About the Contributors

Kathy L. Milhauser has a background in project management, Information Technology, and human resources management, having worked for over 20 years in product development, manufacturing, supply chain, and marketing for Fortune 500 companies, as well as in government and healthcare industries. She is currently the Director of Institutional Assessment at Concordia University in Portland, Oregon, USA, and a member of the teaching faculty for the Oregon Master of Software Engineering at Portland State University. She holds an MA in Educational Technology from Pepperdine University, a PMP credential from the Project Management Institute, and is currently a doctoral candidate at George Fox University. Her research is focused on organizational culture in corporate and higher education settings. She has published book chapters and journal articles on the topics of organizational culture, leading change, project management, distributed teams, and online learning strategies, and also speaks at conferences and workshops on related topics.

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Peter L. Bond has enjoyed a varied career in the private and public sectors, industry and commerce, and ten years in academia (1990-2000) as Head of Technology Management Group at Liverpool John Moores University and Director of Studies for Manufacturing and Technology Management (John Moores and University of Liverpool). He has advised local economic development agencies on technology and enterprise support policy and acted as a consultant, coach and mentor, and as business analyst with a venture capital provider. His first consultancy business was established in 1989. Learning Futures (Consulting) was created in 2004. Bond adheres strongly to the belief that learning is the primary source of organizational performance improvement and competitiveness and is a committed systems thinker. He has published numerous articles and papers on the nature of technology, knowledge, and innovation and on the application to organization development of the work of biologists and cyberneticians such as Humberto Maturana and Francisco Varela. He is currently engaged in research at University of Liverpool exploring the connections between Maturana and Varela’s theory, Robin Dunbar’s Social Brain Hypothesis, and Stuart Kauffman’s ideas on complex adaptive systems as possible elements of a new approach to improving organizational performance.

Sean Eby is currently a software engineer at PGE in Portland, Oregon. In his 11+ years of experience, he has worked in all areas of software engineering for companies such as Coaxis, Emery Worldwide, Merant, and NCD. Sean specializes in designing and developing simple, elegant software solutions. Sean has a Masters degree in Software Engineering from Portland State University.
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Stuart Faulk received his BA from Cornell University and his PhD in Computer Science from the University of North Carolina at Chapel Hill. He is on the research faculty in the department of Computer and Information Science at the University of Oregon and teaching faculty for the Oregon Master of Software Engineering at Portland State University. His research interests include globally distributed software engineering, software product lines for assistive technology, software productivity, and requirements engineering.

Eun Jee Kim received her PhD degree in the field of Human Resource Development from the University of Illinois at Urbana-Champaign. Her research interests are centered on improving group and organizational performance in a technology-mediated workplace, particularly in the process of building trust, social capital, and knowledge sharing culture in networked global organizations. Eun Jee Kim can be contacted at: eunjee.uiuc@gmail.com.

Kurt D. Kirstein is the Dean of the School of Management at City University of Seattle and has also served as a faculty member and program director in both business and technology. He spent 20 years managing technical support and training teams for global organizations in the telecommunications and pharmaceutical industries where he built and managed global teams drawing members from multiple countries across three continents. His research interests include the development of global education to address international and sustainable business practices. He holds a BS degree from The Evergreen State College, an MA in Adult Education from Seattle University, and a doctorate in Organizational Leadership from Nova Southeastern University.

Deanne Larson is currently a consultant in the area of Information Technology and specializes in data warehousing and project management. She actively consults with Fortune 500 companies in the areas of high tech, manufacturing, and telecommunications. Larson held an executive position with AT&T Wireless as Director, IT Data Services & Architecture for over 15 years, and led the data warehouse effort and program. Larson holds a BBA and MBA from Florida Atlantic University located in Boca Raton, Florida. Larson is a doctoral candidate in the Information Technology Leadership Program at the University of Phoenix.

Russ Martinelli is a senior manager at Intel Corporation, with over two decades of experience leading global and highly distributed product development teams. He is the Chairman of Intel’s world-wide Program Management Community of Practice, an adjunct professor in the Oregon university system, and noted author and industry speaker.

Elliott Masie is an internationally recognized futurist, analyst, researcher, and organizer on the critical topics of workforce learning, business collaboration, and emerging technologies. He is the editor of Learning TRENDS, an Internet newsletter read by over 52,000 business executives worldwide, a regular columnist in professional publications, and the author of a number of books. Elliott heads The MASIE Center, a Saratoga Springs, NY, think tank focused on how organizations can support learning and knowledge within the workforce. He leads the Learning Consortium, a coalition of over 240 global organizations cooperating on the evolution of learning strategies, including Walmart, Allstate, Sears, Bank of America, Emirates Airlines, the U.S. Departments of Defense and Labor, and many others.
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Dan Novak teaches graduate-level leadership and innovation at South University and at Texas Christian University. He consults and coaches in the areas of leadership breakthrough, organizational strategy, and organizational diagnosis. He holds a PhD in Organizational Leadership from Regent University, an MBA from the University of Dallas, and a BBA from the University of North Texas. Dan has published book chapters and articles on leadership, collaboration, marketing, and human resources. He has also presented at conferences in the U.S., Canada, and the U.K. on innovation, collaborative leadership, social/organizational networks, Web 2.0., and healthcare 2.0. Previously, Dr. Novak spent 31 years at IBM in a broad range of leadership, sales, entrepreneurial, and international roles.

Tim Rahschulte is an associate professor at the George Fox University School of Business. He teaches a variety of courses in both the DBA and MBA programs. Tim’s educational background includes a BA in Economics and MBA from Thomas More College (Kentucky, USA) and a PhD in Organizational Leadership from Regent University (Virginia, USA). Tim has nearly two decades of professional management experience in for-profit and non-profit organizations. He is often asked to lecture and facilitate organizational workshops on effective leadership, leading organizational change, and leading distributed teams. He can be reached via email at trahschlute@georgefox.edu.

Mark Rennaker holds a PhD in Organizational Leadership from Regent University and is an ordained elder with 20 years of service in The Wesleyan Church. For the past 10 years, he has engaged in leadership mentoring with fellow ministers. He has owned NovaStaRR consulting since 2008, providing organizational and leadership consulting to both non-profit and for-profit firms. He also teaches as an adjunct professor in the Indiana Wesleyan College of Adult and Professional Studies, the George Fox University Doctor of Business Administration program, and the South University Online Master of Science in leadership program. His research, writing, conference presentation, and teaching interests include servant leadership, ethical leadership, organizational behavior and communication, self-directed learning, and human resource development.

Brandon Rydell has led distributed and virtual teams as an Information Technology professional at United Parcel Service, PacifiCorp, Nike, and Portland General Electric (PGE). He has a Masters in Software Engineering (MSE) degree from Portland State University and is a certified Project Management Professional (PMP). Currently an IT supervisor at PGE in Portland, Oregon, Brandon has been working in IT for more than 15 years. His professional interests and experience include software requirements engineering, project management, and agile software methods. Brandon’s passion is building and maintaining high performing software development and support teams which are frequently distributed and virtual. This includes developing the skills and capabilities of the individuals and teams he leads. He also enjoys finding creative ways to leverage the unique characteristics of distributed teams to support the strategic objectives of the organizations they serve.

Stephen Rylander is a software engineer and leader with significant experience working with distributed teams. His primary areas of involvement are object-oriented design, domain modeling, and team processes. He has first-hand experience with the challenges and advantages of being remote from colleagues and is particularly interested in the human side of software engineering. Stephen views agile methodologies as stepping stones to true teamwork and a way to break down barriers. Stephen co-founded
the Chicago Software Architects group, bringing together thought-leadership from a variety of industries, and spent the last 5 years on a globally distributed team acting in various technical and leadership roles. He is now helping to mature a fast-growing e-commerce software organization at TeamFanShop (www.teamfanshop.com) and blogs on software at www.ontheheap.com. He currently resides with his wife and daughter in Florida, USA.

Carl Seaton is a Staff Systems Software Engineer at Arris, currently developing high-performance video-on-demand servers at the Beaverton, Oregon site. Over the past 17 years, Carl has done everything from customer support to software development to engineering management, specializing in highly reliable distributed systems. Carl has an MSE degree from Portland State University and BS degrees in Computer Engineering and Computer Science from Oregon State University. When not designing software, Carl spends time with his family in rural Oregon and performs in a classic rock band.

John David Smith is a technology steward, coach, community leader, and consultant on communities of practice. He helps communities, their leaders, and their sponsors with technology, learning and political decisions, and practices. His background includes the design and production of community events, community self-assessment, and the selection, configuration, and use of technologies. He is the community steward for CPsquare, an international community of practice on communities of practice. He's recently completed a book with Etienne Wenger and Nancy White entitled “Digital Habitats: stewarding technology communities” published by CPsquare. In collaboration with Etienne Wenger and Bronwyn Stuckey, he has offered the “Foundations of Communities of Practice” online workshop over the last ten years. He is trained in dialog, evaluation, and data analysis. He worked at the University of Colorado as a planner, institutional researcher, administrator, and technologist. He received a Bachelor’s degree from St. John’s College and a Master’s degree in planning and architecture from the University of New Mexico. He was born and raised in Humacao, Puerto Rico.

Su Jin Son received her PhD degree in Human Resource Education (HRE) from the University of Illinois at Urbana-Champaign and Master’s degree in Educational Technology from Kyung Hee University in South Korea. Her research interests include workplace mentoring, trust in work relationships, and virtual teams in corporate settings. She can be reached via e-mail at sudal05@gmail.com.

Jim Steele is an associate professor at the George Fox University School of Business. He managed globally distributed teams extensively during a career spanning over 25 years at organizations including Intel Corporation and Matsushita. Dr. Steele serves as an advisor and consultant to companies in the Pacific Northwest and is a panelist for the HR Certification Institute’s Global Professional in Human Resources (GPHR) examination. He has led several groups of graduate business students on academic residencies in Shanghai and Beijing, China. He can be reached via e-mail at jfsteele@georgefox.edu.

Jim Waddell is an independent consultant in his fields of expertise of program management and mergers and acquisitions. He is the former Director of Program Management for Tektronix Inc., where he was involved in global new product development and established and led the first worldwide Program Management Office.
**Eric Wilson** is a software engineer and database specialist with a background in business analytics. He has designed and led implementation of data-centric systems in the financial, publication, e-commerce, and manufacturing industries for over 15 years. He works currently as a software project lead at FEI Company, constructing data management systems for electron microscopes. Eric has a bachelor’s degree in Economics and a master’s degree in Software Engineering from Portland State University. He occasionally blogs about data or software issues at DataZulu.com.

**Laurie Yates** is a faculty member in the College of Business at Eastern Oregon University and the managing partner of R3Y, LLC, a small property investment and management company. A graduate of the University of Oregon with an MBA, she is completing a Doctor of Management degree from George Fox University. Yates has an extensive background in small business management and entrepreneurship, as well as previous experience in larger corporations across a variety of industries. Her areas of expertise include leadership, management, organizational behavior, and human resources. She is currently completing research on the topic of ethical leadership.

**Brenda Young** is a social and new media expert and speaker who works with companies to help develop their marketing, business development, and Web strategies using social and new media and to integrate new and emerging technologies and innovations into their organizations. Brenda has worked in virtual teams for both large companies and as a consultant. She also provides leadership roles in social and new media for a number of organizations including the Tampa Bay American Marketing Association, BarCampTampaBay, Lunch 2.0, and other un-conferences and events. She is @4byoung on Twitter, Facebook, Friendfeed, Posterous and other locations.

**Michal Young** is Associate Professor of Computer and Information Science at the University of Oregon. He has been a visiting faculty member at University of Padova in Italy and Università della Svizzera italiana in Lugano, Switzerland, and previously served on the faculty of Purdue University. The recurring theme in his research in software test and analysis and in concurrent systems is interplay of modular design with effective modular reasoning about software systems. He is a frequent program committee member on leading research conferences in software engineering, and has served as program co-chair of the International Conference on Software Engineering, program chair of the ACM International Symposium on Software Test and Analysis, and general chair of the ACM Symposium on Foundations of Software Engineering, among others. He is coauthor (with Mauro Pezzè) of Software Testing and Analysis: Process, Principles, and Techniques (2008, John Wiley & Sons).

**William H. Young** has been either an administrator or faculty member in higher education since 1968. He has served as an instructor, assistant professor, associate professor and professor. Administratively, he has served as a dean, assistant dean, department chair, campus director, graduate program director, administrative coordinator, assistant coordinator and staff associate. He has been involved in the publication of three books, several book chapters and many refereed journal articles. Dr. Young is considered a leading authority on continuing education, higher education, continuing professional education, and in the community colleges. He is also actively involved in human resource development and community college leadership.