

## EXECUTIVE SUMMARY

Dr. Louis W. (Jody) Fry

BS Industrial Engineering, Southern Methodist University; MBA, American University, Washington, D.C.; Ph.D. Organization Theory and Behavior, The Ohio State University.

Louis W. (Jody) Fry is Regents Professor of Management and Leadership at Texas A & M University-Central Texas and Director of their MS One Planet Leadership Program (<https://www.tamuct.edu/degrees/graduate/one-planet-leadership.html>). Jody has consulted with public and private organizations and published in numerous scholarly journals with his body of work receiving over 12,500 citations from articles and books. He has presented scholarly papers at National and International symposia, served on editorial review boards of *The Journal of Management*, *The Academy of Management Journal*, and *Organization Science*, and published articles and reviews in respected scholarly journals including: *The Leadership Quarterly*, *Personnel Psychology*, *Consulting Psychology Journal*, *Psychology of Religion & Spirituality*, *Organization Science*, *The Academy of Management Journal*, *Organizational Dynamics*, *Journal of Business Ethics*, *Journal of Occupational Behavior*, *Journal of Management*, *Journal of Management Spirituality and Religion*, *Public Integrity*, *Journal of Marketing Research*, *Public Choice*, *Human Relations*, *Journal of Applied Psychology*, *Journal of Management Development*, and *The Academy of Management Review*. He was also guest editor for a special issue on spiritual leadership for *The Leadership Quarterly*.

A former editor of the *Journal of Management Spirituality and Religion*, Dr. Fry is currently a member of the editorial review boards of *Sustainability*, *The Leadership Quarterly* and an Associate Editor for leadership and sustainability for the *Journal of Management Spirituality and Religion* as well as the editor of the book series, *Advances in Workplace Spirituality: Theory, Research, and Application* for Information Age Publishing. The author of two books, *Maximizing the Triple Bottom Line Through Spiritual Leadership*, published by Stanford University Press and *Spiritual Leadership on Action: The CEL Story* published by Information Age Publishing, he is the founder of the International Institute for Spiritual Leadership (<http://www.iispiritualleadership.com/>) and a commissioned spiritual director. His present research, consulting and executive development interests are focused on maximizing the triple bottom line through spiritual leadership to co-create a conscious, flourishing world that works for everyone.

More recently, Dr. Fry has extended his work on spiritual leadership to the field of sustainability, resulting in publications titled *Cultivating a Global Mindset Through Being-Centered Leadership* and *Embedding Sustainability in the Triple Bottom Line through Spiritual Leadership*. This work also grounds his teaching of leadership formation and global leadership for sustainability as part of the MS One Planet Leadership Program. In addition, as the recently elected Chair Governing Board of the One Planet Education Network (OPEN; <https://oneplanetbusiness.org/>), Dr. Fry has the opportunity to work with progressive educators and practitioners to make responsible business education more relevant, accessible and affordable.

## **CURRICULUM VITA**

Name Louis W. (Jody) Fry Department of Management, Texas A&M University central Texas

Current rank Professor and Graduate Faculty (Effective September 1, 2006)

### **ACADEMIC TRAINING**

Ph.D. The Ohio State University. Major areas: Organization Theory and Behavior.  
Minor Area: Multivariate Statistics and Quantitative Research Methods.

MBA American University. Major areas: Organizational Theory and Behavior.

BSIE Southern Methodist University. Major area: Industrial Engineering. Minor areas: Business Administration and Computer Science.

### **WORK EXPERIENCE**

Sept 2009 to Present TEXAS A&M UNIVERSITY – CENTRAL TEXAS  
Professor, Department of Management & Marketing,

Sept 1999 to 2009 TARLETON STATE UNIVERSITY – CENTRAL TEXAS  
Professor, Department of Marketing, Management, & Administrative Systems

Aug 1997 to Aug 1999 THE UNIVERSITY of CENTRAL TEXAS  
Associate Professor, Department of Business and Technology

1989 to May 1997 LWF ENTERPRISES, INC.  
dba Southwest Homes  
- President and Founder  
- Responsible for selling and constructing custom single-family residences primarily for qualified lot owners.

1990 to May 1997 TEXAS A&M CORPUS CHRISTI  
- Adjunct Professor, Department of Management

1989 to August 1997 President Southwest Homes, Corpus Christi, Texas

Fall 1986 to Dec 1988: THE UNIVERSITY of WASHINGTON  
Associate Professor with Tenure, Department of Management and Organization, School of Business, University of Washington.

Adjunct Associate Professor of Psychology, Department of Psychology, University of Washington.

1983 to Summer 1986: Assistant Professor, Department of Management and Organization, University of Washington.

1978 to 1983: Assistant Professor of Management, Texas A&M University.

1974 to 1978: Teaching Associate Doctoral Student, The Ohio State University.

June 1971 to August 1974: Industrial Engineer, Review and Analysis Branch, Office of the Comptroller, Harry Diamond Research Laboratories, Washington, D.C. - a U.S. Army R&D Laboratory.

## **TEACHING**

### **Courses Taught:**

Tarleton State and Texas A&M University – Central Texas

Mgmt 500	Foundations of Management
Mgmt 501	Organizational Behavior
Mgmt 503	Ethics and Leadership
Mgmt 508	Organization Design for Sustainable Effectiveness
Mgmt 509	Global Leadership for Sustainability
Mgmt 510	Leadership Formation and Development
Mgmt 511	Production Operations Management
Mgmt 585	Seminar in Organizational Transformation Through Spiritual Leadership
Mgmt 568	Organizational Change and Development for Learning Organizations
GB 565	Managerial Statistics
GB 588	Business Policy and Strategy
GB 598	Business Research Methods
Mgmt 301	Principles of Management
Mgmt 350	Organizational Behavior and Administration (
GB 311	Business Statistics
GB 459	Business Strategy

## **SERVICE**

### **University and COBA Service**

Program coordinator, MS One Planet Leadership 2018 - Present  
 Chair: University Tenure and Promotion Committee 2009 – Present  
 Chair: COBA Strategic Planning Committee – 2021-present  
 Ad Hoc Committee for Review of Web-based Promotion and Tenure System-2021  
 Chair SUSTEX2021 Steering Committee-2021  
 Chair Management Department Faculty Evaluation Review Committee 2015  
 MS Management & Leadership Program Coordinator 2003- 2014  
 Post Tenure Review Committee 2013 - 2015

Academic Workload Committee 2014 - 2015  
Faculty Scholarship and Research Committee 2014 - 2015  
Graduate Council 2013-2014  
Ad Hoc Peer review Committee 2014  
Dean's Search Committee 2014  
Chair: Division of Business Academic Review Committee  
University Planning Council 2009-2011  
Academic Planning Council 2008 - 2010  
Advisor BBA Management Program 2006 - 2012  
Library Committee 2000 – 2012  
Faculty Development Committee 2000 - 2009  
University Planning Council 2004-2007  
Chair Strategic Planning Steering Committee, Killeen Campus 2003-2007  
University Planning Council Subcommittees on Leadership and Outreach and Off-campus Initiatives, 2006.  
Co-Chair Faculty Research Forum. 2001-2003.  
MS Management Program review Committee 2001-2003.  
Faculty Workload Taskforce 2000-2001.  
MBA Program Review Committee 2001-2002.

## **Professional Service**

### **Reviews for Journals, Meetings and Publishers**

Member Editorial Review Board *Sustainability* 2019-Present  
Member Editorial Review Board, *The Leadership Quarterly*, 2001-Present.  
Associate Editor for Manuscripts related to Leadership and Spirituality, *Journal of Management, Spirituality & Religion*, 2022-  
Chair, Board of Governors, One Planet Education Networks, 2020-Present  
Book Series Editor for Information Age Publishing on *Advances in Workplace Spirituality, Theory, Research, and Practice*. 2012 - Present  
Served as a reviewer of manuscripts for the Management Spirituality and Religion Division, National Academy of Management Meeting, 2002-Present.  
Member Editorial Review Board, *Journal of Management, Spirituality & Religion*, 2004-2021.  
Outstanding Reviewer Award, MSR Division, The Academy of Management, 2018  
Editor, *Journal of Management, Spirituality and Religion*, 2007 – 2012.  
Editor, Special Issue on Spiritual Leadership, *The Leadership Quarterly*, October 2005.  
Member Editorial Review Board, *Public Integrity*, 2015-2017  
Program Chair for Professional Development Workshops, MSR Division Academy of Management 2015  
Chairman of the outstanding Dissertation Award Committee for the Management, Spirituality, & Religion Division, Academy of Management, 2006-2009  
Representative at Large for the Management, Spirituality, and Religion Division, Academy of Management, 2002-2003  
Served as a reviewer of manuscripts for the Organizational Behavior Track for the 2002 Southwest Academy of Management conference.  
Member, Academy of Management 1975-Present

## **RESEARCH**

### **Research Publications and Presentations**

#### **In Press, Under Review, and In Process Papers**

Allen, S. & Fry, L. (Under Review). A Framework for Leaders' Spiritual Development. *Journal of Business Ethics*.

Vu, M. & Fry, L. (Under Review) Leading without a self: implications for spiritual leadership development. *Leadership*.

Dayler, L. & Fry, L. (in Press). Impact of Spiritual Leadership on Organizational Identity, In T. Ewest (ed.). *Advances in Workplace Spirituality: Theory, Research and Practice*. Charlotte, NC: Information Age Publishing.

#### **2022 Presentations and Publications:**

Fry, L. (2022). Spiritual Leadership in the Workplace. In *Oxford Bibliographies in Management*. Ed. Ricky Griffin. New York: Oxford University Press. Significant Revision

#### **2021 Presentations and Publications:**

Fry, L. & Egel., E (2021). Global Leadership for Sustainability. *Sustainability*, 13, 6360, <https://doi.org/10.3390/su13116360>

Fry, L. (2021). Imagining Sustainability Leadership: A conversation on Leadership and Praxis. Panel Presentation, International Leadership Association Conference (Virtual).

Alman, B. & Fry, L. (2021). Do current Leadership Theories Sufficiently Equip Business Leaders to Accomplish SDG 17? Paper Presentation, International Leadership Association Conference (Virtual).

Fry, L. (2021). The Caterpillar and the Butterfly: Stories of Real Transformation. Symposium Presenter, Academy of Management Conference (Virtual).

#### **2020 Presentations and Publications:**

Fry, L. (2020). The numinosity of soul: Andre Delbecq's legacy for MSR. *Journal of Management, Spirituality & Religion*, 17, 1, 5-21.

Fry, L. & Egel, E. (2020). Global Leadership for Sustainability. Paper presentation, International Leadership Association Conference (Virtual).

Vu, M. & Fry, L. (20) *Leading without a self: implications for spiritual leadership development*. Paper presentation, Academy of Management Meeting (virtual).

Fry, L. (2020). *The Journey of Spiritual Leadership*. Management, Spirituality & Religion Research Colloquium, Academy of Management Meeting (Virtual).

Bell-Ellis, R., Fry, Jones, L. & Neal, J. (2020). *Envisioning Spiritually and Developmentally Mature Leadership*. PDW, Academy of Management Meeting (Virtual).

Fry, L. (2020). *The Role of Mindfulness for development of a Sustainability Mindset*. PDW on Understanding the Contemporary World: Going Inside to Broaden Our Insight, Academy of Management Meeting (Virtual).

### **2019 Presentations and Publications:**

Allen, S, & Fry, L (2019). Spiritual Development in Executive Coaching. *Journal of Management Development*, 38, 10, 796-811.

*Also Winner of Best Paper Award, Management, Spirituality & Religion Division, Academy of Management Meeting , Boston, Mass.*

Egel, E., Fry, L. & Goodman, V. (2019). *Honing an Inclusive Diversity Culture through Cultivating the Human Essence of "Being."* Workshop, Academy of Management, Boston, Mass.

Fry, L. & Egel, E. (2019). *Global Leader and Leadership for Sustainability*. Workshop, Academy of Management, Boston, Mass.

Lychnell, L. & Fry, L. (2019). *Dance Meditation: An Experiential Workshop for Exploring Dance as Mindfulness Practice*. Workshop, Academy of Management, Boston, Mass.

Burgess, G., Etmanski, C., Fry, L., Goldman-Schuyler, K, & Klau, M. (2019). *The Courage to Awaken: Invitations to Mindfulness and Leadership Development*. Panel Discussion. International Association of Leadership Conference, Ottawa, Canada.

Fry, L. (2019). *Ethics in Practice*. Invited Webinar presentation, International Conference on Corporate Ethics and Responsible Leadership, Kolkata, West Bengal, India.

### **2018 Presentations and Publications:**

Yang, M. & Fry, L. (2018). Spiritual Leadership as a Model for Reducing Burnout in Medical Laboratories. *Journal of Management, Spirituality & Religion*, 15, 4, 305-324.

**Winner of JMSR Annual Best Paper Award for 2018**

Fry, L. (2018). Spiritual Leadership in the Workplace. In Ricky Griffin (Ed.). *Oxford Bibliographies in Management*. New York: Oxford University Press.

Egel, E & Fry, L. (2018). Cultivating a Global Mindset through Being-Centered Leadership. In J. Neal (Ed.), *Handbook of Personal and Organizational Transformation*. New York, NY: Springer

Publishing.

- Fry, L. (2018). Spiritual Leadership in Public Administration. Farazmaud, A. (Ed.) *Global Encyclopedia of Public Administration and Public Policy*. NY, NY: Springer Publishing.
- Fry, L. (2018). *Cultivating the Being, Knowing, and Doing Elements of the Sustainability Mindset*. Workshop, Conference on The Sustainability Mindset, Montepulciano, Italy.
- Fry, L. & Bishop, C. (2018). *Cultivating a Spirit-in Action Spiritual Leadership Practice for Authenticity*. Workshop, International Leadership Association Conference, Palm Beach, Florida.
- Fry, L. & Egel, E. (2018). *Global Leader and Leadership Development for Sustainability*. Workshop, International Leadership Association Conference, Palm Beach, Florida.

### **2017 Presentations and Publications:**

- Fry, L. & Egle, E. (2017). Spiritual Leadership: Embedding Sustainability in the Triple Bottom Line. *Graziadio Business Review*, 20, 3, Retrieved from <https://gbr.pepperdine.edu/2017/12/spiritual-leadership/>
- Fry, L., Latham, J., Clinebell, S., & Krahnke, K. (2017). Spiritual Leadership as a Model for Performance Excellence: A Study of Baldrige Award Recipients. *Journal of Management, Spirituality & Religion*, 14, 1, 22-47.
- Egel, E. & Fry, L. (2017). Spiritual Leadership as a Model for Islamic Leadership. *Public Integrity*, 19, 1, 77-95.
- Fry, L. & Egel, E. (2017). A Model of Leadership for Sustainability. Paper presentation, International Leadership Association, Brussels, Belgium.
- Fry, L. (2017). *The Interface of Spirituality and Sustainability: Self-Transcendence and Interconnectedness*. Symposium presenter, Academy of Management, Atlanta, Georgia.
- Fry, L. (2017). *Business Schools and Inner Life: A contradiction in Terms?* Symposium presenter. International Association for Management, Spirituality & Religion, Fayetteville, Arkansas.
- Fry, L. (2017). *Spiritual Leadership Research and Its Relevance for Practice*. Invited presentation, Universite Catholique de Louvain Religions, Spiritualities, Societies Research Institute, Leuven, Belgium.
- Fry, L. (2017). *Spiritual Leadership as a Catalyst for Interfaith and Intercultural Dialogue*. Invited presentation, Evangelische Theologische Faculteit Institute of Leadership and Social Ethics, Leuven, Belgium.

### **2016 Presentations and Publications:**

- Fry, L. (2016). Workplace Spirituality and Leadership. Rogleberg, S. (Ed). *Encyclopedia of Industrial*

and *Organizational Psychology*. 2<sup>nd</sup> Ed. London: Sage Publications. 4:1785-1789.

Egel, E & Fry, L. (2016). *Global Leadership*. Paper presentation. International Conference on Leadership, Innovation, and Entrepreneurship, Dubai, UAE.

Fry, L. (2016). *Pursuit of Meaningfulness in Organizational Life: Religious, Spiritual and Secular Perspectives*. Symposium presenter, Academy of Management, Anaheim, California.

Egel, E. & Fry, L. (2016). *Teaching About Spirituality, Religion & Leadership in Management and Leadership Courses*. Symposium presenter, Academy of Management Anaheim, California.

Fry, L. (2016). *Experiential Exercises That Create Organizational Meaningfulness by Developing a Workplace Spirituality Skill Set*. Workshop, Academy of Management, Anaheim, California.

### **2015 Presentations and Publications:**

Fry, L. & Kriger, M. (2015). Toward a Theory of Being-Centered Leadership: Multiple Levels of being as Context for Effective Leadership. Reprint in *Change Leadership*. Dumas, C. (Ed.). London: Sage Publications Originally Published Human Relations, 62, 11, 1667-1696.

Egel, E. & Fry, L. (August, 2015). *Impact of Spiritual Leadership on Team Creativity*. Paper presentation, Academy of Management. Vancouver Canada.

Fry, L. (August, 2015). *Islamic Leadership: Linking Theory and Research with Practice*. Symposium presenter. Academy of Management. Vancouver Canada.

Fry, L. (August, 2015). *Teaching Spirituality as a Skill Set for Effective Organizational Governance*. Symposium presenter. Academy of Management. Vancouver Canada.

Fry, L., (May 2015). *Spiritual Leadership: Theory, Research, and Practice*. Invited presentation. Conference "Leadership: Today & Tomorrow. Bled, Slovenia.

Fry, L. (May, 2015). *Spiritual Leadership Paradigms and Organizational Analysis*. Invited presentation. Exeter University Seminar on Developing Ethical Leaders: The Contribution of Philosophy and Spirituality. Exeter, United Kingdom.

### **2014 Presentations and Publications:**

Benefiel, M., Fry, L. & Geigle, D. (2014). Spirituality and religion in the workplace: History, Theory, and Research. *Psychology of Religion and Spirituality*, 6, 4, 175-187.

Fry, L., Latham, J., Clinebell, S., & Krahnke, K. (2014). *Spiritual Leadership as a Model for Implementing the Baldrige Performance Excellence Model*. Paper presentation, Academy of Management. Philadelphia, Pennsylvania.

Fry, L. (2014). *Developing and Implementing Organizational and Personal Spiritual Leadership*. Three day Professional Development Workshop, September, 2014. Graduate School of Leadership, St. Petersburg Christian University, St. Petersburg, Russia.

- Fry, L. (2014). *Presence, and Self-Compassion: Researching the Impact of Mindfulness at Work*. Workshop, Academy of Management. Philadelphia, Pennsylvania.
- Fry, L. (2014). *See Better, Be Better! – Religious Literacy and Managerial Decisions*. Presenter, Professional Development Workshop. Academy of Management. Philadelphia, Pennsylvania.
- Fry, L. (2015). *The Challenge of Measuring Workplace Spirituality*. Workshop, Spirituality and Creativity in Management World Congress, Barcelona, Spain.
- Fry, L. (2015). *Implementing Organizational Spiritual Leadership: The Spiritual Leadership Survey*. Invited presentation, Conference on Leadership, University of Monaco, Monaco.
- Fry, L. (2014). *Spiritual Leadership, Performance, and Maximizing the Triple Bottom Line*. Invited presentation, International Conference on Leadership and Spirituality, Kursk Management, Economics, and Business Institute, Kursk Russia.

### **2013 Presentations and Publications:**

- Fry, L. (2013). The Origin and Essence of Maximizing the Triple Bottom Line Through Spiritual Leadership. *Quiddity*, 6, 2, 65-72.
- Fry, L. & Wigglesworth, C. (2013). Toward a Theory of Spiritual Intelligence and Spiritual Leader Development. *International Journal of Organization Leadership*, 1, 1, 47-79.
- Fry, L. (2013). Spiritual Leadership and Faith and Spirituality in the Workplace. In J. Neal (Ed.). *Handbook of Faith and Spirituality in the Workplace: Emerging Research and Practice* (pp. 697-704). New York, NY: Springer.
- Hill, P., Jurkiewicz, C., Giacalone, R. & Fry, L. (2013). From concept to science: Continuing steps in workplace spirituality research. In R. F. Paloutzian and C. L. Park (Eds.). *Handbook of the Psychology of Religion and Spirituality*, 2nd Ed. New York: Guilford Press
- Fry, L. & Nisiewicz, M. (2013) *Maximizing the Triple Bottom Line through Spiritual Leadership*. Palo Alto, CA: Stanford University Press.
- Fry, L. & Altman, Y. (2013). *Spiritual Leadership in Action: The CEL Story*. Charlotte, NC: Information Age Publishing.
- Egel, E. & Fry, L. (2013). *Spiritual Leadership as a Model for Islamic Leadership Development*. Paper Presentation, Academy of Management. Orlando, Florida.
- Rollins, R. & Fry, L. (2013). *Impact of Spiritual Leadership on Information Technology Projects*, Paper presentation, Academy of Management. Orlando, Florida.

### **2012 Presentations and Publications:**

Sweeney, P. & Fry, L. (2012). Character Development through Spiritual Leadership. *Consulting Psychology Journal*, 64, 2, 89-107.

Dayler, L. & Fry, L. (2012). *Impact of Spiritual Leadership on Catholic Organizational Identity*. Paper presentation, Academy of Management. Boston, Mass.

Fry, L. (2012). *Implications of Research on Spirituality and Religion in the Workplace for Wisdom at Work*. Invited presentation, Wisdom at Work Conference sponsored by the Tyson Center for Faith and Spirituality in the Workplace, University of Arkansas. Fayetteville, Arkansas.

### **2011 Presentations and Publications:**

Benefiel, M. & Fry, L. (2011). *Spirituality and Religion in the Workplace: An Overview and a Way Forward*. Academy of Management, San Antonio, Texas.

Hannah, S., Walumba, F., & Fry, L. (2011). Leadership in action teams: Team leader and members' authenticity, authenticity strength, and team outcomes. *Personnel Psychology*, 64, 771-802.

### **2010 Presentations and Publications:**

Fry, L., Matherly, L. & Ouimet, R. (2010). The spiritual leadership balanced scorecard business model: The case of the Cordon-Bleu-Tomasso Corporation, *Journal of Management, Spirituality, and Religion*, 7, 4, 283-315.

Fry, L. (2010). *Latest Advances in Spiritual Leadership Theory and Research*. International Conference on Spirituality and Management, Vienna, Austria.

### **2009 Presentations and Publications:**

Fry, L. & Kriger, M. (2009). Toward a Theory of Being-Centered Leadership: Multiple Levels of being as Context for Effective Leadership. *Human Relations*, 62, 11, 1667-1696.

Fry, L. (2009). Spiritual Leadership as a Model for Student Inner Development. *Journal of Leadership Studies*, 3, 3, 79-82.

Fry, L. & Coen, M. (2009). Spiritual Leadership as a Paradigm for Organizational Transformation and Recovery of Extended Work Hours Cultures. *Journal of Business Ethics*, 84, 265-278.

Fry, L., Sedgmore, L. & Atman, Y. (2009). *Maximizing the Triple Bottom Line through a Spiritual Leadership Balanced Scorecard Business Model: The CEL Story*. Academy of Management meeting, Chicago, Illinois.

### **2008 Presentations and Publications:**

Fry, L. (2008). Spiritual Leadership: State-of-the-Art and Future Directions for Theory, Research, and Practice. In J. Biberman & Tishman, L. (Eds.), *Spirituality in Business: Theory, Practice, and Future Directions* (pp. 106-124). New York: Palgrave.

Fry, L. W. & Slocum, J. (2008). Maximizing the Triple Bottom Line Spiritual Leadership. *Organizational Dynamics*, 31, 1, 86-96.

Fry, L.W. (2008). *Contemporary Theories of Spiritual Leadership*. Symposium on Spiritual Leadership: Past, Present and Future, International Leadership Association meeting, Los Angeles, California.

Fry, L. W. & Fields, D. (2008). Leadership Assessment in Research and Practice. Roundtable presentation, International Leadership Association meeting, Los Angeles, California.

### **2007 Presentations and Publications:**

Fry, L. W., Matherly, L. L., Whittington, J. L., Winston, B. (2007). Spiritual Leadership as an Integrating Paradigm for Servant Leadership. S. A. Singh-Sengupta and D. Fields (Eds.), *Integrating Spirituality and Organizational Leadership*. Deli: Macmillan India Ltd. 70-82.

Fry, L. W. (2007). *Positive Approaches to Leadership: Dong Well by Doing Good*. Major presenter on an All-Academy Symposium for the Academy of Management meeting, Philadelphia, Pennsylvania.

Fry, L. W., Nisiewicz, M., Vitucci, S. (2007). *Transforming Police Organizations through Spiritual Leadership: Measurement and Establishing a Baseline*. Paper presented at the National Meeting of the Academy of Management, Philadelphia, Pennsylvania.

Fry, L. W., Nisiewicz, M., Vitucci, S., & Cedillo, M. (2007). *Transforming City government through Spiritual leadership: Measurement and Establishing a Baseline*. Paper presented at the National Meeting of the academy of management, Philadelphia, Pennsylvania.

Fry, L. W. & Matherly, L. (2007). Workplace Spirituality, Spiritual Leadership and Performance Excellence. Steven G. Rogelberg (Ed.), *Encyclopedia of Industrial/Organizational Psychology*. San Francisco: Sage Publications.

### **2006 Presentations and Publications:**

Fry, L. W., Matherly, L. & Vitucci, S. (2006). Spiritual Leadership Theory as a Source for Future Theory, Research, and Recovery for Workaholism. Ronald Burke, (Ed.), *Research Companion to Workaholism in organizations*, New Horizons in Management Series. Edward Elgar Publishing.

Fry, L. W. & Matherly, L. L. (2006). *Spiritual leadership as an Integrating Paradigm for Positive Leadership Development*. Paper presented at the International Gallup Leadership Summit, Washington, D.C. 330-352.

Fry, L. W. & Matherly, L. L. (2006). *Spiritual Leadership and Organizational Performance*. Paper presented at the Academy of Management, Atlanta, Georgia.

Fry, L. W. (2006). Presentation on Research in MSR. *Management, Spirituality, and Religion Doctoral and Junior Faculty Consortium*. Presented at the Academy of Management, Atlanta, Georgia.

### **2005 Presentations and Publications:**

- Fry L.W. & Vitucci S. & Cedillo, M. (2005). Spiritual Leadership and Army Transformation: Theory, Measurement, and Establishing a Baseline. *The Leadership Quarterly*, 16, 835-862.
- Fry, L. W. (2005). Toward a Theory of Ethical and Spiritual Well-being, and Corporate Social Responsibility Through Spiritual Leadership in Giacalone, R.A., Jurkiewicz, C.L., & Dunn, C., (Eds.). *Positive Psychology in Business Ethics and Corporate Responsibility*. Greenwich, CT: Information Age Publishing, 47-83.
- Giacalone, R.A., Jurkiewicz, C.L., and Fry, L. W. (2005). From Advocacy to Science: The Next Steps in Workplace Spirituality Research. In R. Paloutzian & Park, C. L., (Eds.), *Handbook of the Psychology of Religion and Spirituality*." Newbury Park, CA: Sage. 515-528.
- Fry, L.W. & Whittington, J.L. (2005). In Search of Authenticity: Spiritual Leadership Theory as a Source for Future Theory, Research, and Practice on Authentic Leadership. In B. Avolio, Gardner, W. & Walumbwa, F. (Eds.). *Authentic Leadership: Origins, Development and Effects*. Monographs in Leadership and management. New York: Elsevier Ltd., 3, 183-200.
- Fry, L. W. (2005). Toward a Paradigm of Spiritual Leadership. *The Leadership Quarterly*, 16, 619-622.
- Fry, L.W. & Whittington, J.L. (2005). Spiritual Leadership as a Paradigm for organizational Transformation and Development. Paper presentation at the national meeting of the Academy of Management, Honolulu, Hawaii.

### **2004 Presentations and Publications:**

- Fry, L. W. (2004). Handbook of Workplace Spirituality and Organizational Performance (Invited Book Review). *Academy of Management Executive*, Aug., Vol. 18 Issue 3, p. 165-167.
- Fry, L.W. (2004). "Where and How to Publish on Spirituality in Organizations." Workshop lead presenter. Meeting of the National Academy of Management, New Orleans.
- Delbecq, A. & Fry, L.W. (2004). "Understanding Theory Development as a Human and Spiritual Progression." Meeting of the National Academy of Management, New Orleans.
- Fry, L.W. (2004). "Ethical and Spiritual Well-being and Corporate Social responsibility through Spiritual Leadership. Meeting of the National Academy of Management, New Orleans.

### **2003 Presentations and Publications:**

- Fry, L. W. (2003). Toward a Theory of Spiritual Leadership. *The Leadership Quarterly*, 14, 693-727.
- Fry, L. W. and Giacalone, R.A. (2003). "Exploring Critical Issues to Aid Recognition of Management, Spirituality, and religion as a Legitimate Domain for Social Science Inquiry." Meeting of the National Academy of Management, August 4, Seattle Washington.

Fry, L.W. (2003). "Spiritual Leadership as Intrinsic Motivation Through Vision, Hope/Faith and Altruistic Love." Meeting of the National Academy of Management, August 5, Seattle Washington.

Malone, P. and Fry, L.W. (2003). "Transforming Schools Through Spiritual Leadership: A Field Experiment". Meeting of the National Academy of Management, August 6, Seattle Washington.

### **2002 Presentations and Publications:**

Fry, L. W. (2002). Discussant, "Research in Spirituality From Concept to Application." Meeting of the National Academy of Management, August 11, Denver, Colorado.

Fry, L.W. and Malone, P. (2002). "Transforming Schools Through Spiritual Leadership". Association for Supervision and Curriculum And Development National Conference, March 10, San Antonio.

Fry, L.W. (2002). "Organizational Transformation through Spiritual leadership." Invited presentation on by the Department of Management, Texas Tech University, June 21,

Fry, L.W. and Malone, P. (2002). Transforming Schools Through Spiritual Leadership. Regents' Initiative Grant (\$10,000), Texas A&M University System.

Fry, L.W., Malone, P., & Vitucci, S. (2002). \$5,000 grant of special research funding for student researcher salaries from Office of the Provost, Tarleton State University for support of ongoing Organizational Transformation Through Spiritual Leadership research projects being conducted with the Army at Ft. Hood and the Killeen Independent School District.

### **Publications 1978-1991:**

Jermier, J., J.W. Slocum, L.W. Fry, and J. Gains. "Organizational Subcultures in a Soft Bureaucracy: Resistance Behind the Myth and Facade of an Official Culture." Organization Science. 1991, 2, 2, 170-194.

Nemetz, P. and L. Fry, "Flexible Manufacturing Organizations: Implications for Strategy Formulation and Organization Design." Academy of Management Review. October 1988.

Latham, G. and L. Fry. "Measuring and appraising employee performance." In S.Gael (Ed.), The Job Analysis Handbook. New York: Wiley, 1988, pp. 216-233.

Fry, L. and D. Hellriegel. "The Role and Expectancy Participation Model: An Empirical Assessment and Extension." Journal of Occupational Behavior, 1987, 8, 295-309.

Fry, L. and D. Schellenberg. "Congruence, Contingency, and Theory Building: An Integrative Perspective," Academy of Management Review, 1987, 12, 1, 117-132.

Fry, L., Kerr, Steve and Cynthia Lee. "Effects of Leader Behaviors Under Different Levels of Task

Interdependence." Human Relations, 1986, 39, 12, 1067-1082.

Fry, L., Futrell, C. Parasuraman, A. and M. Chmielewski. "An Analysis of Alternative Models of Salesperson Role Perceptions and Work-Related Attitudes." Journal of Marketing Research, 1986, 23, 153-163.

Fry, L. and John W. Slocum. "Technology, Structure and Workgroup Effectiveness," Academy of Management Journal, 1984, 27, 2, 221-246.

Zeithaml, Carl and L. Fry. "Contextual and Strategic Differences Among Mature Businesses in Four Dynamic Performance Situations." Academy of Management Journal, 1984, 27, 4, 841-860.

Fry, L. and L. Berkes. "The Paramilitary Policy Model: An Organization Misfit," Human Organization 42(3): Fall 1983.

Fry, L. "Review of `Emerging Issues in Corporate Governance,'" by James C. Worthy and Robert P. Neuschel, Administrative Science Quarterly, 1983, 31, 485-487.

Fry, L. "Technology-Structure Research: Three Critical Issues," Academy of Management Journal, September 1982, Vol. 25, No. 3, 532-552.

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