

January 2006

CURRICULUM VITAE

DAVID A. KOLB
Professor of Organizational Behavior
Department of Organizational Behavior
Weatherhead School of Management
Case Western Reserve University
Cleveland OH 44106-7235
216/368-2050
Email: dak5@msn.com

PREVIOUS POSITIONS

- 1992-'97 deWindt Professor in Leadership and Enterprise Development,
Department of Organizational Behavior, Weatherhead School of
Management, Case Western Reserve University
- 1990-'92 Professor of Organizational Behavior, Department of Organizational
Behavior, Weatherhead School of Management, Case Western Reserve
University
- 1984-'90 Professor and Chair, Department of Organizational Behavior, Depart-
ment of Organizational Behavior, Weatherhead School of Management,
Case Western Reserve University
- 1976-'84 Professor of Organizational Behavior, Department of Organizational
Behavior, Weatherhead School of Management, Case Western Reserve
University
- 1971 Visiting Professor, London Graduate School of Business Studies
- 1970-'75 Associate Professor of Organizational Psychology and Management,
Massachusetts Institute of Technology
- 1966-'80 Senior Associate, Development Research Associates (DRA)
- 1965-'70 Assistant Professor of Organizational Psychology and Management,
Massachusetts Institute of Technology

EDUCATION

- 1967 Ph.D., Social Psychology with concentration in Personality Research, Harvard University
- 1964 M.A. Harvard University
- 1961 A.B., cum laude with honors in Psychology, Knox College

HONORARY DEGREES

- 1996 Dr. of Humane Letters, *honoris causa*, SUNY Empire State College
- 1994 Dr. of Letters, *honoris causa*, Franklin University
- 1988 Ph.D., *honoris causa*, International Management Centre, Buckingham U.K.
- 1984 Sc.D., *honoris causa*, University of New Hampshire, School for Lifelong Learning

AWARDS & CITATIONS

- 2002-'03 Case Weatherhead School of Management Research Recognition Award
- 1991 Morris T. Keeton Adult and Experiential Learning Award, Council for Adult & Experiential Learning (CAEL)
- 1984 "Excellence in Scholarship in Research which Advances the Conceptual Understanding of Experiential Learning," presented by Council for Adult & Experiential Learning (CAEL)
- 1984- *Who's Who in the World, Who's Who in America, Who's Who in the Midwest, Who's Who in American Education*
- 1963 U.S. Public Health Pre-doctoral Research Fellow, Harvard University
- 1961-'62 Woodrow Wilson Fellow

PROFESSIONAL ACTIVITIES

- 2001- Editorial Review Board, *Academy of Management Learning and Education*
- 1990- Editorial Review Board, *Human Relations*
- 1989-'95 Steering Committee, International Congress on Experiential Learning

- 1988-1998 Council Member, National Center on Adult Learning (NCAL)
- 1988- Editorial Review Board, *Simulation and Gaming*
- 1987- Consulting Reader, *Psychological Reports* and *Perceptual and Motor Skills*
- 1984- Editorial Review Board, *Journal of Management Development*
- 1984-'85 Editorial Review Board, *Academy of Management Review*
- 1981-'87 Board of Directors, Council for Adult & Experiential Learning (CAEL)
- 1974 Charter Member, International Association of Applied Social Scientists (Organization Development, Community Development, Laboratory Education)
- 1966 Charter Member, Society for Intercultural Education, Training and Research (SIETAR)
- 1961-00 Member, American Psychological Association

PUBLICATIONS

Books and Monographs

- Kolb, A. Y. & Kolb, D. A. (2005). *The Kolb Learning Style Inventory 3.1: Technical Specifications*. Boston, MA: Hay Resources Direct
- Kayes, A. B., Kayes, D. C., Kolb, A. Y. and Kolb, D. A. (2005). *The Kolb team learning experience: Facilitator's guide*. Boston, MA: Hay Resources Direct.
- Kayes, A. B., Kayes, D. C., Kolb, A. Y. and Kolb, D. A. (2004). *The Kolb team learning experience: Improving team effectiveness through structured learning experiences*. Boston, MA: Hay Resources Direct.
- Baker, A. C., Jensen, P. J. and Kolb, D. A. and Associates. (2002) *Conversational learning: An experiential approach to knowledge creation*. Westport Conn.: Quorum Books.
- Osland, J. S., Kolb, D. A. and Rubin I. M. (2001). *Organizational behavior: An experiential approach*. 7th edition. Upper Saddle River, NJ: Prentice Hall.

Osland, J. S., Kolb, D. A. and Rubin I. M. (2001). *Organizational behavior reader*. 7th edition. Upper Saddle River, NJ: Prentice Hall.

Boyatzis, R.E., Cowen, S.S. & Kolb, D.A. (1995). *Innovation in professional education: Steps on a journey from teaching to learning*. San Francisco: Jossey-Bass.

Kolb, D., Osland, J. & Rubin, I. (1995). *Organizational behavior: An experiential approach to human behavior in organizations* (6th edition). Englewood Cliffs, N.J.: Prentice-Hall. (Previously titled: *Organizational psychology: An experiential approach to organizational behavior* by D. Kolb, I. Rubin, & J. McIntyre.) [Prior editions: 1971, 1974, 1979, 1984, 1991; trans. In French, Spanish, Portuguese, Korean and Norwegian]

Kolb, D., Osland, J. & Rubin, I. (1995). *The organizational behavior reader* (6th edition). Englewood Cliffs, N.J.: Prentice-Hall. (Previously titled: *Organizational psychology: Readings on human behavior in organizations*, edited by D. Kolb, I. Rubin, & J. McIntyre.) [Prior editions: 1971, 1974, 1979, 1984, 1991; trans. In French, Spanish, Portuguese, Korean and Norwegian]

Kolb, D. (1984). *Experiential learning: Experience as the source of learning and development*. Englewood Cliffs, N.J.: Prentice Hall.

Kolb, D. & Wolfe, D., et al. (1982, April). *Professional education and career development: A cross-sectional study of adaptive competencies in experiential learning*. Available from ERIC Resources in Education (ERIC Resource No. ED 209-493/CE 030 519).

Schwitzgebel, R. & Kolb, D. (1974). *Changing human behavior: Principles of planned intervention*. N.Y.: McGraw Hill, 1974 (trans. into German).

Chapters in Books

Kolb, A. Y. and Kolb, D. A. (2006). Learning styles and learning spaces: A review of the multidisciplinary application of experiential learning in higher education. In Sims, R and Sims, S. (Eds.). *Learning styles and learning: A key to meeting the accountability demands in education*. Hauppauge, NY: Nova Publishers

Eickmann, P., Kolb, A. Y. and Kolb, D. A. (2004) Designing Learning. In Collopy, F. and Boland, R. *Managing as designing: Creating a new vocabulary for management education and research*. Stanford University Press.

Baker, A. C., Jensen, P. J., and Kolb, D. A. (2002) Learning and Conversation. Chapter 1 in Baker, A. C., Jensen, P. J., and Kolb, D. A. (2002) *Conversational learning: An experiential approach to knowledge creation*. Westport Conn.: Quorum Books

Jensen, P. J. and Kolb, D. A. (2002) Conversation as Communion: Spiritual, Feminist, Moral, and Natural Perspectives. Chapter 2 in Baker, A. C., Jensen, P. J., and Kolb, D.

A. (2002) *Conversational learning: An experiential approach to knowledge creation*. Westport Conn.: Quorum Books

Baker, A. C., Wyss-Flamm, E. D., Kolb, D. A., and Jensen, P. J. (2002) Looking Back: Precursors to Conversational Learning in Group Dynamics. Chapter 3 in Baker, A. C., Jensen, P. J., and Kolb, D. A. (2002) *Conversational learning: An experiential approach to knowledge creation*. Westport Conn.: Quorum Books

Kolb, D. A., Baker A. C. and Jensen, P. J. (2002) Conversation as Experiential Learning. Chapter 4 in Baker, A. C., Jensen, P. J., and Kolb, D. A. (2002) *Conversational learning: An experiential approach to knowledge creation*. Westport Conn.: Quorum Books

Jensen, P. J. and Kolb, D. A. (2002) Streams of Meaning-making in Conversation. Chapter 7 in Baker, A. C., Jensen, P. J., and Kolb, D. A. (2002) *Conversational learning: An experiential approach to knowledge creation*. Westport Conn.: Quorum Books

Baker, A. C., Jensen, P. J., and Kolb, D. A. (2002) Extending the Conversation into Professional Conferences. Chapter 10 in Baker, A. C., Jensen, P. J., and Kolb, D. A. (2002) *Conversational learning: An experiential approach to knowledge creation*. Westport Conn.: Quorum Books

Kolb, D. A., Boyatzis, R., & Mainemelis, C., (2001). Experiential learning theory: Previous research and new directions. In R. Sternberg and L. Zhang (Eds.) *Perspectives on cognitive, learning, and thinking styles*. Mahwah, NJ: Lawrence Erlbaum Associates.

Kolb, A., & Kolb, D. A. (2001). Learning styles. In Forest, J. & Kinser, K. (Eds.), *Encyclopedia of higher education in the United States*. ABC-CLIO Publishers.

Boyatzis, R.E. and Kolb, D.A.. (2000). Performance, learning, and development as modes of growth and adaption throughout our lives and careers. In Peiperl, M. et. al. (eds.). *Career Frontiers: New conceptions of working lives*. London: Oxford University Press.

Jensen, P. & Kolb, D. A. (2000). Learning style and meaning- making in conversation. In Riding, R. & Rayner, S. (Eds.), *International perspectives on individual differences – new developments in learning/cognitive style*. JAI Press.

Rainey, M.A. & Kolb, D.A. (1995). Using experiential learning theory and learning styles in diversity education. In R.R. Sims & S.J. Sims (eds.), *The importance of learning styles: Understanding the implications*. Westport, Ct.: Quorum Books, Greenwood Publishing Group.

Sullivan, M. & Kolb, D.A. (1995). Perspectives in corporate training and development. In C. Roland, D. Wagner & R. Weigand (eds.), *Do it and understand! The bottom line on corporate experiential learning*. Dubuque IA: Kendall/Hunt Publishing.

Boyatzis, R.E., Cowen, S.S. & Kolb, D.A. (1995). Introduction: Taking the path toward learning. In R.E. Boyatzis, S.S. Cowen & D.A. Kolb (eds.), *Innovation in professional education: Steps on a journey from teaching to learning*. San Francisco: Jossey-Bass.

Boyatzis, R.E., Cowen, S.S. & Kolb, D.A. (1995). Management of knowledge: Redesigning the Weatherhead MBA program. In R.E. Boyatzis, S.S. Cowen & D.A. Kolb (eds.), *Innovation in professional education: Steps on a journey from teaching to learning*. San Francisco: Jossey-Bass.

Boyatzis, R.E., Cowen, S.S. & Kolb, D.A. (1995). Reactions from the stakeholders: The trials and tribulations of implementing a new program. In R.E. Boyatzis, S.S. Cowen & D.A. Kolb (eds.), *Innovation in professional education: Steps on a journey from teaching to learning*. San Francisco: Jossey-Bass.

Boyatzis, R.E., Cowen, S.S. & Kolb, D.A. (1995). Conclusion: What if learning were the purpose of education? In R.E. Boyatzis, S.S. Cowen & D.A. Kolb (eds.), *Innovation in professional education: Steps on a journey from teaching to learning*. San Francisco: Jossey-Bass.

Jensen, P. & Kolb, D. (1994). Learning and development. In M. Keeton (ed.), *Perspective in experiential learning*. Chicago: Council for Adult and Experiential Learning (CAEL).

Baker A. & Kolb, D. (1993). Diversity, learning and good conversation. In R. Sims (ed.), *Diversity and differences in organizations: Issues and perspectives*. Westport, Ct.: Greenwood Press, Quorum Books.

Boyatzis, R.E., Cowen, S.S., & Kolb, D.A. (1991). Reflections on curriculum innovation in higher education: The new Weatherhead MBA program. In R.R. Sims & S.J. Sims (eds.), *Managing institutions of higher education in the 21st century*. Westport Ct.: Greenwood Press, Quorum Books.

Kolb, D.A. (1991). The challenges of advanced professional development. In L. Landon (ed.), *Roads to the learning society*. Chicago, IL: Council for Adult & Experiential Learning.

Kolb, D.A. (1987). Integrity and advanced professional leadership. In S. Srivastva & Associates, *Functioning of executive integrity*. San Francisco: Jossey-Bass.

Lewis, L. & Kolb, D.A. (1986). Facilitating experiential learning: Observations and reflections. In L. Lewis (ed.), *Experiential and simulation techniques for teaching adults*. San Francisco: Jossey-Bass.

Kolb, D.A. (1983). Future directions for learning style research. In L. Curry (ed.), *Learning styles in continuing medical education*. Ottawa, Canada: Delhousie University.

Kolb, D.A. (1983). Problem management: Learning from experience. In S. Srivastva & Associates, *The executive mind*. San Francisco: Jossey-Bass.

Wolfe, D.M. & Kolb, D.A. (1980). Beyond specialization: The quest for integration in mid-life. In B. Derr (ed.), *Individuals, organizations and careers*. N.Y.: Praeger Publishers.

Fry, R.E. & Kolb, D.A. (1979). Experiential learning theory and learning experiences in liberal arts education. In S. Brooks & J. Althof (eds.), *Enriching the liberal arts through experiential learning*. San Francisco: Jossey-Bass.

Wolfe, D.M. & Kolb, D.A. (1980). Career development, personal growth and experiential learning. In J.W. Springer (ed.), *Issues in careers and human resource development*. Washington, D.C.: ASTD Research Series #5. Also in D. Kolb, I. Rubin & J. McIntyre (eds.) (1984), *Organizational psychology: Readings on human behavior in organizations* (4th edition). Englewood Cliffs, N.J.: Prentice-Hall.

Kolb, D.A. (1981). Learning styles and disciplinary differences. In A. Chickering (ed.), *The modern American college*. San Francisco, CA: Jossey Bass

Kolb, D.A. & Plovnick, M. (1976). The experiential learning theory of career development. In J. VanMaanen (ed.), *New perspectives on organizational careers*. N.Y.: John Wiley & Sons.

Kolb, D.A. & Fry, R.E. (1975). Toward an applied theory of experiential learning. In C. Cooper (ed.), *Theories of group processes*. N.Y.: John Wiley & Sons.

Kolb, D.A. (1973). Changing achievement motivation. In W. Bennis, D. Berlew, E. Schein & F. Steele (eds.), *Interpersonal dynamics* (3rd edition). Homewood IL: Dorsey Press.

Katz, R. & Kolb, D.A. (1965). Challenge to grow: The outward bound approach. In R. Saxe (ed.), *Opening the schools: Alternative ways of learning*. Berkeley CA: McCutchan Publishing.

Journal Articles

Kolb, A. Y. and Kolb, D. A. (2005). Learning styles and learning spaces: Enhancing experiential learning in higher education. *Academy of Management Learning and Education* 42 (3): 193-212

- Adams, A. B., Kayes, D. C. and Kolb, D. A. (2005). Experiential learning in teams. *Simulation and Gaming*. 36 (3): 330-354
- Adams, A. B., Kayes, D. C. and Kolb, D. A. (2005). Developing teams using Kolb's Team Learning Experience. *Simulation and Gaming*. 36 (3): 355-363
- Baker, A., Jensen, P., & Kolb, D. A. (2005). Conversation as experiential learning. *Management Learning*. 36 (4): 411-427
- Mainemelis, C., Boyatzis, R., & Kolb, D. A. (2002). Learning styles and adaptive flexibility: Testing the experiential learning theory of development. *Management Learning* 33 (1): 5-33
- Ballou, R., Bowers, D., Boyatzis, R., & Kolb, D. (1999, August). Fellowship in lifelong learning: An executive development program for advanced professionals. *Journal of Management Education*. 23 p. 338-354
- Baker, A., Jensen, P. & Kolb, D.A. (1997). In conversation, transforming experience into learning. *Simulation and Gaming*.
- Baker, A., Jensen, P. & Kolb, D.A. (1995, December). Promoting learning conversations: A new paradigm for the traditional conference format. *Convence*, pp. 97-100.
- Boyatzis, R.E. & Kolb, D.A. (1995, March-April). From learning styles to learning skills: The Executive Skills Profile. *Journal of Managerial Psychology*, 11.
- Rainey, M.A., Hekelman, F.P., Galazka, S.S., & Kolb, D.A. (1993, February). The Executive Skills Profile: A method for assessing development needs among family medicine faculty. *Family Medicine*.
- Boyatzis, R.E., Cowen, S.S. & Kolb, D.A. (1992, Fall). Implementing curriculum innovation in higher education: Year One of the new Weatherhead MBA program. *Selections*.
- Boyatzis, R.E., Cowen, S.S. & Kolb, D.A. (1991, Spring). Reflections on curriculum innovation in higher education: The new Weatherhead MBA program. *Selections*.
- Boyatzis, R.E. & Kolb, D.A. (1997). Assessing individuality in learning: The Learning Skills Profile. *Educational Psychology*, 11(3-4), 279-295.
- Kolb, D.A., Lublin, S., Spoth, J., & Baker, R. (1986). Strategic management development: Using experiential learning theory to assess and develop managerial competencies. *Journal of Management Development*, 5(3), 13-24.

Kolb, D.A. (1981). Experiential learning theory and the Learning Style Inventory: A reply to Freedman and Stumpf. *The Academy of Management Review*, 6, 289-296.

Kolb, D.A. (1976, Spring). Management and the learning process. *California Management Review*.

Kolb, D. (1975, December). Review of *Organizational behavior and management* by Tosi & Hamner in *Administrative Science Quarterly*, 650.

Kolb, D. & Frohman, A. (1970, Fall). An organization development approach to consulting. *Sloan Management Review*, 12, 51-65.

Kolb, D.A. & Boyatzis, R.E. (1970). Goal setting and self-directed behavior change. *Human Relations*, 23, 439-457.

Kolb, D.A & Boyatzis, R.E. (1970). On the dynamics of the helping relationship. *Journal of Applied Behavioral Science*, 66, 267-290.

Kolb, D.A., Rubin, I., McIntyre, J. & Farris, G. (1969, Fall). Individuals and organizations: The process of joining up. *New York Educational Opportunities Forum*.

Boyatzis, R.E., Kolb, D.A., & Taylor, D. (1969). Entrepreneurship in the inner city: A case study of organizational development. *Educational Opportunities Forum*, 1(4), 109-124.

Winter, S., Griffith, J., & Kolb, D.A. (1968). The capacity for self-direction. *Journal of Applied Behavioral Science*, 4, 453-471.

Kolb, D.A., Winter, S., & Berlew, D. (1968). Two studies on self-directed change. *Journal of Consulting Psychology*, 4, 453-471.

Kolb, D.A. (1965, December). Achievement motivation training for under-achieving high school boys. *Journal of Personality and Social Psychology*, 157-175.

Schwitzgebel, R. & Kolb, D.A. (1964). Inducing behavior change in adolescent delinquents. *Behavior Research and Therapy*, 1, 797-304.

Published Interviews

Delahoussaye, M. (2002) Is it time to let learning Styles come in? *Training and Development*. May p28-36

Kolb, D.A. (1998). Experiential learning: From discourse model to conversation. Interview with David Kolb. *Lifelong learning in Europe*. Vol. III, pp. 148-153.

McDonnell, T. (1994, Spring). A conversation with David Kolb. *CAEL Forum and News*.

Bray, S., Clark, C., Hunt, D. & Kolb, D. (1992, October). Dialogue on the spirit of renewal and the renewing organization. *Orbit*.

Hohn, H. (1992, November). Education is about almost everything—except learning. *Liaison 1*(2).

Murrell, P. (1992). Diversity and learning theory. *The National Teaching and Learning Forum*.

Unpublished Technical Reports

Kolb, A. Y. & Kolb, D. A. (2006). Experiential Learning Theory Bibliography: 1971-2005. Department of Organizational Behavior, Weatherhead School of Management, Case Western Reserve University.

Kolb, A. Y. & Kolb, D. A. (2006). Experiential Learning Theory Bibliography: Recent Research 2005-2006. Department of Organizational Behavior, Weatherhead School of Management, Case Western Reserve University.

Pathi, V., Manning, M. & Kolb, D. A. (1989). *Forced choice measures: Some issues in the use of pair comparison and rank ordering formats*. Unpublished Working paper Department of Organizational Behavior, CWRU.

Wolfe, D. M. & Kolb, D. A. (1982). Learning processes in adult development: A study of cognitive and social factors in mid-life transition. Final report to the Spencer Foundation.

Kolb, D. A. (1973). Toward a typology of learning styles and learning environments: An investigation of the impact of learning styles and discipline demands on the academic performance, social adaptation and career choices of MIT seniors. Sloan Working Paper #688-73, MIT.

Kolb, D.A., Rubin, I., & Schein, E. (1972). The freshman integration research project: A summary report. Sloan School of Management, MIT.

Kolb, D.A. (1971, Spring). A cybernetic model of human change and growth. Sloan Working Paper #52-671, MIT.

Kolb, D.A., Rubin, I., & McIntyre, J. (1961, September). A self-directed experiential learning course for organizational psychology. Paper delivered at American Psychological Association Meeting, Sloan Working Paper #394-69, MIT.

Boyatzis, R. & Kolb, D.A. (1969). Feedback and self-directed behavior change. Sloan Working Paper #394-69, MIT.

Tests and Educational Materials

Kolb, D. A. (2000). Facilitator's guide to learning. TRG Hay/McBer, Training Resources Group. 116 Huntington Avenue, Boston, MA 02116, trg_mcber@haygroup.com.
<http://www.trgmcbcr.haygroup.com>

Kolb, D. A. *Learning Style Inventory Version 3.1* (2005). Hay Resources Direct. 116 Huntington Avenue, Boston, MA 02116, trg_mcber@haygroup.com.

Boyatzis, R.E. & Kolb, D.A. (1992). *The Learning Skills Profile*. Boston: McBer & Co.

Smith, D. & Kolb, D.A. (1986). *A user's guide for the Learning Style Inventory: A manual for teachers and trainers*. Boston: McBer & Co.

Kolb, D.A. (1981, Revised). *The Learning Style Inventory technical manual*. Boston: McBer & Co. (prior editions: 1976, 1978).

Kolb, D.A. (1984). *The Adaptive Style Inventory*. Boston: McBer & Co.

Kolb, D.A. (1984). *The Adaptive Style Inventory: Self-scoring instructions and interpretation booklet*. Boston: McBer & Co.

Kolb, D.A. & Baker, R. (1984). *Problem Management Survey*. Boston: McBer & Co.

Kolb, D.A. & Baker, R. (1984). *Personal Learning Guide*. Boston: McBer & Co.

Baker, R. & Kolb, D.A. (1984). *The Stuck Truck: An exercise in learning and problem solving*. Boston: McBer & Co. (plus Leader Notes).

Kolb, D.A., Baker, R., & Spoth, J. (1984). *Cardiontrics, Inc.: An exercise in problem management*.

Baker, R. & Kolb, D.A. (1981). *Effective problem solving*. Dallas TX: R. Baker & Co.

Baker, R. & Kolb, D.A. (1980). *Training manual for employee participation group members*. Dallas TX: R. Baker & Co.

Baker, R. & Kolb, D. (1980). *Leader guide for employee participation groups*. Dallas TX: R. Baker & Co.

Kolb, D. (1974). *Building a learning community: A start-up program for adult learners*. Washington DC: NTDS Training Series #6.

COURSES TAUGHT

Organizational Behavior (Graduate)
Organizational Psychology (Graduate)
Personality Assessment (Graduate)
Personality Theory (Graduate)
Interpersonal Behavior (Graduate)
Managerial Behavior (Graduate)
Practicum in Organization Development (Graduate)
Interpersonal Dynamics Laboratory (Undergraduate)
Entrepreneurship in the Inner City (Graduate)
Research Practicum (Undergraduate)
Theories of Planned Change (Graduate)
Pro-seminar in Social Psychology (Graduate)
Pro-seminar in Organizational Theory (Graduate)
Behavioral Sciences in Management (Graduate)
Research Seminar on Experiential Learning (Graduate)
Inquiry (Graduate)
Learning & Development (Graduate)
Advanced Learning and Development (Graduate)
SAGES Learning and Knowledge Creation (Undergraduate)
MPOD Experiential Learning (Graduate)