# RESUMÉ

# **HELEN S. ASTIN**

# Education

Diploma	Pedagogical Academy, Salonika, Greece, 1951 (Elementary Education)
B.A. M.S. Ph.D.	Adelphi University, 1953 (Psychology) Ohio University, 1954 (Psychology) University of Maryland, 1957 (Psychology)
Honors	
1976	Award for Outstanding Contribution to Research and Literature, National Association of Student Personnel Administrators
1977	Fellow, American Psychological Association
1977	Outstanding Book Award of Choice for The Power of Protest
1977	Adelphi University Alumni Association, Academy of Distinction
1985	Honorary Degree (Doctor of Humane Letters) Marymount Manhattan College
1986	Recipient of the Bread and Roses award of the Los Angeles Westside National Women's Political Caucus
1988	Distinguished Leader for Women in Psychology, Committee on Women in Psychology, American Psychological Association
1989	Honorary Degree (Doctor of Humane Letters) American College of Switzerland
1992	Award of Appreciation, Los Angeles County Commission for Women
1992	Carolyn Wood Sherif Memorial Award, Psychology of Women Division, American Psychological Association
1996	Distinguished Research Award, Div. J, American Education Research Association
2000	Myra Sadker Equity Award for Women Leaders in Education, AAHE 2000
2001	Distinguished Teaching Award, Department of Education, UCLA
2001	Howard R. Bowen Distinguished Career Award, ASHE
2001	Women's Studies Programs Faculty Award for outstanding service to women's studies community, UCLA
2002	Outstanding Assessment Research Award, American College Personnel Association

2004	Honorary Degree, California Institute of Integral Studies			
2010	Mentoring Award, Association for the Study of Higher Education (ASHE)			
2011	Ernest Boyer Award, The New American Colleges & Universities			
Current Position				
2002 -	Distinguished Professor Emeritus & Senior Scholar, University of California, Los Angeles			
Previous Positions				
1973 - 2002	Professor of Higher Education, University of California, Los Angeles			
1973 - 2002	Associate Director, Higher Education Research Institute, Los Angeles			
1990 - 1992	Interim Director, UCLA Center for the Study of Women			
1983 - 1987	Associate Provost, College of Letters and Science, UCLA			
1977 - 1978	Nancy Duke Lewis Professor and Visiting Professor of Psychology and Sociology, Brown University			
1976 - 1979	Head, Higher Education Specialization, University of California, Los Angeles			
1970 - 1973	Director of Research and Education, University Research Corporation, Washington, DC			
1968 - 1970	Research Associate, Bureau of Social Science Research, Washington, DC			
1967 - 1968	Research Associate and Lecturer, Institute for the Study of Human Problems, Stanford University			
1965 - 1967	Research Associate, National Academy of Sciences			
1965	Associate Professor, Gallaudet College, Washington, DC			
1961 - 1965	Professor, National College of Education, Evanston, Illinois			
1960	Instructor in Pediatrics (Clinical Psychology), University of Maryland Medical School			
1957 - 1959	Clinical Psychologist, U.S. Public Health Service Hospital, Lexington, Kentucky			

# **Boards, Committees, Commissions, Consultantships**

# **American Psychological Association**

Chairperson, Task Force on the Status of Women in Psychology (1971-1972)

President, Div. 35, Psychology of Women (1974-1975)

Member, Committee of Women in Psychology (1972-1974)

Member, Education and Training Board (1972-1974)

Member, Policy and Planning Board (1973-1981)

Member, Council of Representatives (1977-1981)

Member, Fellow Election Committee, Division 17 (1980)

Member, Public Information Committee (1985-1986)

Member, Committee on Fellows, Division 9 (1988-1989)

Member and Chair, Committee on Employment and Human Resources (1987-1990)

Member, Task Force on the Changing Gender Composition in Psychology (1990-94)

Trustee, Hampshire College (1972-1979)

Member, Commission on Science Education, American Association for the Advancement of Science (1970-1973)

Member, Task Force on Curriculum and Assessment Evaluation, College for Human Services, New York (1973-1975)

Member, Board on Human Resource Data and Analysis, Commission on Human Resources, National Research Council (1973-1977)

Consultant, Ford Foundation, Office of Higher Education and Research (1973-1974)

Consultant, National Institute of Education (1977-1980)

Member, National Council on Educational Research, National Institute of Education (1980-1982)

Member, Advisory Committee, National Assessment of Educational Progress (1981-1982)

Member, Board of Governors, Center for Creative Leadership (1980-83) Chair, AERA-Lindquist Award Committee (1980-1981)

Member, Nominating Committee, American Association for the Advancement of Science (1980-1982)

Member, National Advisory Council, Hampshire College (1980-1995)

Chair, Panel on Science Careers, Office of Scientific and Engineering Personnel, National Research Council (1985-1986)

Member, Working Group, Government-University-Industry Research Roundtable, National Academy of Sciences (1984-1988)

Advisory Committee for the Leadership Project of the Council for Liberal Learning & Alliance for Leadership Development, Association of American Colleges (1985-1987)

Member, Committee on Women's Employment and Related Social Issues, Commission on Behavioral and Social Sciences, and Education, National Research Council (1986-92)

Board, National Council for Research on Women (1987-1992)

Board of Trustees, Mount St. Mary's College, Los Angeles, CA (1985-1997)

Board of Trustees, Mount St. Mary's College, Los Angeles, CA (2001-2011)

Member, National Advisory Board, National Center for the Study of the Freshman Year Experience, (1988-2001)

Vice Chair, Chair, Board of Directors, American Association for Higher Education (1992-95)

Member, Committee on Dimensions, Causes, and Implications of Recent Trends in the Careers of Life Scientists, Commission on Life Sciences, National Research Council (1996-1998)

Chair and Member, Collaborative for Spirituality in Higher Education (2001-2010)

#### **Editorial Boards**

Journal of Counseling Psychology
Journal of Vocational Behavior
Psychology of Women Quarterly
Signs
Sage Annals on Womens Policy Studies
Contemporary Education
Journal of Higher Education
Women and Work: An Annual Review, Sage
Educational Record

#### **Reviewer for Journals**

American Psychologist Science Psychological Bulletin American Journal of Sociology Sociology of Education The Review of Higher Education

## **Reviewer of Proposals**

The Ford Foundation
National Science Foundation
National Institute of Mental Health
Australian Research Grants Committee, Department of Science
The Spencer Foundation
The Sloan Foundation
Academy of Finland, Programme for Studies on Science and Science Policy

## **Professional and Honor Societies**

American Association for the Advancement of Science American Association for Higher Education Association for the Study of Higher Education American Educational Research Association American Psychological Association Society for the Study of Social Issues Delta Tau Alpha Psi Chi

## Listings

American Men and Women of Science Who's Who of American Women

## Committees at the University of California, Los Angeles

Chancellor's Advisory Committee on Women's Studies (1973-1975)

Committee on Graduate Degrees, Admissions and Standards (Graduate School of Education) (1973-1974)

Chancellor's Advisory Committee on Evaluation of Instructional Programs (1973-1975)

Task Force, Research Administration Council (1975-1976)

Chair, Academic Affirmative Action Compliance Committee (1976-1977)

Executive Advisory Committee: Institute of Social Science Research (1975-1980)

Senate Research Committee (1975-1977)

UC Assembly (1976-1977)

Legislative Assembly of the Academic Senate (1976-1978)

Executive Board of the Academic Senate (1976-1977)

Chair, Undergraduate Admissions Committee (1980-1981)

Advisory Committee, Women's Studies Program (1976-1979)

Chair, Advisory Committee, Women's Studies Program (1979-1980)

Chair, Faculty/Administration Ad Hoc Committee on Research on Special Action Admissions (1981-1983)

Member, Committee on Reorganization of Letters and Science (1981-1982)

Member, Search Committee, Director of ISSR (1980-1981)

Chair, Executive Committee, College of Letters & Science (1983-84)

Member and Chair, Advisory Committee, Center for the Study of Women (1984-90)

Graduate School of Education, Academic Personnel Committee (1987-89)

Graduate School of Education, Co-Chair, Committee on Undergraduate Professional Education (1988-90)

Task Force on Undergraduate Admissions (1990)

Council on Diversity (1990-1992)

Chair, Chancellor's Coordinating Council on the Status of Women (1991-1992)

Chair, Graduate School of Education Faculty Executive Committee (1992-94)

Member, Advisory Committee Women's Studies Program (1991-95)

Member, Advisory Committee Center for the Study of Women (1992-94)

Chair, Search Committee, Dean, School of Nursing (1995-96)

Chair-Elect of Faculty, Graduate School of Education & Information Studies (2001-2002)

Member, Advisory Committee, Center for Community Learning (2002-2008)

#### **International Lectures and Seminars**

Japan Spain

Australia Netherlands
New Zealand China
Greece Malaysia

## **Selected Bibliography**

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## **Women's Education and Development**

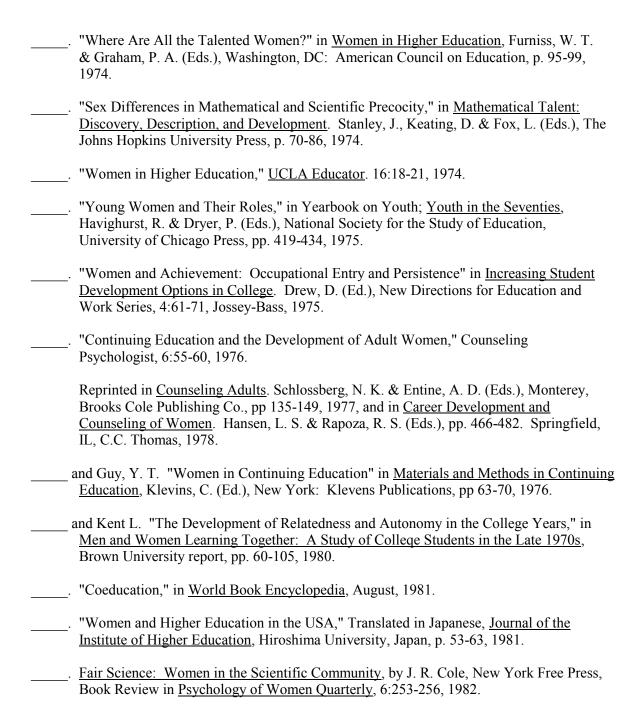
## **Books**

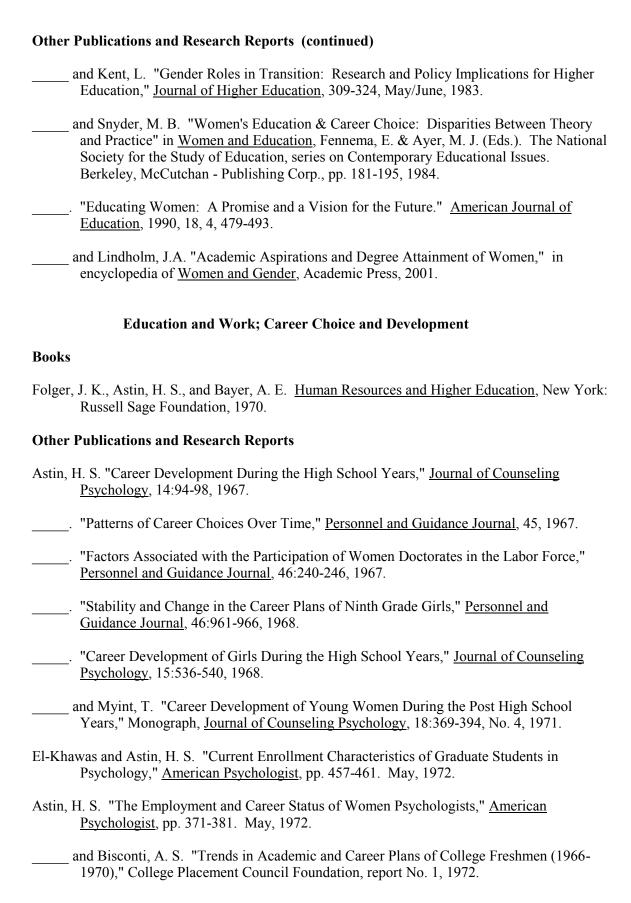
Astin, H. S. The Woman Doctorate in America. New York: Russell Sage Foundation, 1969.
\_\_\_\_\_\_\_, Suniewick, N. and Dweck, S. Women: A Bibliography on Their Education and Careers. Washington, DC: Human Service Press, 1971.
\_\_\_\_\_\_\_, Parelman A. and Fisher A. Sex Roles: An Annotated Research Bibliography. Washington, DC: Government Printing Office 1975.
\_\_\_\_\_\_\_, Some Action of Her Own: The Adult Woman and Higher Education. Lexington, MA: D. C. Heath and Co., 1976.
\_\_\_\_\_\_\_ and Hirsch, W. Z. (Eds.), The Higher Education of Women: Essays in Honor of Rosemary Park. New York: Praeger, 1978.

## **Other Publications and Research Reports**

Astin, H. S. "The Woman Doctorate in America: Family and Career Characteristics of Professional Women," abstract in <u>Women's Education</u>, March, 1968.

and Parelman, A. "Women's Studies in American Colleges and Universities," International Social Sciences Journal, 15:389-400, 1973.





# Other Publications and Research Reports (continued) and Bisconti, S. "Career Plans of College Graduates of 1965 and 1970," College Placement Council Foundation, Report No. 2, 1973. "Career Profiles of Women Doctorates," in Rossi, A. S. & Calderwood, A. (Eds.), Academic Women on the Move, New York: Russell Sage Foundation, pp. 139-161, 1973. and Bisconti, A. S. Undergraduate and Graduate Study in Science Fields, Washington, DC: ACE Research Reports, 1973. and Feingold, S. N. "Psychology and Counseling". Comments in Women in Science and Technology, a report on an MIT Workshop, pp. 30-33, 1973. , El-Khawas, E. and Bisconti, A. S. "Beyond the College Years." Final report to NIH and NSF, 1973. "The Link Between Postsecondary Education Programs and Occupations," in Visible Ouestions Invisible Answers, Proceedings of the Fifth NCHEMS National Invitational Seminar, 1974. "Education and Career Development of Adult Women," in Proceedings of the Third Annual Conference of the Sociology of Education Association, 1975. "The Academic Labor Market," in Career Opportunities for Psychologists, Woods, P. J. (Ed.), Washington, DC: American Psychological Association, pp. 74-78, 1976. "Employment Prospects for Graduates with Advanced Degrees," in UCLA Educator, 19:32-40, 1977. "Patterns of Women's Occupations," in The Psychology of Women: Future Directions in Research, Sherman, J. & Denmark, F. (Eds.), New York: Psychological Dimensions, pp. 257-283, 1979. "College Student Values and the World of Work," in the Changing Composition of the Work-Force. Glickman, A. S. (Ed.), Plenum Publishers, 1982. "The Meaning of Work in Women's Lives: A Sociopsychological Model of Career Choice and Work Behavior," Counseling Psychologist, 12:117-126, 1984. "Rejoinder: In Appreciation of the Richness of the Commentaries," Counseling Psychologist, 12:151-152, 1984.

- Astin, H. S. and Sax. L. J. "Undergraduate Women in Science: Personal and Environmental Influences on The Development of Scientific Talent" chapter in the <u>Equity Equation</u>, Davis, C., Ginorio, A., Hollenshead, C., Lazarus, B., Rayman, P. (Eds), Jossey-Bass, 1996.
- G.M. Pion, M.T. Mednick, H.S. Astin et al. "The Shifting Gender Composition of Psychology: Trends and Implication for the Discipline," <u>American Psychologist</u>, May 1996.

## **Equity in Education**

#### **Books**

- Harway, M. and Astin, H. S. <u>Sex Discrimination in Career Counseling and Education</u>, New York: Praeger, 1977.
- Rossmann, J., Astin, H. S., Astin, A. W. and El-Khawas, E. <u>Open Admissions at CUNY: An Analysis of the First Year</u>, New York: Prentice-Hall, Inc., 1975.

## **Other Publications and Research Reports**

- Astin, H. S. "Achieving Educational Equity for Women," NASPA Journal, 14:15-24, 1976.
- \_\_\_\_\_, Harway, M. and McNamara, P. "Sex Discrimination in Education: Access to Postsecondary Education," final report to NCES, 1976.
- Harway, M., Astin, H. S., Suhr, J., and Whiteley, J. "Sex Discrimination in Guidance and Counseling," final report to NCES, 1976.
- Astin, H. S. "Equal Rights and Affirmative Action," in <u>International Encyclopedia of Higher Education</u>, Knowles, A. S. (Ed.), Jossey-Bass, pp. 4411-4417, 1977.
- and Snyder, M. B. "Affirmative Action 1972-1982: A Decade of Response," <u>Change</u> Magazine, July-August, 1982.
- Milem, J.F. and Astin, H.S. "The Changing Composition of Faculty: What Does It Really Mean for Diversity?" Change Magazine (March/April, 1993)

## **Minority Students in Higher Education**

#### **Books**

- Astin, H. S., Astin, A. W., Bisconti, A. S. and Frankel, H. <u>Higher Education and the Disadvantaged Student</u>, Washington, DC: Human Service Press, 1972.
- Astin, A. W., with Astin H. S., Green, K. C., Kent, L., McNamara, P. and Williams, M. R. Minorities in American Higher Education, San Francisco: Jossey-Bass, 1982.

#### **Other Publications and Research Reports**

- Astin, H. S. <u>Educational Progress of Disadvantaged Students</u>, Washington, DC: Human Service Press, 1970.
- and Bisconti, A. S. "Career Plans of Black and Other Non White College Graduates". College Placement Council Foundation. Report No. 3, 1973.
- and Cross, P. H. "Characteristics of Entering Black Freshmen in Predominantly Black and Predominantly White Institutions: A Normative Report". Los Angeles: Higher Education Research Institute, 1977.

Cross, P. H. and Astin, H. S. "Financial Aid and Persistence in College Among Blacks," in Black Students in Higher Education in the 70's: Conditions and Experiences, Thomas, G. E. (Ed.), Connecticut: Westview Publishers, pp. 76-90, 1979. Astin, H. S. and Cross, P. H. "Black Students In Black and In White Institutions," in Black Students in Higher Education in the 70's: Conditions and Experiences, Thomas, G. E. (Ed.), Connecticut: Westview Publishers, pp. 30-45, 1979. and Burciaga, C. P. Chicanos in Higher Education, Report to the Commission on the Higher Education of Minorities, ERIC, HE 016016, 1981. and McNamara, P. P. "Educational and Career Progress of Chicana and American Indian College Women," in The Undergraduate Woman: Issues in Educational Equity, Perun, P. (Ed.), Lexington Books, D. C. Heath and Co., 1982. . "Providing Incentives for Teaching Underprepared Students", Educational Record, 66:26-29, 1985. Faculty Careers, Productivity and Rewards Bayer, A. E. and Astin, H. S. "Sex Differences in Academic Rank and Salary Among Science Doctorates in Teaching," Journal of Human Resources, 3:191-200, 1968. Astin, H. S. and Bayer, A. E. Sex Discrimination in Academe," The Educational Record, pp 101-118, May, 1972. and Bayer, A. E. "Sex Discrimination Among Teaching Faculty in Academe," Academic Women on the Move, in Rossi, A. S. & Calderwood, A., New York: Russell Sage Foundation, pp. 333-356, 1973. Bayer, A. E. and Astin, H. S. "Sex Differentials in the Academic Reward System," Science, 188:796-802, 1975. Astin, H. S. "Factors Affecting Women's Scholarly Productivity," in The Higher Education of Women: Essays in Honor of Rosemary Park. Astin, H.S. & Hizsch, W.Z. (Eds.), New York: Praeger Publishers, 1978. and Bayer, A. E. "Pervasive Sex Differences in the Academic Reward System: Scholarship, Marriage and What Else?" in <u>Academic Rewards in Higher Education</u>, Lewis, D. R. & Becker, W. E., Jr. (Eds.), Cambridge, MA: Ballinger Publishing Co., pp. 211-229, 1979. "Academic Scholarship and Its Rewards," in Advances in Motivation and Achievement: Women in Science, Maehr, M. L. & Steinkamp, M. W. (Ed.), Greenwich, Connecticut: JAI Press, Inc., pp. 259-279, 1984. and Davis, D. "Research Productivity Across the Life and Career Cycles: Facilitators & Barriers for Women," in Scholarly Writing and Publishing: Issues, Problems, and Solutions, Fox, M. F. (Ed.), Westview Press, 1985.

## **Faculty Careers, Productivity and Rewards (continued)**

- Davis, D. and Astin, H. S. "Reputational Standing in Academe," <u>Journal of Higher Education</u>, May/June, 1987.
- Davis, D. and Astin, H. S. "Gender Stratification in Academe: Breaking Myths and Exposing Truths." Chapter in <u>Storming the Tower: Women in the Academic World</u>, Suzanne Lie and Virginia O'Leary (Eds.), Kogan Page Ltd., 1990.
- Astin, H. S. "Citation Classics: Women's and Men's Perceptions About Their Contributions to Science" in <u>The Outer Circle: Women in the Scientific Community</u>, Cole, J. & Zuckerman, H., W. W. Norton, 1991.
- Astin, H. S. "Citation Classics: Women's and Men's Perceptions About Their Contributions to Science". Reprinted in <u>Current Contents: Social and Behavioral Sciences</u>, Aug. 16 and Aug. 30, 1993, Vol. 25 II, 33 & 35.
- Astin, H. S. "Academic Women in the 1980s: Preparation, Participation and Progress," chapter in <u>Academic Women: Progress and Prospects</u>, M. Chamberlain (Ed.), Russell Sage Foundation, 1988.
- Astin, H. S. and Malik L. "Academic Women in the United States: Problems and Prospects," chapter in <u>The Gender Gap in Higher Education</u>, World Yearbook of Education, Lie, S. S. Malik, L. and Harris, D. (Eds). Kogan Press (1994).
- Astin, H. S. and Villalpando, O. "A demographic profile of to-days faculty" chapter in Conference Report <u>Integrating Research on Faculty</u>: <u>Seeking new ways to communicate</u> about the Academic Life of Faculty. US Department of Education, OERI, March 1996.
- Astin, H. S "The Development of Faculty As Teachers: Some random and not so random ideas.",
  Discussion paper prepared for the NJICTL-NCTLA Invitational Conference, <u>The</u>
  Development of Faculty As Teachers, February 1993
- Astin, H. S., and Milem, J. F. "The Status of Academic Couples in US Institutions" chapter in <u>Academic Couples: Problems and Promise</u>, Ferber, M. A. and Loeb, J. W. (Eds) University of Illinois Press, (1997)
- Astin, H. S., and Milem, J. F. "The Status of Academic Couples in US Institutions" revised and reprinted as article, in magazine of the <u>Association for Women in Science</u>,.
- Astin, H. S., Antonio, A.L., Cress, C., Astin, A.W. "Race and Ethnicity in the American Professoriate," 1995-96. Higher Education Research Institution, UCLA, 1997
- Antonio, A.L., Astin, H. S., Cress, C., "Community Service in Higher Education: A look at the nation's faculty." The Review of Higher Education, Summer 2000, Vol 23, No. 4.
- Astin, H. S., and Lindholm, J.A. "Transforming Higher Education: Toward a more Inclusive and Humanistic Culture," Chapter in <u>Women in Science and Technology</u>, Russo, N.F. et al, forthcoming.

## Leadership

## **Books/Monographs**

- Astin, H.S., and Leland, C. <u>Women of Influence, Women of Vision: A Cross-Generational Study of Leaders and Social Change</u>, Jossey-Bass Publishers, 1991.
- Astin, H.S. and Astin, A.W. <u>A Social Change Model of Leadership Development</u>, Guidebook (Version III). Higher Education Research Institution, UCLA, 1996.
- Astin, A.W. and Astin, H.S. (coeditors). Leadership Reconsidered: Engaging Higher Education in Social Change (a monograph), 2000.

## **Other Publications & Research Reports**

- Astin, H.S. and Leland, C. "On Behalf of Women: Issues and Accomplishments from a Leadership Perspective" unpublished manuscript.
- Astin, H.S. "Toward the Development of New Paradigms in the Study of Leadership.

  Perspectives from Management, Education and the Study of Women" Research paper.
- Astin, H.S. "Women of Influence, Women of Vision: A Model of Collective and Empowering Leadership" in Physical Therapy To-day, May/June 1995.
- Astin, H.S. "Leadership For Social Change," in About Campus, July/August, 1996.
- Astin, H.S. "The Critical Role of Values in Student Leadership Development and Education for Citizenship" in Proceedings, Florida State University Conference, 1996.
- Astin, H.S. and Cress, C.M. "The Impact of Leadership Programs on Student Development." Technical report to W.K. Kellogg Foundation, November 1998.
- Cress, C.M. and Astin, H.S., Burkhardt, J.C., Zimmerman-Oster, K "Developmental Outcomes of College Students' Involvement in Leadership Activities." Journal of College Student Development, Jan/Feb, 2001.

#### **Spirituality in Higher Education**

## Book

Astin, A.W., Astin, H.S., and Lindholm, J.A. "Cultivating the Spirit: How College can Enhance Students' Inner Lives," Jossey-Bass/Wiley & Sons, 2011

## Articles

- Bryant, A.N. and Astin, H.S. "The Correlates of Spiritual Struggle during the College Years," Journal of Higher Education, 79 (1), 2008
- Lindholm, J.A. and Astin, H.S. "Spirituality and Pedagogy: Faculty's Spirituality and use of Student-Centered Approaches to Undergraduate Teaching," <u>Review of Higher Education</u>, 31(2): 185-207, 2008

Astin, A.W., Astin, H.S., and Lindholm, J.A. (2011) "Assessing Students' Spiritual and Religious Qualities." <u>Journal of College Student Development</u>, 52(1): 39-61

Lindholm, J.A. and Astin, H.S. "Understanding the 'Interior' Life of Faculty: How Important is Spirituality?," Religion and Education, 33(2): 64-90, 2006

## **Research Reports**

- Astin, A.W., Astin, H.S., and Lindholm, J.A. "The Spiritual Lives of College Students: A National Study of Students' Search for Meaning and Purpose," 2005
- Lindholm, J.A., Astin, H.S., and Astin, A.W. "Spirituality and the Professoriate: A National Study of Faculty Beliefs, Attitudes, and Behaviors," 2006

## **Issues in Higher Education**

## Books

Astin, A.W., Astin, H.S., Bayer, A.E. and Bisconti, A.S. <u>The Power of Protest</u>, San Francisco, Jossey-Bass, 1975.

#### **Other Publications and Research Reports**

- Astin, H.S. and Herman, M. "What an Urban Community Wants from Its College," Washington, DC: Federal City College, 1969.
- . "Self-Perceptions of College Student Activists," <u>Journal of College Student Personnel</u>, 12:263-270, 1971.
- Bisconti, A. S. and Hofrichter, R. "Sequence and Consequence of Campus Unrest," Washington, DC: Bureau of Social Science Research Final Report, 1970.
- \_\_\_\_\_, Cross, P., and Porter, O. "Student Financial Aid and Persistence in College," Final report to USOE, ERIC, HEO15 179, 1979.
- Astin, H.S., Milem, J., Astin, A.W., Ries, P., and Heath, T. "The Courage and Vision to Experiment: Hampshire College, 1970-1990," January 1991.
- Milem, J., and Astin, H.S. "A Study of Connecticut College Alumni, 1970-1990," August 1991.
- Astin, A.W. and Astin, H.S. (Co-Principal Investigators) "<u>Undergraduate Science Education:</u>

  <u>The Impact of Different College Environments on the Educational Pipeline in the Sciences.</u>" Research Report to the National Science Foundation (NSF)1992.
- Astin, H.S., and Antonio, A.L. "The Impact of College on Character Development," a research report, (January, 1999).
- Astin, A.W. and Astin, H.S. "Meaning and Spirituality in the Lives of College Faculty: A Study of Values, Authenticity, and Stress" (a monograph), 1999.

Astin, H.S., and Antonio, A.L. "Character Enhancing Colleges" in <u>About Campus</u>, Nov/Dec, 2000

Keup, J.R., Astin, H.S., Lindholm, J.A., Walker, A.A. "Organizational Culture and Institutional Transformation," in <u>Institutional Transformation</u>: Context and Proces, Monograph, 2001.

## Miscellaneous

