

## PUBLICATIONS: SPECIAL ISSUE EDITOR

1. Short, D. C., Kormanik, M. B., & Ruona, W. E. A. (Eds.). (2009). Bridging the gap: Scholar-practitioners in HRD. *Advances in Developing Human Resources*, 11(4).
2. Rocco, T. S., Gedro, J., & Kormanik, M. B. (Eds.) (2009). Sexual minority issues in HRD. *Advances in Developing Human Resources*. 11(1).

## PUBLICATIONS: BOOK CHAPTERS

1. Kormanik, M. B., & Nwaoma, P. C. (2014). Diversity and inclusion initiatives in organizations. In R. F. Poell, T. S. Rocco, & G. Roth (Eds.), *Routledge companion to human resource development* (pp. 307-317). New York: Routledge.
2. Kormanik, M. B., & Shindell, T. J. (2014). Future directions for human resource development. In N. E. Chalofsky, T. S. Rocco, & M. L. Morris (Eds.), *The handbook of human resource development: The discipline and the profession* (pp. 688-708). New York: Jossey-Bass.
3. Kormanik, M. B., & Rocco, T. S. (2013). Locus of control. In E. H. Kessler (Ed.), *Encyclopedia of Management Theory*. Thousand Oaks, CA: Sage. CHOICE Outstanding Academic Title 2013.
4. Rocco, T. S., Gedro, J., & Kormanik, M. B. (2010). Executive Development and LGBT Issues in the Workplace. In S. Schmidt (Ed.), *Case Studies and Activities in Adult Education and Human Resource Development*. Charlotte, NC: Information Age Publishing.

## JOURNAL ARTICLES & CONFERENCE PROCEEDINGS

1. Kormanik, M. B. (2014). Using an organization development approach in human resource development. In D. D. Chapman (Ed.), *Proceedings AHRD 2014 International Research Conference in the Americas*. Minneapolis, MN: AHRD.
2. Schmidt, S. W., Githens, R. P., Rocco, T. S., & Kormanik, M. B. (2012). Lesbians, gays, bisexuals, and transgendered people and human resource development: An examination of the literature in adult education and human resource development. *Human Resource Development Review*, 11(3), 328-350.
3. Kormanik, M. B. (2011). Workplace violence: Assessing organizational awareness and planning interventions. *Advances in Developing Human Resources*, 13(1), 114-127. Article featured October 13, 2011 in Sage Publications press release ([http://www.sagepub.com/press/2011/oct/SAGE\\_ADHRworkplaceviolence.sp](http://www.sagepub.com/press/2011/oct/SAGE_ADHRworkplaceviolence.sp)) and October 30, 2011 on Management INK (<http://managementink.wordpress.com/2011/10/30/workplace-violence/>).
4. Schmidt, S. W., Githens, R. P., Rocco, T., & Kormanik, M. B. (2011). LGBT issues in the HRD and adult education literature: Past research and future needs. In K. M. Dirani (Ed.), *Proceedings AHRD 2011 International Research Conference in the Americas* (pp. 3738-3786). Minneapolis, MN: AHRD.
5. Kormanik, M. B., & Rajan, H. C. (2010). Implications for diversity in the HRD curriculum drawn from current organizational practices on addressing workforce diversity in management training. *Advances in Developing Human Resources*, 12(3), 367-384.
6. Kormanik, M. B., & Rocco, T. S. (2009). Internal versus external control of reinforcement: A review of the locus of control construct. *Human Resource Development Review*, 8(4), 463-483. Article featured August 7, 2009 on MDLinx Network under

- Hospital Administration, Practice Management (<http://www.mdlinx.com/practice-management/news-article.cfm/2823201>).
7. Kormanik, M. B., Lehner, R. D., & Winnick, T. A. (2009). General competencies for the HRD scholar-practitioner: Perspectives from across the profession. *Advances in Developing Human Resources*, 11(4), 486-506.
  8. Kormanik, M. B., & Shindell, T. J. (2009). Perspectives on HRD scholar-practitioners: Current issues, strategic possibilities, and next steps. *Advances in Developing Human Resources*, 11(4), 536-547.
  9. Kormanik, M. B. (2009). Sexuality as a diversity factor: An examination of awareness. *Advances in Developing Human Resources*, 11(1), 24-36. DOI: 10.1177/1523422308329369.
  10. Kormanik, M. B., & Richardson, T. A. (2009). Leadership trends: Perceived importance based on leadership level. In J. Storberg-Walker & C. M. Graham (Ed.), *2009 AHRD Conference Proceedings* (pp. 2894-2914). Bowling Green, OH: AHRD.
  11. Kormanik, M. B., & Lehner, R. D. (2009). Identifying HRD scholar-practitioner competencies and distinguishing among scholar, scholar-practitioner, and practitioner perspectives on those competencies. In J. Storberg-Walker & C. M. Graham (Ed.), *2009 AHRD Conference Proceedings* (pp. 2795-2798). Bowling Green, OH: AHRD.
  12. Kormanik, M. B. (2008). The stalled career: Addressing and organizational undiscussable. *Advances in Developing Human Resources*. 10(1), 50-69. DOI: 10.1177/1523422307310112.
  13. Randolph, L. H., & Kormanik, M. B. (2007). Applying dialogue in organizations: A mechanism for institutionalizing culture change. In F. M. Nafukho (Ed.), *2007 AHRD Conference Proceedings* (pp. xx). Bowling Green, OH: AHRD.
  14. Kormanik, M. B. (2006). Addressing workplace violence: Before, during, and after. *ASTD Links*, 5(5). [http://www.astd.org/astd/Publications/ASTD\\_Links/2006/May/In\\_Practice\\_Kormanik.htm](http://www.astd.org/astd/Publications/ASTD_Links/2006/May/In_Practice_Kormanik.htm)
  15. Kormanik, M. B. (2006). The phenomenology of a stalled career: When an organizational undiscussable and deficient support systems impedes sensemaking and work transition. In F. M. Nafukho (Ed.), *2006 AHRD Conference Proceedings* (pp. 395-402). Bowling Green, OH: AHRD.
  16. Kormanik, M. B. (2005). White males in transition: Describing the experience of a stalled career. (Doctoral dissertation, The George Washington University, 2005). *ProQuest*, UMI Microform 3181563.
  17. Kormanik, M. B., & Randolph, L. (2005, May). From challenge to opportunity: Incorporating a positive approach to accelerate constructive change in a US Government regulatory agency. *AI Practitioner*, 6-9. <http://www.aipractitioner.com>
  18. Graham, P., & Kormanik, M. B. (2004). Bridging the conference gap: A challenge to enhance the research-practice dialogue. *Human Resource Development International*, 7 (3), 391-393.
  19. Kormanik, M. B. (2003). Workplace violence: Assessing organizational awareness. In S. A. Lynham & T. M. Egan (Eds.), *2003 AHRD Conference Proceedings* (pp. 859-866). Bowling Green, OH: AHRD.
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  21. Kormanik, M. B., & Apperson, K. (2002). Diversity dialogues in the workplace: A study of implementation issues. In T. M. Egan (Ed.), *2002 AHRD Conference Proceedings: Vol. 1* (pp. 57-63). Bowling Green, OH: AHRD.
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## MONOGRAPHS, PAMPHLETS & OTHER PUBLICATIONS

1. Kormanik, M. B. (2009). Book Review. Coaching skills: A handbook (2nd ed.). *Journal of European Industrial Training*, 33(3), 297-298.
2. Kormanik, M. B. (2005). White males in transition: Describing the experience of a stalled career. *Dissertation Abstracts International*, 66(7), 2737A. (UMI No. 3181563)
3. Kormanik, M. B., & Randolph, L. (2003). *Appreciative inquiry: Incorporating a positive approach to accelerate constructive change*. Alexandria, VA: O.D. Systems.
4. Kormanik, M. B., & Graves A. (2003). *Employing structured dialogue in the workplace: Transformative learning and reflective practice*. Alexandria, VA: O.D. Systems.
5. Kormanik, M. B. (1997). *Assessing work group change as a result of a work force diversity training program*. Alexandria, VA: O.D. Systems.
6. Kormanik, M. B. (1996). *Workforce effectiveness: Metrics for evaluating the impact of a diversity training initiative*. Alexandria, VA: O.D. Systems.
7. Kormanik, M. B., & Geffner, J. H. (1995). *Work group effectiveness: Perspectives on diversity, diversity awareness and skills-building training initiative, report on the FY95 training initiative outcomes*. Alexandria, VA: O.D. Systems.
8. Kormanik, M. B. (1995). *Long-term evaluation of the effectiveness of a training intervention*. Unpublished master's thesis. Alexandria, VA: O.D. Systems.
9. Kormanik, M. B. (1994). *Diversity initiatives in contemporary human resource management*. Alexandria, VA: O.D. Systems.
10. *Promoting an EEO culture: Assertive strategies for managers and supervisors*. Co-authored with T. M. Chindgren and J. O. Taylor. Alexandria, VA: O.D. Systems. 1993.
11. *Dealing with sexual harassment: Recommended steps for nonsupervisory personnel*. Co-authored with J. O. Taylor. Alexandria, VA: O.D. Systems. 1992.
12. *Dealing with sexual harassment: Recommended steps for managers and supervisors*. Co-authored with J. O. Taylor. Alexandria, VA: O.D. Systems. 1992.

13. Developed and published more than 450 sets of client-specific consulting, facilitation, coaching, and training materials, including *Participant Guides* and instructor materials. Alexandria, VA: O.D. Systems. 1988–Present.