward mutual growth*, New York: Palgrave Macmillan.

Neal, J. 2008. *Judi Neal on Visionary Workplace Cultures*, in Martha Finney, *Building High-Performance People and Organizations*, Westport, CT: Praeger, 88-95.

Gunther, M. and J. Neal. 2008. *The role of virtues in spiritual leadership*, in Manz, C., K. Cameron, K. Manz, R. Marx (eds., J. Neal, consulting editor), *The virtuous organization: Insights from some of the world's leading management thinkers*. New Jersey: World Scientific, 259-278.

Manz, K., R. Marx, C. Manz, and J. Neal. 2008. *The language of virtues: Toward an inclusive approach for integrating spirituality in management education*, in Manz, C., K. Cameron, K. Manz, R. Marx (eds., J. Neal, consulting editor), *The virtuous organization: Insights from some of the world's leading management thinkers*. New Jersey: World Scientific, 117-140.

Marx, R. J. Neal, C. Manz, and K. Manz. 2007. *Teaching about Spirituality and work: Experiential exercises for management educators*, in Jerry Biberman and Len Tischler (eds.) *Spirituality in Business: Theory and Practice and Future Directions*, New York, NY: Palgrave Macmillan.

Neal, J. 2004. *People Like us: An exercise in diversity*, in Gary Powell (ed.) *Managing a diverse workforce: Learning activities*, 2nd edition, Thousand Oaks: Sage Publications.

Neal, J. 2002. *How to walk on the leading edge without falling off the cliff*, in Tom Brown (ed.) *Business: The Ultimate Resource*, London: Bloomsbury Publishing: 229-230.

Neal, J. 2002. *Actionlists: Personal Development in Business: The Ultimate Resource*, London, U.K.: Bloomsbury Publishing: 744-820.

Neal, J. 1994. *People like us: An exercise in tokenism*, in Gary Powell (ed.) *Gender and Diversity in the Workplace: Learning Activities and Exercises*, San Francisco: Sage Publications.

Neal, J. 1994. *Managing diversity: Developing a plan for diverse organizations*, in Gary Powell (ed.) *Gender and Diversity in the Workplace: Learning Activities and Exercises*, San Francisco: Sage Publications.

Works in Progress:

Neal, J. and M. Toomey. *An ontological approach to leadership development at the graduate level*.

Bell, R., L. Jones, M. Longstreth and J. Neal. The role of spirit at work in faculty and staff organizational commitment.

Refereed Conference Proceedings:

Neal, J. 2003. Integral Learning: Management Education for the Whole Person. *Eastern Academy of Management Annual Conference Proceedings*

Vongchavalitkul, B., P. Singh, and J. Neal, 2002. Factors affection the adoption and use of new technology: The case of Internet use by business school faculty in Thailand, *Asia Academy of Management Conference Proceedings*.

Neal, J. 2001. High Tech – High Touch: Building Transformational Learning Communities in Online Courses, *Eastern Academy of Management Annual Conference Proceedings*

Neal, J. 2001. The making of a freelance academic. *Eastern Academy of Management Annual Conference Proceedings*

Neal, J. 2000. Spirituality and Human Resources. *Eastern Academy of Management Annual Conference Proceedings*.

Neal, J. 1999. The Labyrinth: A life-giving tool for organizations. *Eastern Academy of Management Annual Conference Proceedings*.

Tromley, C., S. Schor, and J. Neal, 1998. Mixing apples and oranges or blending a smoothie? Team approaches to teaching, *Eastern Academy of Management Annual Conference Proceedings*.

Neal, J. & R. Lussier. 1998. An evaluation of skills development in traditional management textbooks, *Eastern Academy of Management Annual Conference Proceedings*.

Neal, J. and M. London. 1997. Spirituality in management education: Should we be using the “S” word? *Eastern Academy of Management Annual Conference Proceedings*.

Neal, J., L. Goulet, and D. Finn. 1997. Teaching cohort groups: An outsider looking in. *Eastern Academy of Management Annual Conference Proceedings*.

Neal, J., S. Schor, and M. Sabiers. 1996. This is your life! Utilizing a lifeline exercise in diversity classes, *Eastern Academy of Management Annual Conference Proceedings*.

Lichtenstein, B., M. London and J. Neal. 1996. The music of organizing - A synergy of evolving structures, improvisation and finding our collective voice, *Eastern Academy of Management Annual Conference Proceedings*.

Neal, J., W. Ferris, S. Schor and J. Harmon. 1995. Spirituality in management education, *Eastern Academy of Management Annual Conference Proceedings*.

Tromley, C., W. Ferris, S. Meisel, and J. Neal. 1995. Students who hate groups and the teachers who help them, *Eastern Academy of Management Annual Conference Proceedings*.

Neal, J. 1994. Valuing personality diversity: Applying Myers-Briggs typology to organizational culture, *Eastern Academy of Management Annual Conference Proceedings*.

Neal, J. 1993. Managing diversity: Developing a plan for diverse organizations. *Eastern Academy of Management Annual Conference Proceedings*.

Tromley, C. and J. Neal. 1993. Men and women workplace peers: Task and relationship expectations, *Proceedings of the 1993 Annual Conference, The Association on Employment Practices and Principles* in cooperation with The American Management Foundation. Nominated for Best Paper Award.

Neal, J. 1991. Whistle-blowing and the O.D. consultant. *Eastern Academy of Management Annual Conference Proceedings*.

Neal, J. 1990. People like us: An exercise in tokenism. *Eastern Academy of Management Annual Conference Proceedings*.

Non-Refereed Articles:

Neal, J. 2011. Edgewalkers: Walking on the leading edge. *Leadership Excellence*, November 2010, p. 9.

Neal, J. 2008. Leadership and Spirituality in the Workplace. Appendix A in R. Lussier, *Human Relations in Organizations: A Skill-Building Approach*, 7th ed., Homewood, IL: Irwin.

Weichel, K. and J. Neal. 2004. Tapping our spiritual intelligence. Unpublished article.

Neal, J. A. Managerial Commitment to Planned Organizational Change. Unpublished dissertation, Yale University, 1985.

Neal, J. A. Whistle-blowing and Integrity: An O.D. Perspective. *Open Forum*, Winter 1990, 1, 5-6.

Editorial Work:

Founding editorial board member, *Journal of Management, Spirituality, and Religion*.

Founding editorial board member, *Renaissance Business Journal*.

Consulting Editor, Manz, C., K. Cameron, K. Manz, R. Marx (eds.). 2008. *The virtuous organization: Insights from some of the world's leading management thinkers*. New Jersey: World Scientific.

Co-editor with Gerald Biberman, of two Special Issues of *Journal of Organization Change Management* on "Research Issues and Research Methods in Spirituality in Organizations." July 2003, March 2004.

Editor of Special Issue of *Group and Organization Management* on "Best Papers from the Eastern Academy of Management 2002." Publication date December 2003.

Editor of *Spirit at Work* newsletter, an international publication that has been written about in major publications such as Business Week, Wall Street Journal, Chicago Tribune, and CEO Magazine, 1994 - present. Now an online journal at <http://www.spiritatwork.org>

Co-editor, with Gordon Dehler, of a special issue of the *Journal of Management Education* on "Spirituality and Work" October 2000.

Presentations:

Bell, Rhonda, Linda Jones, Molly Longstreth, Judi Neal. 2012. Spirituality in higher education: A comparison of a faith-based and a secular organization. Presented at the Academy of Management, Boston MA, August 7, 2012.

Bell, Rhonda, Linda Jones, Molly Longstreth, Judi Neal. 2011. Spirituality in higher education: A comparison of a faith-based and a secular organization. Presented at the International Faith and Spirit at Work Conference, Fayetteville, AR, November 7, 2012.

Neal, J. Edgewalkers: People and organizations that take risks, build bridges, and break new ground, Institute for Sustainable Enterprise, Fairleigh Dickinson University, Madison, NJ, March 28, 2008.

Neal, J. People and organizations that take risks, build bridges, and break new ground, Professional Women in Healthcare, Worcester, MA, April 3, 2008.

Neal, J. Spirituality in the Workplace, Prairie View Behavioral Health Systems, Newton, KS, November 9, 2007

Neal, J. Walking on the Leading Edge of Life, presented at 6 Prairie View facilities in Kansas, November 6-8, 2007.

Neal, J. and K. Hunn. Walking on the Leading Edge, a two-day workshop sponsored by the Journal of Management, Religion and Spirituality, London, UK. November 1-2, 2007.

Neal, J. Edgewalkers, keynote speech at the Ohio Hospital Association annual board meeting, Silver Springs, West Virginia, August 16, 2007.

Neal, J. and K. Hunn, Walking on the Leading Edge, a three-day workshop in Mallorca, Spain, September 19-21, 2007

Manz, K., C. Manz, J. Neal, and R. Marx. Language is the first issue: Discussing spirituality in the management classroom. Academy of Management 2005 Conference, Honolulu, HI, August 2005.

Kauanui, S., L. Robbins, J. Biberman, Y. Altman and J. Neal. 2004. Developing Publishable Research Submissions in Management, Spirituality and Religion, panel presentation at the Academy of Management, New Orleans, LA, August.

Manz, K., R. Marx, C. Manz, and J. Neal. 2004. Parables, Fables and Cases: Exploring the Use of Moral Story in Actionable Learning, caucus presentation at the Academy of Management, New Orleans, LA, August.

Neal, J. and D. Finn. 2004. Designing and Using Guided Meditations in the Classroom to Develop Multiple Intelligences, a presentation at the Organizational Behavior Teaching Conference, University of Redlands, CA. June.

Neal, J. 2004. Edgewalkers: Leaders for the 21st Century, presented at the World Business Academy, Santa Barbara, CA, March.

Neal, J., D. McCormick, and K. Krahnke. 2003. Spirituality and Democracy, a panel presentation at the Academy of Management, Seattle, WA, August.

Neal, J. 2003. Leadership and Group Development, a workshop for the Clinical Data Management Program at Sonalyst, Waterford, CT, June.

Neal, J. 2003. Integral Learning: Management Education for the Whole Person. Paper presented at the Eastern Academy of Management, Baltimore, May.

Neal, J. 2003. Building Personal and Organizational Resilience, a workshop presented to Pfizer Employees, Groton, CT and New York, NY, April – May.

Neal, J. 2002. Edgewalkers. Center for Creative Leadership Spirituality and Leadership Conference, Greensboro, NC. January.

Neal, J. 2002. Spirituality in the Workplace in Higher Education: A global phenomenon. Spirit in Business Conference, New York, NY. April.

- Neal, J. 2002. Bringing Spiritual Wisdom Into Our Workplaces, Professions and Schools, Spiritual Transformation Conference, Boston, MA. April.
- Neal, J. 2002. Leading With Soul. CARE 2002 Conference for Wheaton Franciscan Systems Executives. Chicago, IL May.
- Neal, J. 2002. Spirituality and Ethics. Church of the Holy Trinity, New York, NY. September.
- Neal, J. 2002. Spirit at Work. Keynote presentation for National Council for Staff, Program and Organizational Development, Philadelphia, PA. October.
- Neal, J. 2001. Organizational Examples of Spirituality in Management and Organizational Development. Keynote speaker at the Center For Creative Leadership's annual conference on Spirit and Leadership in Greensboro, NC. January 2001.
- Neal, J. 2001. The Stages of Spiritual and Career Development, International Alliance for Learning conference in Orlando, Florida, January 2001.
- Jones, M. and Neal, J. 2001. Who Will Play Your Music? International Alliance for Learning conference in Orlando, Florida, January 2001.
- Neal, J. 2001. Teaching Spirituality in the Workplace in an Online Course. International Alliance for Learning conference in Orlando, Florida, January 2001.
- Neal, J. 2001. Spirituality, Ethics and Values, Pepperdine Doctoral Program, Monterrey, Mexico, February 2001.
- Neal, J. 2001. Leadership as a Spiritual Path. Keynote speech at the Servant Leadership Retreat sponsored by Chapman University, Orange, CA, February.
- Neal, J. 2001. The Dark Night: Stages of spiritual evolution in the workplace. Keynote speech at the Team Spirit Conference in San Diego, CA, February.
- Neal, J. 2001. How to Take Advantage of Chaos: The Inner Path to Managing Change." Live video presentation for a course on Managing Change at National Technology University, Colorado. May .
- Neal, J. 2001. Managing Change, a workshop for Pfizer employees, Groton, CT, May.
- Neal, J. 2001. Sustainable Inner Development: The Labyrinth Walk for Cross-Cultural Efforts in Management, workshop presented at the Academy of Management, Washington, DC, August.
- Neal, J. 2001. Four Gateways to Spirit at Work," Avaya Discussion Group, Denver, Colorado, August.

- Neal, J. 2001. Four Gateways to Spirit at Work. Company of Friends meeting, Northampton, MA, October.
- Neal, J. 2001. Leading With Soul. CAPFAA annual meeting, Southbury, CT, October.
- Neal, J. 2000. Leadership and Spirituality. A one-day module at Pepperdine University's Doctoral Program, Long Beach, CA, January.
- Neal, J. 2000. Ethics and Integrity. A one-day module at Pepperdine University's Doctoral Program, Long Beach, CA, March.
- Neal, J. 2000. Spirituality in higher education: A global phenomenon. Conference on Spirituality and Higher Education, University of Massachusetts, Amherst, MA, June.
- Neal, J. 2000. The labyrinth: A timeless technology for management education. Organizational Behavior Teaching Conference, Atlanta, GA, June.
- Neal, J. 2000. Creating sacred space at work. Barnes and Noble, North Haven, CT, August.
- Neal, J. 2000. Transcendent experiences and organizational life. Academy of Management, Toronto, Canada, August.
- Neal, J. 2000. Management, spirituality, and religion. Academy of Management, Toronto, Canada, August.
- Neal, J. 2000. Organizational Examples of Spirituality in Management and Organizational Development. International Organizational Development Association conference, Pattaya, Thailand, November.
- Neal, J. 2000. Spirit at Work. Connecticut EAP Association, Hartford, CT, December.
- Neal, J., M. Scott, P. Perez. 1999. Harmony and dissonance in community. The Second International Symposium on Spirituality and Business, Boston, MA, March.
- Neal, J. 1999. Leadership and Team Building, a presentation to employees at The Hartford Insurance Company executive development program.
- Neal, J. and P. Perez. 1999. How to take advantage of chaos: A spiritual approach to change. American Society of Training and Development, Stamford, CT, April.
- Neal, J. and J. Miguez. 1999. The Labyrinth: A life-giving tool for organizations. Eastern Academy of Management, Philadelphia, May.

Neal, J., J. Seltzer, J. Harmon. 1999. The Eastern Academy of Management as a Life-Giving Organization. Eastern Academy of Management, Philadelphia, May.

Jones, M. and J. Neal. 1999. Creating the gift economy. The Second International Conference on Spirituality in the Workplace, Toronto, Canada, June.

Finn, D. and J. Neal. 1999. Trust-building in a multi-cultural environment. Organizational Behavior Teaching Conference, Las Cruces, NM. June.

Neal, J. and D. Marcic. 1999. Passion and prosperity at work. Organizational Behavior Teaching Conference, Las Cruces, NM. June.

Neal, J., T. Brown, K. Murrell, and R. Greenwood. 1999. The Anatomy of Fire: An Internet Change and Development Journey in a Changing World. Nominated for best symposium award in the Management Education Division. Academy of Management Annual Conference, Chicago, IL, August.

Marcic, D. and J. Neal. 1999. Euphonic pedagogy. Academy of Management Annual Conference, Chicago, IL, August.

Neal, J. and M. London. 1999. Spirit at Work: A career perspective. Academy of Management Annual Conference, Chicago, IL, August.

Gillespie, J., C. Poulson, J. Neal, D. Steingard. 1999. Against the wind: Radicals, rebels and rogues in the classroom. Academy of Management Annual Conference, Chicago, IL, August.

Neal, J. 1998. Spirituality in the workplace: What's happening? Spirituality in the workplace conference, Toronto, Canada, May.

Neal, J. 1998. Panelist, The meaning of work: Bridging the gap between theory and practice, pre-conference symposium, Spirituality at Work Conference, Washington, DC, June.

Neal, J. 1998. Healing our souls at work, Spirituality at Work Conference, sponsored by the Center for Visionary Leadership, Washington, DC, June.

Neal, J., C. Tromley, and S. Schor. 1998. Evolving role of team teaching: Medley, harmony or cacophony? Presented at the 25th Organizational Behavior Teaching Conference, LaVerne, CA, June.

Neal, J., B. Lichtenstein & D. Banner. 1998. What Matters Most in Transformation: Economic and Spiritual Arguments for Individual, Organizational and Societal Change, presented to the National Academy of Management, San Diego, August.

Neal, J., L. Robbins, and G. Biberman, 1998. The soul of great teaching: Enspiriting your career, presented at the Academy of Management as a pre-conference workshop, San Diego, August.

Neal, J. 1998. Spirituality in the Workplace, Barnes & Noble, North Haven, September.

Neal, J. 1998. Stages of spiritual development at work, presented at the Finding Gold in the Shadow: Transforming our Organizations and Ourselves Conference sponsored by High Tor Alliance, Spring Valley, NY, October.

Neal, J. 1997. Spiritual practices for high performance, Network, Inc. meeting, New Haven, CT, October .

Neal, J. 1997. Consciousness at work. Keynote speech at The Women's Business Conference, Bridgeport, CT, September.

Neal, J. 1997. The evolution of consciousness at work. Presented at Rodale Press, Emmaus, PA, September.

Neal, J. and L. Bolman. 1997. Teaching with soul. An invited pre-conference workshop at the National Academy of Management, Boston, MA, August

Robbins, L., L. Bolman, D. Cooperrider, and J. Neal. 1997. Spirituality and management: A call to action. A panel symposium presented at the National Academy of Management, Boston, MA, August.

Neal, J. 1997. Spirituality and career development: A lifeline exercise. Presented at the Organizational Behavior Teaching Conference, Cleveland, OH, June.

Neal, J. and M. London. 1997. Spirituality in management education: Should we be using the "S" word? Presented to the Eastern Academy of Management, New Brunswick, NJ, May.

Neal, J., L. Goulet, and D. Finn. 1997. Teaching cohort groups: An outsider looking in. Presented to the Eastern Academy of Management, New Brunswick, NJ, May 1997.

Neal, J. 1997. The evolution of consciousness at work: Principles for high performance and meaning at work. Presented at the Expressing the Soul in the Workplace Conference at the Kripalu Center, Lenox, MA, May 1997.

Neal, J. 1997. The evolution of consciousness at work. Presented to Rockport Company Strategic Planning Retreat, Lenox, MA, April.

Neal, J. 1997. Spirituality as a new horizon in worksite health promotion: A model for high performance. Presented at the Association for Workplace Health Promotion conference, Hartford, CT, April.

Neal, J. and S. Goldberg. 1996. They don't all work for General Motors: A workshop on incorporating small business and family business knowledge and skills in OB and management courses. Presented to the Organizational Behavior Teaching Society, Keene, NH, June.

Neal, J., S. Schor and M. Sabiers. 1996. This is your life! Utilizing a lifeline exercise in diversity classes. Presented to the Eastern Academy of Management, Crystal City, VA, May.

Lichtenstein, B., M. London, and J. Neal. 1996. The music of organizing - A synergy of evolving structures, improvisational leadership and finding our collective voice. Presented to the Eastern Academy of Management, Crystal City, VA, May.

Neal, J. and R. Lussier. 1995. Reengineering: Issues of implementation and commitment. Presented to the New England Business Administration Association International Conference, New Haven, CT, October.

Neal, J. 1995. Playing from the heart: An experiential workshop on spirituality in the workplace. Invited speaker at California School of Professional Psychology, Spirituality in the Workplace speaker series, Los Angeles, CA, October.

Neal, J. 1995. Playing from the heart: An experiential workshop on spirituality in the workplace. Presented to the LearnScience Masters Program at Southern Connecticut State College, New Haven, CT, August.

Neal, J. 1995. Spirituality in the classroom: Making a difference through living your values. Presented to the Organizational Behavior Teaching Society, Macomb, IL, June.

Tromley, C., W. Ferris, S. Meisel, and J. Neal. 1995. Students who hate groups and the teachers who help them. Presented to the Eastern Academy of Management, Ithaca, NY, May.

Neal, J., W. Ferris, S. Schor, and J. Harmon. 1995. Spirituality in management education. Presented to the Eastern Academy of Management, Ithaca, NY, May.

Neal, J. 1995. Spirituality and values in the workplace. Presented to the Executive MBA course on Organizations of the Future, Rutgers University, New Brunswick, NJ, April.

Neal, J. 1994. Creating high performance work systems. Presented to the West Haven Rotary Club, West Haven, CT, May.

Neal, J. 1994. Valuing personality diversity: Applying Myers-Briggs typology to organizational culture. Presented to the Eastern Academy of Management, Albany, NY, May.

Neal, J. 1993. TQM in Healthcare. Presented to Health Directions, Norwalk, CT, November.

Tromley, C. and J. Neal. 1993. Men and Women Workplace Peers: Task and Relationship Expectations. Presented at the Annual National Conference of the Associated on Employment Practices and Principles in cooperation with The American Management Foundation, San Diego, CA, October.

Neal, J. 1993. Total Quality Management for Small Businesses. A workshop conducted for University of New Haven Continuing Education, June.

Neal, J. and J. Bulyk. 1993. Managing Team Effectiveness. A workshop conducted for University of New Haven Continuing Education, June.

Neal, J. 1993. Managing Diversity: Developing a Plan for Diverse Organizations. Presented to the Eastern Academy of Management, Providence, RI, May.

Williams, B., Neal, J., and Goldberg, S. 1993. Diversity and the Good Life. Panel presentation to the University of New Haven Faculty Forum, April.

Neal, J. 1993. Organizational Diversity as a Graduate Course. Presented at the Eastern Communication Association Annual Conference, New Haven, CT, April.

Neal, J. 1993. Commitment to Change: Middle Management Response to Employee Involvement. Presented at the Eastern Communication Association Annual Conference, New Haven, CT, April.

Neal, J. 1993. Key Employment Issues in Healthcare. Presented to Health Directions, Norwalk, CT, March.

Tromley, C. and Neal, J. 1992. Paternalism and Organizational Development in Emerging Democracies. Presented to the International Organizational Development Association Annual Conference, Coventry, UK, December.

Neal, J. A. and Goldberg, S. 1992. Total Quality Management and Small Business. Presented to the New London Chamber of Commerce, September and to the New Haven Chamber of Commerce, November .

LaVechhia, J., Neal, J., Neville, K., and Wood, B. 1992. Workforce 2000. A panel presentation at "Empowerment: Women at Work," 13th Annual Women at Work Conference sponsored by the Greater New Haven Chamber of Commerce, New Haven, CT, October.

Neal, J. A. 1992. Workforce 2000: Educating Yourself to Manage the Diverse Workforce. Presented to the 1992 Women At Work Conference sponsored by the Greater New Haven Chamber of Commerce, New Haven, CT, October.

Simerson, G. R. and Neal, J. A. 1992. Business Ethics Education: How Well Are We Preparing Our Graduates for the Realities of Work? Presented at the Society of Business Ethics annual national conference, Las Vegas, Nevada, August.

Neal, J. A. and Tromley, C. A. 1992. High Performance Work Systems: An Analysis of Strategies for Improving Quality and Competitiveness. Presentation to the National Academy of Management 1992 annual meeting, Las Vegas, Nevada, August.

Neal, J. A. 1991. A Woman's Career Path: Not a Straight Line. Presentation to the Women's Bureau Midlife Roundtable sponsored by the U.S. Department of Labor, Stamford, CT, December.

Neal, J. A. 1991. Whistleblowing: The Case of the O. D. Consultant. Presentation to the Eastern Academy of Management conference, Hartford, CT, May.

Neal, J. A. 1991. Implementation of High Performance Work Systems: Greenfields vs. Retrofits, University of New Haven Summer Fellowship Presentation, April.

Neal, J. A. 1990. Integrity: The "Heart" in Business. Presentation to the Western New England Organization Development Network, December.

Neal, J. 1990. People Like Us: An Exercise in Tokenism. Presented at the Eastern Academy of Management, Buffalo, NY, May.

Neal, J. A. 1989. Self Managing Work Teams - Are You Up To It? Presentation to University of New Haven Executive M. B. A. alumni group, November.

Neal, J. A., Tromley, C., and Lewis, S. 1989. Women Working for and With Women. Workshop presented at the New Haven Chamber of Commerce Conference on Women and the World of Work, October.

Neal, J. A. 1987. Managerial Commitment to Planned Organizational Change. Paper presented at the Organizational Development Institute's Annual Conference, May.

Neal, J. A. and Cheyunski, F. 1986. Self Regulation Theory at Honeywell. Paper presented at the Organizational Development Institute's Annual Conference, May

Neal, J. A. 1984. The Employee Involvement Model. Presentation at the American Society of Training and Development monthly meeting, Hartford/Springfield Chapter, March.

Cheyunski, F. and Neal, J. A. 1982. Employee Involvement and Omicron Theory. Paper presented at Omicron Associates Annual Meeting, Oceanside, CA, February

INSTRUCTIONAL DEVELOPMENT:

Finn, D., L. Goulet, & J. Neal. 2002. Teaching cohort groups: An outsider looking in. *Journal of Business Education*.

Neal, J. 1998. Teaching with soul: Support for the management educator, *Journal of Management Systems*.

Neal, J., S. Schor and M. Sabiers. 1998. This is your life! Utilizing a lifeline exercise in diversity classes, *Journal of Management Education*, December.

Neal, J. 1997. Spirituality in management education: A guide to resources, *Journal of Management Education*, February, vol. 21, no. 1: 121-139.

Neal, J. and M. London. 1997. Spirituality in management education: Should we be using the "S" word? *Eastern Academy of Management Annual Conference Proceedings*, May.

Neal, J., L. Goulet, and D. Finn. 1997. Teaching cohort groups: An outsider looking in. *Eastern Academy of Management Annual Conference Proceedings*, May.

Neal, J. A. People Like Us: An Exercise in Tokenism, *Eastern Academy of Management Proceedings*, May 1990. Also published in Gary Powell (ed.) *Women and Men at Work: A Resourcebook*, San Francisco: Sage Publications, January 1994.

Neal, J. A. Managing Diversity: Developing a Plan for Diverse Organizations. *Eastern Academy of Management Proceedings*, May, 1993. Also published in Gary Powell (ed.) *Women and Men at Work: A Resourcebook*, San Francisco: Sage Publications, January 1994.

Simerson, G. and J. Neal. 1993. Business ethics education: How well are we preparing our graduates for the realities of work? *American Business Review*, June.

Neal, J. Valuing Personality Diversity: Applying Myers-Briggs Typology to Organizational Culture. *Eastern Academy of Management Annual Conference Proceedings*, May 1994.

Neal, J. A. Whistle-blowing and the O. D. Consultant. *Eastern Academy of Management Proceedings*, May 1991.

OTHER ACADEMIC ACTIVITIES:

Scientific Committee Member, *International Association for Management, Spirituality, and Religion*

Editorial Board Member, *Journal of Management, Spirituality, and Religion*

Editorial Board Member, *Business Renaissance Quarterly*

Editorial Board Member, *Interbeing*

Consulting editor of special issue of *Journal of Management, Spirituality and Religion* on Virtues in Organizations,

Co-editor of special edition of *Journal of Organization Change Management* issue on Research Issues in Spirituality in the Workplace.

Co-editor of special edition of *Journal of Management Education* issue on Spirituality in the Workplace, October 2000.

Reviewer, *Academy of Management Journal*

Reviewer, *Journal of Management, Spirituality, and Religion*

Reviewer, *Journal of Management Education*

Reviewer, *Academy of Management, Management Education Division*

Reviewer, *Academy of Management, Management, Spirituality and Religion Interest Group*

Reviewer, Eastern Academy of Management

Reviewer, *Group and Organization Studies*

Reviewer, *American Business Review*

Reviewer, *Choice: Current Reviews for College Libraries*

Reviewer, Association of Management.

Reviewer for Richard D. Irwin, Inc., Business and Society, 5th edition, by Heidi Vernon-Wortzel.

Reviewer for HarperCollins College Publishers, Managing People in Organizations, by Dunham and Pierce.

Reviewer for Jossey-Bass Publishers, Managing With the Wisdom of Love, by Dorothy Marcic.

PROFESSIONAL ACTIVITIES:

National Academy of Management; member, 1989 - present. Member-at-large, nominating committee, for Management and Education Division, 1998-99. Chair, Spirituality in Management Education Committee, 1999-2000, Chair-Elect of Management, Spirituality, and Religion Interest Group, 2000-2001, Chair of Management, Spirituality and Religion Interest Group, 2001-2002, Membership Coordinator 2003-2005.

Eastern Academy of Management; member, 1989 – present; secretary 1994-95; director 1996-99; diversity track chair, 1997-1998; co-chair of conference theme track, 1998-99; program chair-elect, 2000-2001; Vice President of Program, 2001-2002, President-elect, 2002-2003, President 2003-2004, Immediate Past President 2004-2005.

Organizational Behavior Teaching Society, Board Member 2000-2001, member 1993 – present.

New Haven Folk Alliance, Board Member, 2004 – 2008.

Institute for Human Economics, Board Member, 2000- 2003.

High Tor Alliance, Board Member, 1997 - 2001.

Institute of Noetic Sciences; member 1994 - present, discussion group leader 1994 - present.

International Organizational Development Association; Planning Committee for 1988 Annual Conference; Chair of Ad Hoc Fund Raising Task Force, 1991-92.

Business and Professional Women’s Society; member 1985-87, Chair of Scholarship Committee 1986-87.

International Association of Quality Circles, Connecticut Chapter; State Secretary, Chairman of 1985 State Convention, Board member 1983-85.

UNIVERSITY SERVICE:

Academic Director, Master of Arts in Organizational Leadership Program, 2007 – present
Academic and Instructional Standards Committee, Business School Representative, 2004-2005.

Committee on Real Life Learning, 2004.

Director, Center for Spirit at Work, 1994 – present.

Director, Center for University Partnerships, 1998 – 2000.

Coordinator, Management and Organization Studies Programs, 1997- 2000.

Coordinator, Graduate and Undergraduate Human Resource Programs, 1988-1997

Tribal Management Coordinator, 1995-97

Director, Center for University/Business Partnerships, 1997-98
Management Department Faculty Search Committee, 1996-97
Executive MBA Admissions Committee, 1993-1997
Doctoral Faculty Committee, 1989-1996
Dissertation Committee, Chair for five students
Dissertation Committee, member for five students
Dean's Search Committee, School of Business, 1994-95
Reengineering Committee on Admissions, Chair, 1994-95
Committee to Redesign the Core Curriculum, 1993-95
Business School AACSB Pre-Candidacy Curriculum Committee 1993-94
Total Quality Management Planning Committee, Co-Chair, 1992-3
Diversity Committee, Co-Chair, 1989-1992
Diversity Evaluation Sub-committee, Chair, 1991-92
University Strategic Planning Committee, 1991-92
Sabbatical Leave Committee, member, 1991-92
Sabbatical Leave Committee, Co-chair, 1992-93
Drug Prevention Curriculum Committee, 1991-1993
Management Department Search Committee 1989-1994
School of Business Library Committee, 1989-90
Oral Examination Committee, Chair (twice yearly)
UNH First Annual Mixer, Host
Ethics in the Workplace, Co-Chair, 1989-1991
Recruiting video, Fall 1992

CONSULTING/TRAINING EXPERIENCE:

1987 - Present. Independent consultant -- Organizational Design and Organizational Development -- specializing in High Performance Work Systems, Managing Diversity, Building Personal and Organizational Resilience, Change Management, Leadership, Team Building, and Spirituality in the Workplace. Clients include:

Pearson Education, USA
Sennheiser USA, Old Lyme, CT
General Electric Corp., Fairfield, CT
Herlin Press, West Haven, CT
Hewlett-Packard, Avondale, PA
Norwalk Rehabilitation Centers, Norwalk, CT
Queen's Group, Edison, NJ
Pfizer, Groton, CT
Rockport Company, Marlboro, MA,
Rodale Press, Emmaus, PA
Town of West Hartford, West Hartford, CT
United Illuminating, New Haven, CT
Ulbrich Steel, North Haven, CT
Yale Library, New Haven, CT
Yankee Gas, Meriden, CT

Certified Noble Purpose facilitator

Certified Team Spirit facilitator.

Certified trainer for Leadership Effectiveness Training, a management communication course.

Certified trainer for Managing for Productivity, a basic applied organizational behavior course for managers.

1993 Completion of the Advanced Course of Organizational Systems Design, a six month course combining Total Quality Management, Strategic Planning, and Process Reengineering

AWARDS AND HONORS:

Elected as a Fellow of the Eastern Academy of Management, 2001.

Nominated for “Distinguished Educator Award,” Organizational Behavior Teaching Society, 2001.

Lexington Who’s Who Executive and Professional Directory, 1999-2000.

International Who’s Who of Professionals, 1995.

Nominated for Kellogg Foundation Fellowship, 1994.

Who's Who Registry of Global Business Leaders, 1993.

Who's Who in the East, 1992.

Nominated three times for University of New Haven's Distinguished Teaching Award.

Faculty Summer Fellowship and Faculty Research Grant, 1990, 1994, 1995.

Who's Who Among American Women, 1986.

Who's Who in American Colleges and Universities, 1977.

American Association for University Women grant, 1976.

COMMUNITY SERVICE:

Director, West Haven Economic Development Corporation; Chair of Route 1/University of New Haven Economic Development Project. 1997 - 1999.

Speaker for local Chambers of Commerce and Rotary.

Tweed-New Haven Airport 60th Anniversary Celebration, entertainment chair.

INTERVIEWS BY MEDIA:

Business Week, Personnel Journal, Human Resources Journal, CEO Magazine, American Airways, Chicago Tribune, London Sunday Times, Tokyo Shimbun, Washington Post, BBC Television, PBS Television, New Age Journal, Wall Street Journal, LA Time, New York Times, U.S. News & World Report, Christian Science Monitor, NPR, and others.

References available upon request