

THOMAS R. BLUE, PhD

Blue Organizational Solutions, LLC
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Doctoral Degree

Doctor of Philosophy, 1986
Case Western Reserve University, Weatherhead School of Management
Major Field: Organizational Behavior
Emphasis: Organizational Systems Analysis
Dissertation Title: "Social Adaptations at Work in Response to Recognition and Responsibility"

Bachelors Degree

Bachelor of Science, 1971
University of Nevada, Las Vegas; College of Business Administration
Major Field: Accounting
Award as Outstanding Accounting Graduate, Scholarship from Nevada Society of CPAs

Professional Associations & Continuing Education

Philadelphia SCORE Chapter under SBA, as consultant to small and developing businesses 2012-2018
Treasurer 2017-2018. Licensed CPA (inactive) from Ohio
Past Reviewer for *Human Relations*, a publication of The Tavistock Institute
Member of Beta Alpha Psi (The National Accounting Fraternity)
Intensive Week Training in Choice Theory and Reality Therapy, February 1998 Glasser Institute, Cincinnati, Ohio

Employment and Consultation

Partner and social-analyst, Blue Organizational Solutions, 2005-present
Visiting Professor, Muhlenberg College, Courses in Organizational Behavior, Fall 2019
Adjunct Professor, Community College of Philadelphia, Leadership Course, 2014
Senior analyst at Blue Organizational Solutions, presently
Treasurer, Melrose B'nai Israel Emanuel, 2009-2015
Assistant Professor of Management, School of Business, Quincy University, 2003-2005
Finance Director and previously Controller at Northwest Indian College, 2000-2002
Assistant Professor of Management, School of Business Administration, Fort Lewis College, 1990-1997 teaching management courses and a freshman course in speech and writing
Assistant Professor of Management, College of Business Administration, Northeast Louisiana University (now The University of Louisiana Monroe), 1985-1990
Participant, Southwest Academy of Management Consortium, March 8, 1989, New Orleans, Louisiana
Regional Coordinator, Cleveland Region for the Minority Contractors Assistance Program, 1984-85
Advisor, Organization Development Project Team, Standard Oil Company, Cleveland, Ohio, 1985
Consultant, Small Business Institute, 1983-1985
Member, city training project teams, Cleveland, Ohio, 1983-1985
Evaluator, quality circle pilot program for Kaiser-Permanente Medical Centers, Cleveland, Ohio, 1983-1984
Staff, Master of Organization Development workshops, Case Western Reserve University, 1983-1984
Graduate Assistant, Weatherhead School of Management, Case Western Reserve University, 1981-1985

Presentations Other Than Papers

Presenter, 1993 Mountain/Plains Management Conference: "Learning How to Learn."

Chairperson for three panels at 1991 Mountain Plains Management Conference, U.S. Air Force Academy:

"Educational Issues, Ethical and Otherwise of Electronic Library Access"

"Using Personal Computers for Menu-Driven Course content and Student Support"

"Writing Across the Curriculum and Into the Management Mind."

Session leader, workshop on the management of time conflicts, 1989 Louisiana State Paralegal Association Meeting, Shreveport, Louisiana.

Chairperson, symposium on promotion and tenure in colleges of business, 1988 Southwestern Academy of Management Conference.

Session leader, management skills workshops on interpersonal communications, motivation and conflict management 1987-1989.

Chairperson, 1985 Southwestern Small Business Institute Association Conference.

Presenter, Governors Minority Business Conference, Cleveland, Ohio, 1984.

Presenter, seminar on innovation to field engineers of General Electric, 1984.

Chairperson, Symposium on Executive Power, Cleveland, Ohio, 1984.

Publications

Book

Tool Making to Making Time, 2024. (Available at blueorganizational.com)

Refereed

Patient-Interactive Healthcare Management, a Model for Achieving Patient Experience Excellence in *Healthcare Information Management Systems*, 4th edition. Springer, 2015. (coauthored).

The 'Business' of Conflict: Like No Business I Know, The Bulletin, 1993 (coauthor).

Decision Thresholds and Developmental Stages in the Expanding Business, Journal of Business and Entrepreneurship, 1989, 1 (1), 20-28 (co-author).

Proceedings

Deconstructing Class Design to Facilitate Cross-Cultural Dialogue, Proceedings of The Organization Dimensions of Global Change: No Limits to Cooperation. Cleveland, May 1995, (co-authored).

Grade Designs to Counter Work-Group Dysfunction, Proceedings of the 1993 Mountain/Plains Management Conference. Southern Utah University, October 1993, 55-64. (co-authored).

Management Studies Across the Curriculum, Proceedings of the 1992 Mountain Plains Management Conference. U.S. Air Force Academy, October 1992. pp. 1724. (co-authored).

Enhance Learning and Performance in Student Groups with Peer Evaluations, Proceedings of the 1993 National Conference of the Academy of Business Administration, Las Vegas, Nevada, February 1993. 149-156. (co-authored).

In-House Training and Workplace Performance, 1992 Southwestern Small Business Institute Association, March 4-7, 1992, 177-182 (co-author).

Strategic Training Units for Growth-Oriented Manufacturing, SBDA Meeting in Orlando, February 7-10, 1991, 254-258 (co-author).

But the Professor Isn't Lecturing! Proceedings Mountain Plains Management Conference, October 11-13, 1990, 47-65 (co-author).

Overcoming Decision Reluctance in Financial Consulting, Proceedings of the Southwestern Small Business Institute Association, 1988, 53-57 (co-author).

What the Dean Does: A Study of AACSB Deans, Proceedings of the Southwestern Division, Academy of Management, 1988, 120-124 (co-author).

Other Publications

Americans with (Dis)Abilities Act, Econometer, Vol. 2, No. 4, (Publication of the Fort Lewis College School of Business Administration, Fall 1992) pp. 3-4.

They're a Hard Act to Follow: Four Professors Who Make Them Laugh in Liberal Arts, ERIC Clearinghouse on Reading and Communication Skills, Indiana University, April 1991, ED339 050. (co-author).

Working with Regulators (reprint), From the Ground Up, Pennsylvania Nurserymen's Association, July 1989, 35 (3), 30-31.

Working with Regulators, Small Business Reports, 1989, 14 (1), 63-65.

Small-Business Managers Should Seek Out IRS Agents, News-Star World, Nov. 21, 1988, 60 (33), 2B.

Overcoming the Threat of Participation, Supervision, 1988, 50 (3), 3-5 (coauthor).

Paper Presentations

Peer Grading of Service Learning Research at a Community Level, 1995 Colorado Campus Compact Spring Faculty Forum. University of Denver, March 1995.

"Management Studies Across the Curriculum," 1992 Mountain Plains Management Conference. U.S. Air Force Academy, October 1992.

"Method Teaching: On Stage and Vulnerable," Central States Communication Association, Cleveland, April 1992.

"Student Groups and Group Peer Evaluations Revisited," 1991 Mountain Plains Management Conference, Fort Collins, CO, October 1991.

"They're a Hard Act to Follow: Four Professors Who Make Them Laugh in Liberal Arts," Instructional Resources Group, Central States Communication Association, Chicago, April 1991.

"The 'Business' of Conflict: Like No Business I Know," Instructional Resources Group, Central States Speech Association Conference, Detroit, April 1990.

"The Microeconomic Reinforcement of Small Business Development," Proceedings of the Southwestern Small Business Institute Association, Dallas, March 1990.

"Talking Through the Ambiguities of Classroom Organizations," Instructional Resources Group, Central States Speech Association Conference, Kansas City, April 1989.

"Schemes for Small Business and Government Relations," paper presented at USASBE Conference, Government Relations and Minority Business Workshop, Monterey, CA, October 1988.

"Financial Planning Workbook for Small Companies," paper presented at Governors Minority Business Conference, Cleveland, April 1986.

Bibliography

"Literature on Supervision: Annotated Bibliography of Books and Bibliography of Articles," prepared for Cleveland Foundation and Gund Foundation, Joint Grant No. 32850.