

Lawrence Michael Starr

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January 2025

PERSONAL

Born	Toronto, Ontario, Canada
Residence	Wynnewood, Pennsylvania
Marital Status	Married
Citizenship	United States and Canada

CORE COMPETENCIES AND PROFICIENCIES

I am a higher education institution (HEI) program architect, builder and leader. Using a systems framework and design-based problem-solving methodologies, I have conceptualized, designed, developed and led creative, innovative and distinctive graduate degree programs, professional executive programs, and strategic startup endeavors within the complex context of higher education. I have designed, redesigned and held leadership roles at Villanova University (Health Psychology); Philadelphia College of Osteopathic Medicine (MS in Organizational Development and Leadership); University of Pennsylvania (MS and MPhil in Organizational Dynamics); Philadelphia University which merged with and became Thomas Jefferson University (DMgt in Strategic Leadership and PhD in Complex Systems Leadership); and Lehigh University (Iacocca Institute). I have also designed and developed many US federal compliance and educational programs for private organizations. I am also a consultant/educator helping organizations to formulate complex problems then helping them to design solutions through them.

ACADEMIC AND PROFESSIONAL EXPERIENCE

2024 (November) – Present

Lehigh University

Bethlehem, PA

Iacocca Institute

Director of Applied Research

Editor, Series of Complex Systems Leadership with Lehigh University Press

2024 (April) – Present

Lehigh University

Bethlehem, PA

Iacocca Institute

Executive Fellow: <https://global.lehigh.edu/larry-starr>

2023 (January) - Present

Thomas Jefferson University

Philadelphia, PA

School of Business

Adjunct Professor of Strategic Leadership

2021 (May) – Present

Geisinger Commonwealth School of Medicine

Wilkes Barre, Scranton, Danville and Sayre, PA

Department of Medical Education

Adjunct Assistant Professor of Pharmacy Systems Science

2019 (April) – 2022 (December)

Thomas Jefferson University

Philadelphia, PA

School of Continuing and Professional Studies

Designer and Founding Director, Doctor of Philosophy (PhD) in Complex Systems Leadership

2015 (May) – Present

Thomas Jefferson University

Philadelphia, PA

School of Continuing and Professional Studies

Designer and Founding Director, Doctor of Management (DMgt) in Strategic Leadership: <http://eastfalls.jefferson.edu/strategicleadership/>

2014 (May) – 2015 (May)

Philadelphia University

Philadelphia, PA

School of Continuing and Professional Studies

Designer and Founding Director, Strategic Leadership Executive Education, Consulting and Research

2013 (September) – Present

Systems Wisdom LLC

Wynnewood, PA

Founding Managing Director and Principal Consultant:

<http://www.systemswisdom.com/>

Institute of Systems Wisdom

Wynnewood, PA

Founding Executive Director

<http://www.systemswisdom.com/institute-systems-wisdom>

2002 (July) – 2014 (April)

University of Pennsylvania

Philadelphia, PA

School of Arts and Sciences

Re-designer, Executive Director/Academic Director, and Senior Scholar,

Master of Science in Organizational Dynamics

Master of Philosophy in Organizational Dynamics

<http://organizationaldynamics.sas.upenn.edu/program/faculty/starr.html> and

<http://www.systemswisdom.com/sites/default/files/LS%20at%20DYNAM.pdf>

2001(August) –2002 (June)

Philadelphia College of Osteopathic Medicine,

Philadelphia, PA

Department of Psychology

Master of Science in Organizational Development and Leadership

Designer and Founding Director

1999 (January) – 2001 (August)

Compliant Corporation (Acquired 2003 by Cardiac Science, Inc.)

Solon, OH

Founding and Global Director, Medical Education and Research

1998 (January) – 1999 (December)

SOS International Inc. (Acquired 1999 by Compliant Corporation)

Los Angeles, CA and Livonia, MI

Founding Corporate Director, Medical Education and Research

1985 (September)–2001(May)

Villanova University,

Villanova, PA

Department of Psychology; Graduate Program of Human Organizations Science;

Department of Political Science; Graduate Program of Liberal Studies

Adjunct Professor, Psychology and Decision Making

1980 (January) – 1998 (December)

Oxygen Therapy Institute Inc. (Acquired 1998 by SOS International Inc.)

Livonia, MI

Founding Corporate Director, Medical Education and Research

1976 (September) – 1998 (December)

Oxygenics, Inc. (Acquired 1998 by SOS International Inc.)
Ardmore, PA
Founding President and CEO

1975 (January) – 1975 (December)

Wayne State University
Detroit, MI
Graduate School of Management
Lecturer, Educational Psychology

PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS

Academy of Management (AOM)

Member, Organization Development and Change Division
Member, Management Consulting Division

American College of Occupational and Environmental Medicine (ACOEM)

Member, Council on Scientific Affairs

Executive DBA Council (EDBAC)

University Representative
Member, Doctoral Advisor Forum

Gerson Lehrman Group (GLG)

Council Member, Healthcare

National Center for Early Defibrillation

Advisory Board Associate

National Guidelines for First Aid Training in Occupational Settings

Project Management Team: http://ntl.bts.gov/data/letter_nz/ngfatosp.pdf

New England Complex Systems Institute

Academic Member

New York Academy of Sciences

Professional Member

Organization Development Education Association (ODEA)

Program Director Representative: <http://www.odnetwork.org/?page=ODEA>

Thomas Jefferson University, Arlen Specter Center for Public Service

Advisory Committee Faculty Member (2016-2018)

Thomas Jefferson University, MS in Disaster Medicine and Management Program
Advisory Board Member

University of Pennsylvania, Institute for Strategic Threat Analysis and Response
Research Scholar <http://www.med.upenn.edu/istar/compact/index.html>

EDITORIAL AND RESEARCH REVIEW ACTIVITIES

2024 - Present

Lehigh University Press Series on Complex Systems Leadership
Editor

2022 – Present

International Journal of Paramedicine,
<https://internationaljournalofparamedicine.com/index.php/ijop> .
Editorial Staff Reviewer

Open Journal of Social Sciences, Scientific Research Publishing Inc.
<https://www.scirp.org/journal/jss/>
Editorial Reviewer *ad hoc*

2021 – Present

Journal of Intelligence,
<https://www.mdpi.com/journal/jintelligence>
Editorial Reviewer *ad hoc*

Eidos Journal, peer-review [philosophy journal](#) developed as a means of expression for the Humanities and Social Sciences Division of [Universidad del Norte](#), Columbia,
http://www.scielo.org.co/scielo.php?script=sci_serial&pid=1692-8857&lng=en&nrm=iso
Editorial Reviewer *ad hoc*

2018 - Present

Executive DBA Council (EDBAC),
Annual Conference **Editorial Reviewer *ad hoc***

2016 – Present

Perceptual and Motor Skills,
Editorial Reviewer *ad hoc*

2014 – Present

Journal of Occupational and Environmental Medicine,
Editorial Reviewer *ad hoc*

Circulation: Cardiovascular Quality and Outcome,
Editorial Reviewer *ad hoc*

2011 – 2013

Graduate Studies Journal of Organizational Dynamics

University of Pennsylvania,

<https://repository.upenn.edu/gsjod/>

Founder and **Executive Editor**

2008 – Present

Perspectives and Annual Conference

Academy of Management

Editorial Reviewer *ad hoc*

1996–1997

CPR Home Learning System/CPR Rescue Training Prompt

County Line Ltd.

Science Research Director

1995 – 1997

National Safety Council, First Aid Institute

Jones and Bartlett Publisher

Editorial Reviewer

PUBLIC RELATIONS AND PRESS INTERVIEWS: VIDEO, RADIO, PRINT

January 14, 2021 – Webinar

Why is Systemic Change so Difficult?

Percipient Partners: [Learning Communities](#)

<https://www.youtube.com/watch?v=tzCu18pdpQY&feature=youtu.be>

November 10, 2020 – Webinar

Managing in Extreme Uncertainty

Percipient Partners: [Learning Communities](#)

<https://www.youtube.com/watch?v=pi16CzI3yUk&feature=youtu.be>

September 24, 2020 - Webinar

Using Visual Maps to Understand Systems

Percipient Partners [Learning Communities](#)

<https://www.youtube.com/watch?v=T6k2G4qPqfQ&feature=youtu.be>

July 30, 2020 - Webinar

Applying the Cynefin Framework

Percipient Partners [Learning Communities](#)

https://www.youtube.com/watch?v=iakVqt9_1_E&feature=share&fbclid=IwAR3KgUEIXeOjsgc-IbEW2gDB9PCHxaV3WKIUXWEmMZRFx4gfnBmv0rIv6hQ

July 16, 2020 - Webinar

Interacting with complexity: Leadership in a global pandemic

Percipient Partners [Learning Communities](#)

<https://www.youtube.com/watch?v=rHgOT3CDiy0>

March 27, 2020 – Editorial Opinion

Disruptive effects of virus - errors of commission and omission? Part 2.

The Korea Times

http://www.koreatimes.co.kr/www/opinion/2020/03/197_286614.html.

March 23, 2020 – Editorial Opinion

Disruptive effects of virus - errors of commission and omission? Part 1.

The Korea Times

https://www.koreatimes.co.kr/www/opinion/2020/03/197_286820.html

December 27, 2017 – Editorial Opinion

What to do if you suffer from Obsessive-Compulsive Trump Disorder

Larry M. Starr and John Pourdehnad

Philadelphia Inquirer and Daily News

<http://www.philly.com/philly/opinion/commentary/donald-trump-news-media-addiction-20171227.html>

March 22, 2017 – Press Release

Strategic leadership program director will address complex problem-solving at

March 22 talk: <http://wordpress.philau.edu/today/2017/03/20/philau-faculty-to-discuss-decision-making-in-a-complex-environment/>

November 11, 2016 – Media Interview

Ben Around Philadelphia Episode 89

WBEN FM: <http://957benfm.com/episodes/89/>

January 15/16, 2016 – Editorial Opinion

Questions that will insure a meaningful debate

Larry M. Starr, John Pourdehnad and Vincent Barabba

Santa Cruz Sentinel/Monterey Herald

<https://www.montereyherald.com/2016/01/15/larry-m-starr-john-pourdehnad-and-vincent-barabba-questions-that-will-ensure-a-meaningful-debate/>

January 4, 2016 – Editorial Opinion

Beyond the bravado, the key traits of a true leader
Larry M. Starr, John Pourdehnad and Vincent Barabba
Philadelphia Inquirer/Daily News

http://www.philly.com/philly/opinion/20160103_Beyond_the_bravado_the_key_traits_of_a_true_leader.html

November 6, 2014 - Webinar

International Project Management Day 2014: International Institute for Learning.
Applying Systems Thinking and Design Methodology for Smart Integration in
Project Management
Video available upon request

June 11, 2013 – Media Interview

Host of *Voice of Russia* (American Edition) [Ms. Crystal Park](#) spoke with Larry Starr, Executive Director of Organizational Dynamics Graduate Studies at the University of Pennsylvania to discuss a recent news report and to provide some insight for its Russian audience. **Voice of Russia** ([Russian](#): Голос России, [tr. Golos Rossii](#)), commonly abbreviated **VOR**, was the [Russian](#) government's international [radio broadcasting](#) service from 1993 until 2014, when it was reorganized as [Radio Sputnik](#).

March 29, 2013 – Media Interview

AEDs in the Workplace: Benefit or Burden?
<https://www.shrm.org/resourcesandtools/hr-topics/risk-management/pages/aeds-workplace-benefit-burden.aspx>

May 12, 2011 – Print News

Penn Researchers Host Meeting to Explore Systems Approach for Improving SCA Survival
<http://www.sca-aware.org/sca-news/penn-researchers-host-meeting-to-explore-systems-approach-for-improving-sca-survival>

August 5, 2010 – Media Interview

A discussion about the new Organizational Dynamics course, Outdoor Dynamics: Issues in Sustaining Wilderness, with Director Larry Starr, Vice Dean Ramin Sedehi, and Professor Alan Barstow
<http://www.youtube.com/watch?v=qaNYyvspfne>

March 7, 2010 – Event Webinar

Russell Ackoff Memorial Service: Larry Starr Opening
<http://www.youtube.com/watch?v=-9p0ttckZLk>

February 1, 2009 - Event Webinar

The Coaching & Positive Psychology Initiative, based at Harvard Medical School's McLean Hospital, is dedicated to the vision of developing an academic foundation of coaching psychology. Top research questions in the field of coaching as discussed at the International Coaching Research Forum

<http://www.youtube.com/watch?v=LrC3Jngldo>

April 1, 2008 – Media Interview

Getting the Most Out of Your AEDs

http://ehstoday.com/health/ehs_imp_79680

May 29, 2006 – Media Interview

Eclectic university degree teaches managers 'people smarts'

<http://www.bizjournals.com/philadelphia/stories/2006/05/29/focus2.html?page=all>

ONLINE PROFESSIONAL AND ACADEMIC DESCRIPTIONS

Academia.edu

<https://upenn.academia.edu/LarryStarr>

Google Scholar

<https://scholar.google.com/citations?user=KG31r3gAAAAJ&hl=en&citsig=AMD79oocKNu m1XU-26aRb0rz4Sp82Jlelw>

LinkedIn

<https://www.linkedin.com/in/larry-m-starr-a550303/>

PubMed

<https://pubmed.ncbi.nlm.nih.gov/?term=starr%20lm>

Research Gate

https://www.researchgate.net/profile/Larry_Starr/

Social Psychology Network

<http://starr.socialpsychology.org/>

Wikipedia

http://en.wikipedia.org/wiki/Larry_M._Starr

AWARDS

2009

Academy of Management, Management Consulting Division
Outstanding Reviewer

- 2002 American College of Occupational and Environmental Medicine,
Meritorious Service Award
- 1975 Canada Council Foundation (renamed, Social Sciences and Humanities
Research Council of Canada) Doctoral Fellow
- 1974 University of Windsor, Graduate Scholarship

EDUCATION

- 1980 PhD, Social/Industrial Psychology
University of Windsor, Windsor, Canada
PhD Dissertation: Perception of Plot and Conspiracy. Advisor: Dr.
Henry Minton.
<https://scholar.uwindsor.ca/cgi/viewcontent.cgi?article=7121&context=etd>
- 1973 MS, Experimental Psychology
MS Thesis: The Nature of the Social Psychology Experiment: The
Benevolent Conspiracy. Advisor: Dr. James R. Bean.
Villanova University, Villanova, PA Digitation in progress:
<https://digital.library.villanova.edu/Item/vudl:180191>
- 1970 BA, Psychology
University of Western Ontario, London, Canada
Research Assistant to Gary Rollman, PhD:
https://www.psychology.uwo.ca/faculty/rollmanpdfs/08_1974%20Rollman%20Electrocutaneous%20stimulation%20Geldard.pdf
- 1959-1965 Interlochen Arts Camp (formerly, National Music Camp),
Interlochen, MI
<https://www.interlochen.org/summer-arts-camp>

COURSES DESIGNED AND TAUGHT

Thomas Jefferson University

- 2016 – 2021 Strategic Leadership Foundations, Concepts and Methodologies;
Strategic Executive Education

University of Pennsylvania

2002 – 2013 Administrative Decision Making and Problem Solving;
Organization Development and Change Consulting;
Thesis/Capstone Planning and Delivery

Philadelphia College of Osteopathic Medicine

2001 – 2002 Administrative Decision Making and Problem Solving

Villanova University

1988 – 2001 Administrative Decision Making and Problem Solving (with Dr. John
Fielder);
Literature and Psychology (with Dr. Paul Wood);
Medical/Health Psychology;
Personality Psychology;
Industrial/Organizational Psychology;
Introductory Psychology

Wayne State University

1975 Educational Psychology

SCHOLARSHIP

Books

8. Tendayi, R. & Starr, L. M. (2024). *Systemic human resource management (Sys HRM): A holistic approach to navigate complexity*. Cham, Switzerland: Springer Nature. *In press*
7. Starr, L. M. (1999). *Cardio-Trauma Rescue Training™ Student Manual*, (Revised 11/99), Compliant Corporation, Solon, OH.
6. Starr, L. M. (1994). *Instructor Manual for Oxygen Administration*. Boston, MA: Jones and Bartlett Publishers.
5. Starr, L. M. (1994). *Oxygen Administration*. Boston, MA: Jones and Bartlett Publishers:
<https://www.abebooks.com/9780867209839/Oxygen-Administration-Starr-Larry-Ph.D-0867209836/plp>
4. Starr, L. M. (1993). *Emergency Medical Treatment: Adults*. (Editor), Wilmette, IL: EMT Publishers, Inc.

3. Starr, L. M. & Miller, E. E. (1989). *Comprehensive Emergency Response Training (CERT)*, Memphis: TN, Oxygen Therapy Institute Press.

2. Starr, L. M. (1988). *Emergency Response Training Instructor's Manual*, Memphis, TN: Oxygen Therapy Institute Press.

1. Canon, F. & Starr, L. M. (1988). *Emergency Response Training*, Memphis, TN: Oxygen Therapy Institute Press.

Book Chapters

9. Starr, L. M. (2003). First aid supplies in the occupational setting (Appendix A). In: McCunney, RJ (Ed). *A Practical Approach to Occupational and Environmental Medicine*, 3rd ed., Philadelphia: Lippincott, 861-869.

8. Forman, D. E., Rountree, P. P. & Starr, L. M. (2003). Cardiovascular disorders (Chapter 24). In: McCunney, R.J. (Ed). *A Practical Approach to Occupational and Environmental Medicine*, 3rd ed., Philadelphia: Lippincott, 342-357. Available at: <http://bit.ly/1196bah>

7. Starr, L. M. & Derossi, A. (2000). Use of emergency oxygen in the U.S., Canada and France: Assuring responders are properly trained. *Flammability and Sensitivity of Materials in Oxygen-Enriched Atmospheres: Ninth Volume, ASTM STP 1395*, T. A. Steinberg, H. D. Beeson and B. E. Newton, Eds., American Society for Testing and Materials, West Conshohocken, PA. Available at: http://www.astm.org/DIGITAL_LIBRARY/STP/PAGES/STP12504S.htm

6. Starr, L.M. & Starr, E.R. (1997). Locus of control and chocolate perception. In *Chocolate: Food of the Gods*, Alex Szogyi, (Ed.), Greenwood Publishing. Available at: <http://bit.ly/1xpp8Bk>

5. Starr, L. M. (1997). Inclusion of oxygen equipment training in workplace basic first aid curricula. *Flammability and Sensitivity of Materials in Oxygen-Enriched Atmospheres: 8th Volume, ASTM STP 1319*, W. T. Royals, T. C. Chou, and T. A. Steinberg, Eds., American Society for Testing and Materials, West Conshohocken, PA. Available at: http://www.astm.org/DIGITAL_LIBRARY/STP/PAGES/STP12041S.htm

4. Starr, L. M. (1995). Medical Oxygen Administration: A Comparison of National Training Courses. *Flammability and Sensitivity of Materials in Oxygen-Enriched Atmospheres: 7th Volume, ASTM STP 1267*, Dwight D. Janoff, William T. Royals, and Mohan V. Gunaji, Eds., American Society for Testing and Materials, Philadelphia, PA. Available at: http://www.astm.org/DIGITAL_LIBRARY/STP/PAGES/STP16439S.htm

3. Starr, L. M. (1991). Education and training of nonmedical users of portable emergency oxygen inhalators at the occupational setting. *Flammability and Sensitivity of Materials in Oxygen-Enriched Atmospheres: Fifth Volume, ASTM STP 1111*, Joel M. Stoltzfus and Kenneth McIlroy, Eds., American Society of Testing and Materials, Philadelphia, PA. Available at: http://www.astm.org/DIGITAL_LIBRARY/STP/PAGES/STP17786S.htm

2. Starr, L. M. (1991). Emergency responders and stress - Instructor's Manual. J. Borak, M. Callan & W. Abbott, Eds, *Hazardous Materials: Emergency Response and Patient Care Instructor's Manual*. Englewood Cliffs, NJ: Prentice-Hall/Brady.

1. Starr, L. M. (1991). Emergency responders and stress. In, *Hazardous Materials: Emergency Response and Patient Care*, J. Borak, M. Callan & W. Abbott, (Eds.), Englewood Cliffs, NJ: Prentice-Hall/Brady. Available at: <https://www.amazon.com/Hazardous-Materials-Exposure-Emergency-Response/dp/0893037222>

Papers (PR = Peer Reviewed)

61. Chesebrough, D., Pourdehnad, J. & Starr, L. M. (2024). Charting a course toward organizational adaptability. *National Defense Magazine*, 109(849); 16-18. Available at: <https://digital.nationaldefensemagazine.org/august-2024/page-16?m=46185&i=826547&p=18&ver=html5>

60. Pourdehnad, J., Starr, L. M., & Bailie, J. (2024). For Boeing, the old corporate navigation charts no longer suffice. Executive Fellow Highlight, Office of International Affairs, Iacocca Institute, Lehigh University, May 20. Available at: <https://global.lehigh.edu/lehigh-university-iacocca-institute-larry-starr-boeing-column>

59. Starr, L. M. (2019). Deciding Weather. *Scientific American*, 321(1), 7. Available at <https://www.scientificamerican.com/article/readers-respond-to-the-march-2019-issue>

58. Leung, A.C., Lozada, K.N., Saynisch, O.B., Asch, J.M., Griffis, H.M., Shofer, F.S., Starr, L.M., Hershey, J.C., Hill, S., Becker L.B., Asch, D.A., & Merchant, R.M. (2012). Where are lifesaving automated external defibrillators located and how hard is it to find them? *Circulation*, Vol. 126: Supplement A15. Available at: https://www.ahajournals.org/doi/abs/10.1161/circ.126.suppl_21.A15. **PR**

57. Merchant, R.M., Griffis, H.M., Leung, A.C., Lozada, K.N., Saynisch, O.B., Asch, J.M., Shofer, F.S., Starr, L.M., Hershey, J.C., Hill, S., Nichol, G., Asch, D.A., & Becker, L.B. (2012). Locating AEDS in an Urban City: A Geospatial View. *Circulation*, Vol 126, No. suppl 21, A 58. Available at: https://www.ahajournals.org/doi/abs/10.1161/circ.126.suppl_21.A58. **PR**

756 Merchant, R.M., Asch, D.A., Hershey, J.S., Griffis, H., Hill, S., Saynisch, O., Leung, A., Asch, J.M., Lozada, K., Nadkarni, L., Kilaru, J., Branas, C.C., Starr, L.M., Shofer, F., Nichol, G., & Becker, L.B. (2013). A Crowdsourcing innovation challenge to locate and map automated external defibrillators. *Circulation: Cardiovascular Quality and Outcomes*, 6, 229-236. Available at: <http://circoutcomes.ahajournals.org/content/6/2/229.extract>. **PR**

55. Starr, L.M., Braslow, A. & Bircher, N. (2012). Prevention of patient harm. *Journal of the American Medical Association*, 308(23), 2458-2459. Available at: <http://jama.jamanetwork.com/article.aspx?articleid=1486825>. **PR**
54. Starr, L.M. (2012). Automated external defibrillation in the occupational setting: ACOEM Position Statement. *Journal of Occupational and Environmental Medicine*, 54(9), 1170-1176. Available at: https://journals.lww.com/joem/FullText/2012/09000/Automated_External_Defibrillation_in_the.15.aspx. **PR**
53. Starr, L.M. & Braslow, A. (2011). New Thinking about SCA Survival: Relying on the chain of survival model alone is not enough to improve SCA survival in your community. *Journal of Emergency Medical Services / www.jems.com* (February 28, 2011). Available at: <http://www.jems.com/article/patient-care/new-thinking-about-sca-surviva>.
52. Fielder, J. F. & Starr, L. M. (2008). What's the big deal? About coaching contracts. *International Journal of Coaching in Organizations*, 6(4), 15-27. Available at: <http://pcpionline.com/~files/Authors/IJC02008641527Fielderau.pdf>
51. Starr, L.M. (2007). Rethinking SCA at work. *Occupational Health & Safety*, 76(2), 55-63. Available at: <http://www.ohsonline.com/articles/46298/>
50. Starr, L. M. (2004). Organizational leadership as a covenant: A review of Leading with Meaning: Using Covenantal Leadership to Build a Better Organization, *The Reconstructionist*, 69 (1), 88-95. Available at: https://www.academia.edu/4507451/Organizational_leadership_as_a_covenant_A_review_of_Leading_with_meaning_Using_covenantal_leadership_to_build_a_better_organization
49. Starr, L.M. (2002). Automated external defibrillation in the occupational setting. *Journal of Occupational and Environmental Medicine*. 44(1):2-7. <https://pubmed.ncbi.nlm.nih.gov/11802461/>, **PR**
48. Starr, L. M. (2001). Are humans obsolete as OSHA instructors? *Occupational Health & Safety*, 70(11):58-64.
47. Starr, L. M. (2001). ACOEM Guidance and Position Statements. Automated External Defibrillation in the occupational setting. *American College of Occupational and Environmental Medicine*. Available at: <http://www.acoem.org/guidelines.aspx?id=564&terms=aed&searchtype=1&fragment=True> **PR**
46. Starr, L. M. (2001). Are you prepared to defibrillate? *Worksite Health*. 8(1):16-18.
45. Starr, L. M. (2000). AED use in your club. *Fitness Management*, 16(13):40-42.

44. Starr, L. M. (1999). Is an AED (Automated External Defibrillator) in your company's future? *HR Magazine*, 44(6):114-120.
43. Starr, L. M., Rusiewicz, A., Hutchinson, K, & Sevag, A. (1999). EMS self-perceptions: A 5-year study of personality, decision making, and work attitudes. *Journal of Emergency Medical Services*, 24(3), *Prehospital Care Research Form Supplement*, p. 11, 17th Annual EMS Today Conference, Denver, CO.
42. Starr, L. M. (1998). An effective CPR Home Learning System. *Journal of the American Association of Occupational Health Nurses*, 46(6):289-295. Available at: http://www.unboundmedicine.com/medline/citation/9748906/full_citation/An_effective_CPR_home_learning_system_A_program_evaluation **PR**
41. Starr, L. M. (1997). A new first aid training curriculum. *Occupational Health & Safety*, 66(4):24-28, 38.
40. Starr, L. M. (1997). Electronic voice boosts CPR responses. *Occupational Health & Safety*, 66(4):30-37.
39. Starr, L. M. (1996). The IRM collapsible CPR barrier mask. *OTI Reports*, May 1.
38. Starr, L. M., Fabbro, M. & Komansky, G. (1995). Comparison of CPR training using a full-size or mini-manikin. *OTI Reports*, October 1.
37. Starr, L. M. (1995). Self-directed CPR training. *OTI Reports* (for County Line, Ltd.).
36. Starr, L. M. (1995). Classifications for CPR barrier devices. *CPR Innovator*, 3(3):6.
35. Starr, L. M. (1995). What is successful CPR? *Occupational Health & Safety*, 64(7):36-37.
34. Starr, L. M. (1994). CPR, First Aid training may not meet expectations of federal regulations. *Occupational Health & Safety*, 63(7):47-52.
33. Starr, L. M. (1994). Oxygen administration: Regulatory update. *CPR Innovator*, 2(3):18.
32. Starr, L. M. & Burford, E. W. (1994). First aid/CPR instructors must drill employee teams with lifelike scenarios. *Occupational Health & Safety*, 63(4):50-55.
31. Starr, L. M. (1994). Emergency oxygen: What? Who? When? *American Association of Occupational Health Nurses Journal*, 42(1):15-17. **PR**
30. Starr, L. M. (1993). Proper oxygen use can help save lives in initial medical emergency response. *Occupational Health & Safety*, 62(3):68-73.
29. Starr, L. M. (1991). The pitfalls of decision making. *Emergency*, 23(7):28-31, 51.

28. Starr, L. M. (1990). Use of medical oxygen by emergency responders managing the chronic obstructive pulmonary disease (COPD) patient, *OTI Research Reports*, June 1.
27. Starr, L. M. (1990). Oxygen used in sporting events and "sports oxygen," *OTI Research Reports*, February 2.
26. Starr, L. M. & Miller, E. E. (1990). *Comprehensive Emergency Response Training (CERT) Instructor's Manual*, Memphis, TN, Oxygen Therapy Institute Press.
25. Starr, L. M. (1989). Resuscitation mask final report, *OTI Research Reports*, June 7.
24. Starr, L. M. (1989). Emergency oxygen administration by non-medical rescuers, *OTI Research Reports*, June 5.
23. Starr, L. M. (1989). Updated management of hyperventilation, *OTI Research Reports*, June 1.
22. Starr, L. M. (1989). Oxygen Administration as part of management of diving emergencies, *OTI Research Reports*, May 1.
21. Starr, L. M. (1988). Decision-making about safety training, *Business Watch: Newsletter of the Florida Employers Safety Association*, Summer.
20. Starr, L. M., Leach, T. & Borak, J. (1988). Occupational emergencies and EMS. *Emergency Medical Services*, 17 (9):46-49, 73-74.
19. Fielder, J. & Starr, L. M. (1988). What do students find useful in a decision-making course? *Proceedings of the American Institute of Decision Sciences*, (Newport, RI), 113-114. **PR**
18. Starr, L. M. (1987). First Aid in Focus. *Safety and Health*, 136 (5):32-35.
17. Starr, L. M. Comment on Spettell and Liebert. *American Psychologist*, 1987;42 (11):1029. **PR**
16. Starr, L. M. (1987). The psychology of medical emergencies. *Proceedings of the 1987 Mid-American Symposium on Trauma*, Nov. 6-8, Dearborn, MI,18:1-2.
15. Borak, J. & Starr, L. M. (1987). On emergency medical preparedness for industrial accidents. *ECO: An Environmental Newsletter*, 1(1):3-5.
14. Starr, L.M., Bush, D.F., Borak, J. & Waymaster, S. (1986). Workplace medical emergencies. *The Health Psychologist*, 8(2):2. **PR**
13. Starr, L.M. [with Borak, J., Bush, D. F., & Waymaster, S.] (1986). The hazards of ignorance: The EMS/Industry interface. *Journal of Emergency Medical Services*, 1(9):6-7.

12. Starr, L.M., Bush, D.F., Borak, J. & Waymaster, S. (1986). Emergency teams, industry have different perceptions of each other. *Occupational Health & Safety*, 55(6):20-24.

11. Starr, L.M. & Waymaster, S. (1986). Complete CPR training is an important objective at the workplace. *Occupational Health & Safety*, 55(4):79-83.

10. Starr, L.M. (1986). Medical emergency programs in the workplace. *Health Cost Containment*, 3(2):1-7.

9. Starr, L.M. (1986). Non-medical rescuers and the disposable, non-refillable oxygen inhalator. *Respiratory Therapy*, 16(6):89-92. **PR**

8. Waymaster, S., Starr, L.M. & Atkinson, M.A. (1985). Update: Emergency oxygen. *National Association of Underwater Instructors (NAUI) News*, 2(3):9.

7. Starr, L.M. & Waymaster, S. (1985). Responding to industrial accidents requires developing disaster plans. *Occupational Health & Safety*, 55(11):12-17.

6. Starr, L.M. & Waymaster, S. (1985). Coping with medical emergencies in the workplace. *Personnel Administrator*, 30(10):21-32.

5. Starr, L.M. & Waymaster, S. (1984). The ideal system. *Journal of Emergency Medical Services*, 9(10):34-38.

4. Starr, L. M. (1980). The psychology of plot and conspiracy. Electronic Theses and Dissertations. Doctoral Dissertation 6242, Department of Psychology, University of Windsor, Canada, awarded 1980. Available at:

<https://scholar.uwindsor.ca/cgi/viewcontent.cgi?article=7121&context=etd>

3. Bean, J.R. & Starr, L.M. (1978). The psychology of conspiracy. *The Social Science Forum*, 2:1-21. **PR**

2. Andrulis, R. E., Starr, L.M. & Furst, M. L. (1978). Effect of repeaters on test equating. *Educational and Psychological Measurement*, 38(2):341-349. See:

<http://journals.sagepub.com/doi/abs/10.1177/001316447803800215> **PR**

1. Starr, L.M. (1978). Subordinate-executive relationships: The perception of conspiracy. *Proceedings of the Midwest American Institute of Decision Sciences*, Detroit, MI, 45-48.

Invited Presentations and Conferences

86. Starr, L. M. (2024). Systems thinking for complex problems in operations management. Invited lecture to University of Delaware, Lerner School of Business and Economics, November 18.

85. Starr, L. M. (2024). Why leaders need systems thinking. Invited Address to the 111th Anniversary of the Founding of HungSoDahn (Young Korean Academy), Philadelphia, PA, November 9.
84. Starr, L. M. (2024). Systems thinking for complex problems. Global Village on the Move. Iacocca Institute, Lehigh University, October 2.
83. Starr, L. M. (2024). Systems thinking for complex systems leadership. Working through complex problems. Transatlantic Ruhr Fellows Program, Iacocca Institute, Lehigh University, July 29.
82. Starr, L. M. (2024). Thinking, deciding and problem solving for entrepreneurs and emerging entrepreneurs. Iacocca Global Entrepreneurship Intensive, Iacocca Institute, Lehigh University, July 8.
81. Pourdehnad, J., Starr, L. M., & Bailie, J. (2024). For Boeing, the old corporate navigation charts no longer apply. *Lehigh University Iacocca Institute, Executive Fellow Highlight*. May 20. <https://global.lehigh.edu/lehigh-university-iacocca-institute-larry-starr-boeing-column>
80. Starr, L. M. (2023). Wellness and the future of health care systems. Invited Keynote Presentation at the Korean Peace and Health Forum celebrating the 110th anniversary of the Young Korean Academy. Hosted by Penn Asian Senior Services, November 10, 2023.
79. Juby, J. G. & Starr, L. M. (2023). Retention of respiratory therapists: A systems thinking approach. *Respiratory Care*, 68(10), Supplement 10. Presented at the AARC Congress, November 5–8, Nashville, TN. Retrieved from https://rc.rcjournal.com/content/68/Suppl_10/3939290
78. Starr, L.M. (2023). Rise and demise of the ideal doctoral program. Paper presented at the *Annual Conference of the Academy of Management, Section 1857: Narrating Organizational Change: Future Stories and a Story of the Past*. Boston, MA. August 8, 2023. **PR.**
77. Starr, L.M. (2021). Leadership decision making in the VUCA world. Invited presentation to the PhD program in Action Research in the School of Business, at Sabanci University, Istanbul, Turkey, June 23, 2021. Delivered online.
76. Starr, L.M. & Pourdehnad, J. (2021). Designing a strategic plan for the Jefferson Center for Interprofessional Practice and Education (JCIPE). Presented at the 7th Biennial Virtual Conference: Interprofessional Care for the 21st Century hosted by Thomas Jefferson University, April 13-17, 2021: https://www.jefferson.edu/university/interprofessional_education/2021-jcipe-conference/2021-conference.html. **PR**
75. Starr, L.M. (2017). Create a culture of leadership. *Transformational Guidance Panel*, WeWork, Philadelphia, Pennsylvania, March 29.

74. Starr, L.M. (2017). Decision making in the VUCA world. *Designing Leadership Program*, Arts + Business Council of Greater Philadelphia, Philadelphia, PA, March 22. <http://artsbusinessphl.org/designing-leadership/>.

73. Starr, L.M. (2017). What you think about survival from sudden cardiac arrest is probably wrong: Reframing this complex problem. *Arlen Specter Center for Public Service Knowledge Exchange*, Philadelphia University, February 24.

72. Starr, L.M., Braslow, A.B., Pourdehnad, J., & Bharathy, G. (2015). Systems and Design Thinking Applied to Out-of-Hospital CPR and AED Performance. *Emergency Cardiac Care Update (ECCU) Conference*, San Diego, CA, December 10. <http://bit.ly/1Rr9jFo>.

71. Pourdehnad, J. & Starr, L.M. (2014). Rethinking Executive Education: A Program for Responding to Sudden Disruptions caused by Dynamic Complexity. Presented to *Aerojet Rocketdyne's In2Thinking Network*, October 30-31: <http://www.in2in.org/od/announcements/ODAnnouncement-2014-10.html>.

70. Pourdehnad, J. & Starr, L.M. (2014). Developing Capacity for Working in Complex Environments. Presented to Tomsk State University, Tomsk, Siberia, Russia, September 15-19: http://www.tsu.ru/english/about_tsu/news_events/52075/.

69. Starr, L. M. (2014). Management Consulting: Scholar/Practitioner Education. Session Chair, *Academy of Management Annual Conference*, Philadelphia, PA. August 2. **PR**

68. Starr, L.M. (2013). Curriculum update and planning for AOM 2014. Organization Development Education Association meeting, *Academy of Management Annual Conference*, Orlando, FL. August 12. **PR**

67. Starr, L. M. (2011). Dynamic capability, organizational learning, and the nature of strategic lock-in. Chair and Session Reviewer, *Academy of Management Annual Conference*, Chicago, IL, August 15. **PR**

66. Starr, L. M. (2011). Adapting organization development and change to tackle complex [West-East] social issues. Professional Development Workshop, *Academy of Management Annual Conference*, Chicago, IL, August 13. **PR**

65. Starr, L. M. (2010). Coordination, regionalization, and accountability in a 21st century health system: An organizational dynamics perspective, *Robert Wood Johnson Clinical Scholars*, University of Pennsylvania, School of Medicine, September 28.

64. Starr, L. M. (2010). Thinking and designing for the future now. *International Houses Worldwide Leadership Conference*, Philadelphia, PA, June 23.

63. Starr, L. M. (2010). Thinking about current OD challenges. *New Jersey Organizational Development Learning Community Annual Sharing Day Conference*, Newark, NJ, May 7.

62. Starr, L. M. (2009). Media, messaging, and resuscitation: An organizational dynamics perspective. *Robert Wood Johnson Clinical Scholars*, University of Pennsylvania, School of Medicine, February 17.

61. Starr, L. M. (2009). Curriculum for an academic coaching program. *Academy of Management Annual Conference*, Chicago, IL, August 6-11. **PR**

60. Starr, L. M. (2009). Consulting approaches to learning and change. *Academy of Management Annual Conference*, Chicago, IL, August 6-11. **PR**

59. Starr, L. M. (2009). Building the global academics of ODC: What remains? What has changed? What is emerging? *Academy of Management Annual Conference*, Chicago, IL, August 6-11. **PR**

58. Starr, L. M. (2008). Is executive and organizational coaching an academic discipline? *Academy of Management Annual Conference*, Anaheim, CA, August 10-13. **PR**

57. Starr, L. M. (2008). Challenges of building ODC as an academic discipline: Research, Theory Application & Global Impact, *Academy of Management Annual Conference*, Anaheim, CA, August 10-13. **PR**

56. Starr, L. M. (2008). Reshaping the system of survival for SCA. *Emergency Cardiac Care Update Conference*, Las Vegas, NV, June 13.

55. Starr, L. M. (2007). Building ODC as an academic discipline by creating organization: Education partnership as a development strategy for academic programs, *Academy of Management Annual Conference*, Philadelphia, PA, August 3-8. **PR**

54. Starr, L.M. (2006). Reframing survival: It's about systems, not a chain. *Emergency Cardiac Care Update 2006 Conference*, Orlando, FL, June 22-25. **PR**

53. Starr, L.M. (2005). Organization development and change: A program director's perspective, *Academy of Management ODC Summit on Building ODC as an Academic Discipline*, Bowling Green State University, Bowling Green, OH, April 18. **PR**

52. Starr, L.M., Annecharico, M.A., Byers, O., Dworakowski, W., Kemp, K, & Vopper, V. (2005). Organization development and change graduate degree programs. *Academy of Management Annual Conference*, Honolulu, HI, August 3. **PR**

51. Starr, L. M. (2005). Workplace automated external defibrillators. *American Occupational Health Conference*, American College of Occupational and Environmental Medicine, Washington, DC, May 1. **PR**

50. Starr, L. M. (2002). Organizational dynamics of your safety program. *14th Annual Conference of WorkHealth for Frankford Health Care System*, Philadelphia, PA, October 18.

49. Starr, L. M. (2001). Complying the HHS/GSA guidelines for public access defibrillation in federal facilities. *District of Columbia Federal Safety Conference*, Washington, DC, July 20.
48. Starr, L. M. (2001). Are humans obsolete as OSHA instructors? Examining electronic verses classroom training. *American Association of Occupational Health Nurses, American Occupational Health Conference*, San Francisco, CA, April 23.
47. Starr, L. M. (2001). How to implement the requirements of the Cardiac Arrest Survival Act in federal buildings. *Federal Safety and Health Council*, Washington, DC, April 19.
46. Starr, L. M. (2001). How to implement the requirements of the Cardiac Arrest Survival Act in federal buildings. *U. S. Department of Justice*, Washington, DC, April 18.
45. Starr, L. M. (2001). Supplemental oxygen: No Rx required. *National Safety Council Emergency Care Update Conference*, Orlando, FL, January 20.
44. Starr, L. M. (2000). Automated external defibrillators A to Z: Implications for practice. *American Association of Occupational Health Nurses, American Occupational Health Conference*, Philadelphia, PA, May 12-19. **PR**
43. Starr, L. M. & Watt, J. B. (2000). How to implement a national workplace automated external defibrillation (AED) program. *American College of Occupational and Environmental Medicine, American Occupational Health Conference*, Philadelphia, PA, May 12-19. **PR**
42. Starr, L. M., Hutchinson, K. & Sevag, A. (2000). City of light vs. city of brotherly love: A comparison of EMS responders in Paris and Philadelphia. *Prehospital Care Research Forum, 18th Annual EMS Today Conference*, Orlando, FL, March 22-25. **PR**
41. Starr, L.M. (1999). EMS self-perceptions: A five-year study of personality, decision-making and work attitudes. *Fourth Annual Symposium of the National Association of EMS Educators*, Orlando, FL, September 16-18.
40. Starr, E. R. & Starr, L. M. (1999). When wrong is right: Kohlberg's theory of moral development applied to screen adaptations of Victor Hugo's *Les Miserables*. *53rd Annual University Film and Video Conference*, Boston, MA, August 4-7. **PR**
39. Starr, L. M. (1998). What's new in CPR education? *10th Biennial International Education Conference, Emergency Cardiac Care Update and Conference*, Orlando, FL, pp. 361-367.
38. Starr, L. M. (1998). Regulatory and curricula changes in first aid. *83rd Annual Meeting of the American College of Occupational and Environmental Medicine, American Occupational Health Conference*, Boston, MA, May 1. **PR**
37. Starr, L. M. (1997). Oxygen administration and its role in first aid care: Regulatory Issues.

85th Annual National Safety Congress and Exposition, Chicago, IL, October 27.

36. Starr, L. M. (1996). The SOS CPR Challenge Video. *9th Biennial International Educational Conference on Emergency Cardiac Care Update*, Montreal, Canada, May 16.

35. Starr, L. M. (1995). Emergency care training in the computer age. *9th World Congress on Emergency and Disaster Medicine*, Jerusalem, Israel, May 28-June 2. **PR**

34. Starr, L. M. (1994). Psychological aspects of performing CPR: Rescuing the rescuer. *82nd Annual National Safety Congress and Exposition*, San Diego, CA, October 24.

33. Starr, L. M. (1994). Applying modern education and I/O theory to emergency care training and performance. *Emergency Cardiac Care Committee, Children's Hospital of Philadelphia*, April 13.

32. Starr, L. M. & Oh, J. D. (1994). Sensation-seeking personality among EMS responders. *12th Annual EMS Today Conference, UCLA Prehospital Care Research Forum-Journal of Emergency Medical Services*, February 24.

31. Starr, L. M. (1993). In-house emergency medical response. *American Society of Safety Engineers, Lower Delaware Valley Region*, Wilmington, DE, Dec. 7.

30. Starr, L. M. & Oh, J. D. (1993). Sensation seeking personality among EMS responders: *First year research report to Journal of Emergency Medical Services*, Carlsbad, CA.

29. Starr, L. M. (1993). Improving medical emergency response in your workplace. *3rd Annual Occupational Health Nursing Institute*, Sponsored by the University of Medicine and Dentistry of New Jersey-Robert Wood Johnson Medical School and Rutgers, The State University, Piscataway, NJ, July 12-15.

28. Starr, L. M. (1992). The psychology and responsibilities of being an AT&T MERT responder. *AT&T Corporate Medical Department and Medical Emergency Response Team*, AT&T, Basking Ridge, NJ, September 16.

27. Starr, L. M. (1992). Personality and decision-making traits of non-medical emergency responders at the workplace. *Fifth Annual Emergency Cardiac Care Update (Proceedings Manual, page 21)*, Seattle, WA, April 9.

26. Starr, L. M. (1991). Who's in charge: Defining the role of the OHN in an industrial emergency. Invited Address, *Chester-Montgomery County Pennsylvania Association of Occupational Health Nurses Symposium*, Immaculata College, October 3.

25. Starr, L. M. (1991). An EMS psychological profile: Personality and decision-making errors of prehospital providers. *9th Annual EMS Today Conference and Exposition*, Long Beach, CA, March 6-9.

24. Starr, L. M. (1990). Heuristics and biases: Deciding what to do when you don't know what to do, Presented at *Delaware Valley MENSA, Regional Gathering and International Board of Directors Meeting*, Philadelphia, PA, October 20.
23. Starr, L. M. (1990). OSHA Standard 1910.120, Hazardous Waste Operations and Emergency Response. Presented at the *Delaware Valley Pennsylvania Association of Occupational Health Nurses*, Springfield, PA, October 8.
22. Starr, L. M. (1990). Emergency response training. *45th Annual Conference and Products Exposition, National Institute of Government Purchasing*, Atlanta, GA, July 28.
21. Starr, L. M. (1990). The psychology of medical and HAZMAT emergencies for patients and responders. Presented at the *25th Annual Southwest Safety Congress & Exposition, Division of the National Safety Council*, Chandler, AZ, May 15.
20. Starr, L. M. (1989). Respiratory-trauma emergencies. Invited address to the *Delaware Valley Association of Occupational Health Nurses*, Concordville, PA.
19. Starr, L. M. & Starr, E. R. (1988). Locus of control and chocolate perceptions. Presented at *Chocolate: Food of the Gods - A Symposium, Hofstra University, Hempstead, NY. PR*
18. Fielder, J. F. & Starr, L. M. (1988). Perceived value and use of an administrative decision making class. *Proceedings of the Annual meeting of the Association of Human Resources Management and Organizational Behavior Conference*, Long Beach, CA.
17. Fielder, J. F. & Starr, L. M. (1988). Perceived value and use of an administrative decision making class. Presented at the *Association of Human Resources Management and Organizational Behavior 1988 National Conference*, Long Beach, CA, October 26-29.
16. Bush, D. F. & Starr, L. M. (1988). AIDS-related attitudes and knowledge in the workplace: Responses of human resource and emergency medical service professionals. Presented at the *38th Annual Conference of the International Communication Association*, New Orleans, LA.
15. Starr, L. M. (1988). Emergency response training and decision-making errors. Invited address to the *North Carolina Association of Occupational Health Nurses*, Asheville, NC.
14. Starr, L. M. (1987). Stress inoculation training applied to cardiopulmonary resuscitation (CPR). *95th Annual Convention of the American Psychological Association*, New York, NY. **PR**
13. Starr, L. M. (1987). Developing an emergency response program. Invited address to the *American Association of Occupational Health Nurses, American Occupational Health Conference*, Philadelphia, PA. **PR**

12. Starr, L. M. & Waymaster, S. (1987). Cardiovascular emergencies in the workplace. Invited workshop for the American Association of Occupational Health Nurses, *American Occupational Health Conference*, Philadelphia, PA. **PR**
11. Starr, L. M. (1987). Update in disaster planning at the occupational setting. *Combined Conference of the Delaware Valley Occupational Health Nurses and American Society for Safety Engineers*, Media, PA.
10. Starr, L. M. (1987). The role of Emergency Medical Services (EMS) in the EPA's new SARA Title III regulations. *Annual Conference of the American Institute of Plant Engineers*, Spring Garden College, Philadelphia, PA.
9. Starr, L.M., Bush, D.F., Borak, J. & Rachlis, V. (1986). How to structure the communication process of primary care physicians when discussing occupational health hazards. *International Conference on Doctor-Patient Communication*, London, Canada. **PR**
8. Starr, L.M. (1986). Lifesaving at the occupational setting: The ideal system. *International Communication Association Annual Conference*, Chicago, IL. **PR**
7. Bush, D.F., Starr, L.M., Borak, J., & Rachlis, V. (1986). The role of the primary care physician in preparation for industrial accidents and disasters. *International Communication Association Conference*, Oxford University, Oxford, UK. **PR**
6. Bush, D.F. & Starr, L.M. (1986). Provider-patient interactions in industry: The occupational health nurse. *South Florida Conference: Communicating with Patients*, Tampa, FL.
5. Starr, L. M. & Leach, T. (1986). Occupational emergencies and EMS. *Proceedings of the 1986 Mid-American Symposium on Trauma*, Grand Rapids, MI.
4. Bush, D.F., Starr, L.M., Borak, S., Waymaster, S & Somerfield, M. (1985). Communicating about medical emergencies: The differing perceptions of plant safety directors and emergency medical technicians. *International Communication Association Conference*, Evanston, IL. **PR**
3. Starr, L.M. (1984). The citizen lifesaver: An untapped resource. *Mid-American Symposium on Trauma*, Dearborn, MI.
2. Andrulis, R.S., Starr, L.M., & Furst, M. L. (1974). Effects of repeaters on test equating. *82nd Annual Convention of the American Psychological Association*, New Orleans, LA. **PR**
1. Andrulis, R.S. & Starr, L.M. (1973). The effects of different response formats on test performance. *81st Annual Convention of the American Psychological Association*, Montreal, Canada: <https://psycnet.apa.org/record/1973-29753-001> **PR**

Working and White Papers

2024

27. Pourdehnad, J., Starr, L. M. & Bailie, J. (2024). For Boeing, the Old Corporate Navigation Charts No Longer Suffice. Iacocca Institute, Executive Fellow Highlight, Lehigh University: <https://global.lehigh.edu/lehigh-university-iacocca-institute-larry-starr-boeing-column>

26. Pourdehnad, J., Starr, L. M. & Barabba, V. (2024). Elevate Organizational Survival: Introducing an Adaptability Assessment/Test in Organizational Premortem Strategies Toward Developing Performance-Based Navigation. *Thomas Jefferson University Digital Commons, School of Business Faculty Papers*: <https://jdc.jefferson.edu/sbfp/8/>

2023

25. Starr, L. M. (2023). Doctoral Dissertation Progress. *Thomas Jefferson University Digital Commons, School of Business Faculty Papers*: <https://jdc.jefferson.edu/sbfp/3.>

24. Starr, L. M. & Cole, E. (2023). Collaborative Rehabilitation Therapy: A Novel Telehealth Delivery and Learning System. *Thomas Jefferson University Digital Commons, School of Business Faculty Papers*: <https://jdc.jefferson.edu/sbfp/2>

23. Starr, L. M. (2023). Emergency and Disaster Management Requires Complex Systems Thinking and Practices. *Thomas Jefferson University Digital Commons, School of Business Faculty Papers*: <https://jdc.jefferson.edu/sbfp/1>

2022

22. Starr, L. M. (2022). Solving the Wrong Problem. *Thomas Jefferson University Digital Commons, School of Continuing and Professional Studies Faculty Papers*: <https://jdc.jefferson.edu/jscpsfp/10>

21. Starr, (L. M. (2022). The Ideal Dual-Doctorates in Leadership. *Thomas Jefferson University Digital Commons, School of Continuing and Professional Studies Faculty Papers*: <https://jdc.jefferson.edu/jscpsfp/11>

20. Starr, L. M. (2022). Solving the Wrong Problem. *Thomas Jefferson University Digital Commons, School of Continuing and Professional Studies Faculty Papers*: <https://jdc.jefferson.edu/jscpsfp/10>

2021

19. Cole, E. & Starr, L. M. (2021). Collaboration Therapy: Telehealth Principles and Case Studies. *Thomas Jefferson University Digital Commons, School of Continuing and Professional Studies Faculty Papers*: <https://jdc.jefferson.edu/jscpsfp/9>

18. Starr, L. M. (2021). Learning Leadership is a Complex System Problem. *Thomas Jefferson University Digital Commons, School of Continuing and Professional Studies Faculty Papers*: <https://jdc.jefferson.edu/jscpsfp/8>

2020

17. Starr, L. M. (2020b). Leadership, Contexts, and Learning - Part 2. Theories of Learning, Channels, and Curricula. *Thomas Jefferson University Digital Commons, School of Continuing and Professional Studies Faculty Papers*: <https://jdc.jefferson.edu/jscpsfp/7>

16. Starr, L.M. (2020a). Leadership, Contexts, and Learning - Part 1. Leadership Definitions and Themes. *Thomas Jefferson University Digital Commons, School of Continuing and Professional Studies Faculty Papers*: <https://jdc.jefferson.edu/jscpsfp/4>

15. Paek, S.W. & Starr, L. M. (2020). Systems View of Coronavirus. *Thomas Jefferson University Digital Commons Coronavirus Papers*: <https://jdc.jefferson.edu/jscpscp/5>

14. Pourdehnad, J., Starr, L.M., Koerwer, V.S., & McCloskey, H. (2020). Our Wicked Problem. *Thomas Jefferson University Digital Commons Coronavirus Papers*: <https://jdc.jefferson.edu/jscpscp/1>

13. Starr, L.M. & Mody, D. (2020). Our Invisible Enemy. *Thomas Jefferson University Digital Commons Coronavirus Papers*: <https://jdc.jefferson.edu/jscpscp/4>

12. Starr, L.M. (2020). Our Multi-Pandemic. *Thomas Jefferson University Digital Commons Coronavirus Papers*: <https://jdc.jefferson.edu/jscpscp/7>

11. Pourdehnad, J., Starr, L.M., Koerwer, V.S., & McCloskey, H. (2020). Disruptive Effects of the Coronavirus – Errors of Commission and of Omission? *Thomas Jefferson University Digital Commons Coronavirus Papers*: <https://jdc.jefferson.edu/jscpscp/2>

10. Pourdehnad, J, Starr, L.M., Koerwer, V.S., & McCloskey, H. (2020). Our Wicked Problem. *Thomas Jefferson University Digital Commons Coronavirus Papers*: <https://jdc.jefferson.edu/jscpscp/1>

2019

9. Collins, Lauren G.; Umland, Elena M.; Sicks, Shoshana; Pourdehnad, John; Starr, Larry M.; Guggino, Tom; Tull, Pamela; Chin, Robyn; Liu, Sylvia; Smith-Benson, Paula; Virella, Raul; and Ervin, John. (2018). Strategic Plan: 2018 and Forward - Jefferson Center for Interprofessional Practice & Education. *Thomas Jefferson University Digital Commons, School of Continuing and Professional Studies Presentations*: <https://jdc.jefferson.edu/jscpslectures/5>

2018

8. Starr, L.M. (2018). Frameworks for Strategic Leadership. *Thomas Jefferson University Digital Commons, School of Continuing and Professional Studies Faculty Papers*: <https://jdc.jefferson.edu/jscpsfp/1>

2016

7. Starr, L.M., McRory W.C., & Lim, S. (2016). Professional executive doctorates: A comparison of member schools of the Executive DBA Council (2016). Prepared for the Executive DBA Council 6th International Engaged Management Council Conference, Paris, France. *Systems Wisdom Reports & Papers*: <http://www.systemswisdom.com/sites/default/files/cped.pdf>

2013

6. Pourdehnad, J. & Starr, L.M. (2013). Rethinking executive education: a program for responding to sudden disruptions caused by dynamic complexity. *University of Pennsylvania Scholarly Commons, Working Paper 14-03*: http://repository.upenn.edu/od_working_papers/22/

5. Starr, L.M., Ballard, B., Bieter, J., Conroy, N., Frankel, S., Hash, S.F., Malone, K., Scott, J., Vival, A., Braslow, A., Field, J., Benau, D. A., & McLeod, L. M. (2013). A complete redesign of the cardiopulmonary resuscitation (CPR) and automated external defibrillator (AED) learning experience. *University of Pennsylvania Scholarly Commons Working Paper 13-01*: http://repository.upenn.edu/od_working_papers/17/

2009

4. Starr, L. M., Pourdehnad, J., Braslow, A., Poliafico, F., Abella, B., Nadkarni, V., Becker, L., Merchant, R., & Brennan, R. (2009). Collaborative SCA survival project: cardiac arrest survival is a mess. *University of Pennsylvania Scholarly Commons Working Paper 02-1-2009*: [Collaborative SCA Survival Project: Cardiac Arrest Survival is a Mess](http://repository.upenn.edu/od_working_papers/17/)

2008

3. Starr, L.M. (2008). Building executive coaching as an academic discipline: establishing the academic community database and peer review of proposed academic guidelines and standards for graduate education in executive coaching. *University of Pennsylvania Scholarly Commons Working Paper December 2008*: http://repository.upenn.edu/od_working_papers/6/

2007

2. Perry, K. A. & Starr, L.M. (2007). Academic guidelines distribution project. *University of Pennsylvania Scholarly Commons Working Paper No. 06-18*:
http://repository.upenn.edu/od_working_papers/3/

2006

1. Starr, L. M. (2006). Reframing survival: it's about systems not a chain. *University of Pennsylvania Scholarly Commons Working Paper 06-01*:
http://repository.upenn.edu/od_working_papers/1/

Web-Based Newsletters, Videos and Documents

Thomas Jefferson University, Doctor of Management in Strategic Leadership Newsletter

2017 – 2024: <https://doi.org/10.29046/SLN>. <https://jdc.jefferson.edu/sln/>

Thomas Jefferson University, Doctor of Management in Strategic Leadership Virtual Realty Course Video

June 2019: <https://www.youtube.com/watch?v=19JtV2V6lhU>

University of Pennsylvania (PennDynamics) Youtube News

2009- 2013: https://www.youtube.com/results?search_query=pennodynamics

Building ODC as an Academic Discipline

2005 – 2007: University of Pennsylvania: <https://buildingodc.livejournal.com/>

Systems Wisdom Institute Fellows Newsletter

2014 – 2016; 2024 – Present: <https://www.systemswisdom.com/fellows-newsletters>

Supervision of Theses and Dissertations

Doctoral Dissertations in Progress

2025

Bradley, Alfred. “Addressing the Challenges of a Catholic Parish with Systemic Design Problem Solving.” Advisor: Starr, L. M.

Doctoral Dissertations Completed (Thomas Jefferson University)

2024

106. Thigpen, Guy, "Structuring the Problem of a Municipal Office of Property Assessment Data Quality Problem Using a Complexity Framework." Advisor: Starr, L.M.

105. Ervin, John. "A Systems Approach to Formulating the Complex Challenges of the Industrial Hemp Industry in Pennsylvania." Advisor: Starr, L. M.

104. Virella, Raul. (2024). "Strategic Enforcement: A Mindset Shift from Analytic toward Systemic Strategy." Thomas Jefferson University Doctor of Management in Strategic Leadership Dissertation. Advisor: Starr, L. M.

https://jdc.jefferson.edu/diss_masters/42

2023

103. Myles, William. (2023). "Transitioning Low Income Residents out of Public Housing." Thomas Jefferson University Doctor of Management in Strategic Leadership Dissertation. Advisor: Starr, L.M. https://jdc.jefferson.edu/diss_masters/40/

102. Jones, Odell. (2023). "A Systems and Design Thinking Approach to Diversity Applied to Senior Leadership at Higher Education Institutions." Thomas Jefferson University Doctor of Management in Strategic Leadership Dissertation. Advisor: Starr, L.M.

https://jdc.jefferson.edu/diss_masters/39/

101. Haines, Carol. (2023). "Food Insecurity in the Working Poor." Thomas Jefferson University Doctor of Management in Strategic Leadership Dissertation. Advisor: Starr, L.M.

https://jdc.jefferson.edu/diss_masters/38/

100. Chin, Robyn. (2023). "Soft System Methodology Applied to Stakeholder Engagement in Social Services Non-Profit Organizations." Thomas Jefferson University Doctor of Management in Strategic Leadership Dissertation. Advisor: Starr, L.M.

https://jdc.jefferson.edu/diss_masters/36/

99. Hunsberger, Derek. (2023). "Rethinking Athlete Leadership." Thomas Jefferson University Doctor of Management in Strategic Leadership Dissertation. Advisor: Starr, L.M.

https://jdc.jefferson.edu/diss_masters/41/

98. Juby, Jerin. (2023). "Respiratory Therapy Staff Retention: A Systems Thinking Perspective." Thomas Jefferson University Doctor of Management in Strategic Leadership Dissertation. Advisor: Starr, L.M.

https://jdc.jefferson.edu/diss_masters/33/

97. Zhang, Xuejuan, Joyce. (2023). "Digital Transformation of Healthcare Through A Systems Approach." Thomas Jefferson University Doctor of Management in Strategic Leadership Dissertation. Advisor: Starr, L.M. https://jdc.jefferson.edu/diss_masters/32/

2022

96. Paek, Sung-Won. (2022). "Ideal Design for Diversity, Inclusion, Equity, and Community Engagement using Systems Thinking." Thomas Jefferson University Doctor of Management in Strategic Leadership Dissertation. Advisor: Starr, L.M. https://jdc.jefferson.edu/diss_masters/27/

95. Tendayi, Regina. (2022). "Rethinking Human Resources Management in a Complex Context: Proposing Systemic Human Resources Management (SYS HRM)." Thomas Jefferson University Doctor of Management in Strategic Leadership Dissertation. Advisor: Starr, L.M. https://jdc.jefferson.edu/diss_masters/26/

2021

94. Andrews, Valerie. (2021). "Designing a Program to Help Urban Pastors Cope with Compassionate Stress." Thomas Jefferson University Doctor of Management in Strategic Leadership Dissertation. Advisor: Starr, L.M. https://jdc.jefferson.edu/diss_masters/20/

93. Williams, David. (2021). "A Systems Approach to Student Loan Default." Thomas Jefferson University Doctor of Management in Strategic Leadership Dissertation. Advisor: Starr, L. M. https://jdc.jefferson.edu/diss_masters/15/

2020

92. Plummer, James. (2020). "Does Telehealth/Telemedicine have the potential to Provide Mental Health Care to Veterans?" (2020). Thomas Jefferson University Doctor of Management in Strategic Leadership Dissertation. Advisor: Starr, L.M. https://jdc.jefferson.edu/diss_masters/13/

2019

91. Schatz, Bob. (2019). "The Effects of Radical Transformational Change on the Change Agent in Software and Systems Product Development Contexts" (2019). Thomas Jefferson University Doctor of Management in Strategic Leadership Dissertation. Advisor: Starr, L.M. https://jdc.jefferson.edu/diss_masters/8

MS and MPhil Theses (University of Pennsylvania)

2012

90. Bhardwaj, Parijat. "Four Different Aspects of Organizational Dynamics." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

89. Coyle, Martin, C. "Proposal for a Mentoring Program in a Private Equity-Backed Technology Company." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

88. Hyman, Dache. "Relationship Between the Organizational Dynamics Practitioner Concentration and the Competencies and Academics of Organization Development and Change as Reflected in the Journal of Applied Behavioral Science." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

87. Kim, Hongbae, P. "Applicability of Organization Development in Korean Companies" (2012). University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M. 58. http://repository.upenn.edu/od_theses_msod/58

86. Ly, Quang. "Innovation Strategies for Musicians" (2012). University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M. 55. http://repository.upenn.edu/od_theses_msod/55

85. Smith, Manning, J. "An Examination of Four Organizational Dynamics Questions" (2012). University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M. 56. http://repository.upenn.edu/od_theses_msod/56

84. Taundi, Josiya, E. "Perspectives of Poverty Alleviation" (2012). University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M. 49. http://repository.upenn.edu/od_theses_msod/49

83. Yarosh, David, S. "Practical Applications of Organizational Dynamics." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

2011

82. Dionis, Debra, N. "Applying Systems and Design Thinking to Stewardship in an Academic Fund-Raising Environment." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

81. Peffall, Christopher, H. "Distilling What I Have Learned: My Non-Linear Journey to Earning the Master of Science in Organizational Dynamics Degree." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

80. Rabe, Eric, W. "Church in Turmoil: The Episcopal Diocese of Pennsylvania." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

2010

79. Lee, Robert. "Managing Today's Organizations: A Collection of Papers on Sustainability, Risk Management, Politics and Emotional Intelligence." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

78. McGoldrick, Margaret. "One Hospital's Journey to Create a Culture of Safety" (2010). University of Pennsylvania Master of Philosophy Theses. Advisor: Starr, L. M. 7. http://repository.upenn.edu/od_theses_mp/7

77. Mills, Mark. "Dynamics of Strategic Procurement." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

76. Serad, Lisa. "Aspects of Using Animal-Assisted Interventions in a Coaching Model." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M. 30. http://repository.upenn.edu/od_theses_msod/30

75. Walton, Jerrold A. "Aspects of Organizational Learning: Four Reflective Essays." University of Pennsylvania Master of Philosophy Theses. Advisor: Starr, L. M. 6. http://repository.upenn.edu/od_theses_mp/6

2009

74. Di, Liping. "Case Solutions for the Development of the Organizational Dynamics Program." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

73. Levitt, Risa J. "Proposal for a Penn Bookstore Internship Program in Events and Marketing." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M. 26. http://repository.upenn.edu/od_theses_msod/26

72. Prabhakaran, Aruna. "An Introspective Integration of Organizational Dynamics with Personal and Professional Life. University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

71. Reed Tjiattas, Judith L. "The Creation of An Academic Grievance Policy for Graduate Students in the School of Arts and Sciences." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M. 27. http://repository.upenn.edu/od_theses_msod/27

70. Womack, Christopher. "Restructuring a Sales Force for the Modern Marketplace" (2009). University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M. 23. http://repository.upenn.edu/od_theses_msod/23

2008

69. Al Suwaidi, Mohammed. "When an Arab Executive Says "Yes": Identifying Different Collectivistic Values That Influence the Arabian Decision-Making Process" (2008). University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M. 19. http://repository.upenn.edu/od_theses_msod/19

68. Bagin, Rebecca, C. "The Millennial Generation in the Workplace: Opportunities for Retaining Talent." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

67. Bell, Madeline, S. "Application of Organizational Dynamics to Promote a Culture of Safety in an Academic Children's Hospital." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.
66. Cifelli, Denise. "Development of an Informed Consent Multimedia Tool for Research" University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M. 16. http://repository.upenn.edu/od_theses_msod/16
65. Deutsch, Jonathan R. "The Importance of Technology Design and Usability." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M. 54. http://repository.upenn.edu/od_theses_msod/54
64. Flax, Justin H. "Applied Learning and Evaluations of a Personal Journey Within Organizational Dynamics." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M. 17. http://repository.upenn.edu/od_theses_msod/17
63. Ginzel, Robert, S. "An Exploration of Organizational Perspectives and the Organizational Change Agent's Formulary." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.
62. Greenwood, Claire, M. "Tuition Assistance Programs: An Examination of Organizational Dynamics Students' Experiences. University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.
61. Kenny, Michelle, T. "Incorporating Nature and Passion in Organizations." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.
60. Leady, Christopher, M. "Three Models of Organizational Culture: An Insider's Perspective." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.
59. Lundmark, Lynn. "Case Study of a Small Non-Profit Enterprise in a Large Ivy League Academic University." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.
58. Marciniszyn, David. "An Exploration of the Effects of Collectivism and Individualism on Maintaining Societal Cohesiveness and Encouraging Cross-Societal International Relations by the Review of a Sample of Societal Mechanics. University of Pennsylvania Master of Philosophy Theses. Advisor: Starr, L.M. 3. http://repository.upenn.edu/od_theses_mp/3
57. Perry, Kimberly A. "A Comparative Analysis of Coaching Programs Offered by the Graduate School Alliance for Executive Coaching (GSAEC)." University of Pennsylvania Master of Philosophy Theses. Advisor: Starr, L.M. 2. http://repository.upenn.edu/od_theses_mp/2

56. Rhoads-Reed, Chanel, B. "Did Voting for a Union Boost Employee Morale in PECO's Energy Call Center?" University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

55. Ritter, Faith. "Overcoming Trust and Quality Assurance Challenges in Virtual Organizations." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

54. Rosselle, Heather. "A Silent Population: A Social and Occupational Examination (Critique) of Disability in the United States." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

53. Shahpari, Mahmonir. "The Effect of Leadership Transition from Founders to Members in a Non-profit Cultural Society." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M. 13.
http://repository.upenn.edu/od_theses_msod/13

52. Sheahan, Susan, L. "A Philadelphia Civic Association: Voice of the People." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

51. Vartarian, Rubina. "Reconsidering How to Maintain an Ethical Workplace." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

50. Warren, Bruce M. "Introducing and Implementing a New Media Knowledge Management Plan for Public Radio Program Directors." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M. 22.
http://repository.upenn.edu/od_theses_msod/22

49. Winthur, John, P. "Innovation at Vanguard: Navigating through Uncharted Waters." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

2007

48. Benau, Danny, A. "Organizational Change in a Biomedical Writing Program: A Case Study." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

47. Bowles, Paul. "A Quality Management Framework for Verispan, LLC." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

46. Cooper, Debora, D. "An Evaluation of Five Corporate Diversity Programs in the United States." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

45. Dickerson, Tamika, D. "Women in the Field: Women Who Work in Non-Traditional Construction-Related Occupations." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.
44. DiSandro, Dominic, A. "Constructing an Efficient Human Resources Department in a University Setting." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.
43. Farmer, Michael, D. "Infinite Design: A Synthetic Model to Manage Organic Change." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.
42. Gadsden-Williams, Michelle. "Creating a Diverse and Inclusive Culture to Drive High Performance in a Global Pharmaceutical Company." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.
41. Horner Mitnick, Denise. "The Impact of Working Women on Work/Life Balance Perspectives" (2007). University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M. 4. http://repository.upenn.edu/od_theses_msod/4
40. Lassiter, Vikki C. "The Role of Process Improvement in the Nonprofit Organization" (2007). University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M. 5. http://repository.upenn.edu/od_theses_msod/5
39. Mercado, Jr., José L. "An Existence Void of Individuality." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.
38. Mills, Craig E. "Varied Perspectives: An Inquest of Four Organizational and Ethical Issues" (2007). University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M. 2: http://repository.upenn.edu/od_theses_msod/2
37. Mitchell, H. J. Omar. "Achieving Success in Business by Recognizing and Emphasizing the Importance of Internal Relationships" (2007). University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M. 32. http://repository.upenn.edu/od_theses_msod/32
36. Perry, Kimberly, A. "A Personal Journey on the Yellow Brick Road to Oz." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.
35. Wambua, Susan N. "Organizational Dynamics: a Journey of Discovery" (2007). University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M. 10. http://repository.upenn.edu/od_theses_msod/10

2006

34. Avery, Michael, A. "Modernizing a Legacy Helicopter: The Chinook." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.
33. DiIanni, Samuel. "Exposure of Compliance Risks in Higher Education Administration." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.
32. DiMascio, Michael, J. "Veni, Vedi, Muto (I Came, I Saw, I Changed): My Journey of Self-Discovery through Organizational Dynamics." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.
31. Dionis, Debra, N. "Examining Stewardship of Principal Gifts and Creating an Ideal System." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.
30. Dworakowski, Wojciech. "Incorporating Interactive Planning in the Process of Designing a Biotechnology Start-up Company." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.
29. Elchert, Francis, A. "Causal Influences of Employee Turnover in a Balanced Scorecard Environment." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.
28. File, Dona, L. "Sociological Observations of a Construction Worker." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.
27. Gaspari, Janice, L. "The Dynamics of a 'Cadillac' Nursing Home." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.
26. Gordin, Regina. "Nucor Corporation: A Study on Evolution Toward Strategic Fit." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.
25. Jurika, Maria, V. "Looking Back, Looking Forward and into the Peace Corps." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.
24. Kuch, Joy, C. "Making the Competition Irrelevant: A Strategy and Plan for the Sporting Good Industry." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.
23. Lee, Sandra, F. "A Perspective on Change in Physician Billing from 1995 to 1997 at the University of Pennsylvania Health System." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

22. Lacovara, Susan. "Stabilizing the Seesaw: Accomplishing a Balanced Work Life through the Application of Sociotechnical Systems Theory." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

21. MacDonald, David. "Compstat Evolution: Re-Engineering the Compstat Process for Organizational Effectiveness." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

20. McCormick, Francis, J. "An Examination of Individual and Organizational Resiliency." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

19. McKently, Scott, A. "A Linear and Systems Thinking Approach to Problem Solving in a Global Medical Device Manufacturing and Sales Company." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

18. Reynolds, Christopher, R. "Verizon: Demise of the Baby Bell." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

2005

17. Butehorn, Robert, F. "Team Leadership Development: An Exploration of the Potential for Design by Student Athletes." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

16. Corrao, C. Christopher. "An Investigation into a Possible Link between Thimerosal and Autism: Recommendations for an Ethical Resolution." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

15. Croddy, John, S. "Zaika Health Group." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

14. Disbot, Maureen, C. "The Journey to a Safer Healthcare: Embedding a Safer Culture and Effective Communications." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

13. Fleming, Syida, N. "An Analysis of Youth Development Programs and College Collaboration: Lessons Learned from their Business Models." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

12. Harper, Jessie, R. "Creating a Diverse Faculty in Institutions of Higher Learning." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

11. Hayes, Karen E. "Corrosive Corporate Crises." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M. 39:
http://repository.upenn.edu/od_theses_msod/39

10. Kelley, Shawn, P. "A Leadership and Management Analysis of Reconstruction and Security Operations in the Global War on Terror." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

9. Oliver, Vanessa. "Understanding Chinese Cultural Impact on Advertising in Mainland China." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

8. Reid, Victoria. "Living the Brand: The Power of Employees to Affect Corporate Image." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

2004

7. Carroll, Barbara C. "The Smarty Jones Phenomenon: Lessons for Human Delivery Systems." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

6. Jacobson, Larry. "The Application of the Concepts of "own" and "Positional Style of Decision Making" to a Year of Transition at the Bernard Zell Anshe Emet Day School." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

5. James, Paul, A. "A Leadership Youth Development Recommendation: Strategies for Improving the Youth Workforce transition and Community Development and Investment Programs." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

4. McGeorge, Andrew, T. "Setting a Course for the Mustang Foundation's Future." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

3. Obillo, Angelito. "Organizational Followership: A Case of a U.S. Entrepreneurial Manufacturing Firm." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

2. Sarkis-Irish, Denise, C. "From Vision to Reality." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.

1. Stanton, Todd, A. "A Leadership Development Program for Keystone Mercy Health Plan." University of Pennsylvania Master of Science in Organizational Dynamics Thesis. Advisor: Starr, L.M.