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## CURRICULUM VITAE

### DAVID A. KOLB

Emeritus Professor of Organizational Behavior  
Department of Organizational Behavior  
Weatherhead School of Management  
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### PREVIOUS POSITIONS

- 1997-2012 Professor of Organizational Behavior, Department of Organizational Behavior, Weatherhead School of Management, Case Western Reserve University
- 1992-'97 deWindt Professor in Leadership and Enterprise Development, Department of Organizational Behavior, Weatherhead School of Management, Case Western Reserve University
- 1990-'92 Professor of Organizational Behavior, Department of Organizational Behavior, Weatherhead School of Management, Case Western Reserve University
- 1984-'90 Professor and Chair, Department of Organizational Behavior, of Organizational Behavior, Weatherhead School of Management, Case Western Reserve University
- 1976-'84 Professor of Organizational Behavior, Department of Organizational Behavior, Weatherhead School of Management, Case Western Reserve University
- 1971 Visiting Professor, London Graduate School of Business Studies
- 1970-'75 Associate Professor of Organizational Psychology and Management, Massachusetts Institute of Technology
- 1966-'80 Senior Associate, Development Research Associates (DRA)
- 1965-'70 Assistant Professor of Organizational Psychology and Management, Massachusetts Institute of Technology

**EDUCATION**

- 1967 Ph.D., Social Psychology with concentration in Personality Research, Harvard University
- 1964 M.A. Harvard University
- 1961 A.B., cum laude with honors in Psychology, Knox College

**HONORARY DEGREES**

- 1996 Dr. of Humane Letters, *honoris causa*, SUNY Empire State College
- 1994 Dr. of Letters, *honoris causa*, Franklin University
- 1988 Ph.D., *honoris causa*, International Management Centre, Buckingham U.K.
- 1984 Sc.D., *honoris causa*, University of New Hampshire, School for Lifelong Learning

**AWARDS & CITATIONS**

- 2014 Distinguished Scholar Address—"Becoming an Experiential Management Educator". Academy of Management, Management Education Division
- 2014-15 Ranked # 6 in the Global Gurus Education Top 30
- 2012 Room in the Medical Management Centre at Karolinska Institute , Stockholm, Sweden named in honor of David A Kolb
- 2011 Distinguished Paper Award Decision Sciences Institute
- 2010 *Organization Development Practitioner* Outstanding Article Award
- 2008 "Educational Pioneers of the Year Award" from the National Society for Experiential Education (with Alice Kolb)
- 2002-'03 Case Weatherhead School of Management Research Recognition Award
- 1991 Morris T. Keeton Adult and Experiential Learning Award, Council for Adult & Experiential Learning (CAEL)
- 1984 "Excellence in Scholarship in Research which Advances the Conceptual Understanding of Experiential Learning," presented by Council for Adult & Experiential Learning (CAEL)

- 1984- *Who's Who in the World, Who's Who in America, Who's Who in the Midwest, Who's Who in American Education*
- 1963 U.S. Public Health Pre-doctoral Research Fellow, Harvard University
- 1961-'62 Woodrow Wilson Fellow

### **PROFESSIONAL ACTIVITIES**

- 1988- Experiential Learning Section Editor & Editorial Review Board, *Simulation and Gaming*
- 1987- Consulting Reader, *Psychological Reports* and *Perceptual and Motor Skills*
- 2001-2008 Editorial Review Board, *Academy of Management Learning and Education*
- 1990-2007 Editorial Review Board, *Human Relations*
- 1989-1995 Steering Committee, International Congress on Experiential Learning
- 1988-1998 Council Member, National Center on Adult Learning (NCAL)
- 1984-2008 Editorial Review Board, *Journal of Management Development*
- 1984-1985 Editorial Review Board, *Academy of Management Review*
- 1981-1987 Board of Directors, Council for Adult & Experiential Learning (CAEL)
- 1974 Charter Member, International Association of Applied Social Scientists (Organization Development, Community Development, Laboratory Education)
- 1966 Charter Member, Society for Intercultural Education, Training and Research (SIETAR)
- 1961-2000 Member, American Psychological Association

**PUBLICATIONS.** (To review and access citations of these works go to:  
[http://scholar.google.com/citations?user=MBn\\_GG4AAAAJ&hl=en](http://scholar.google.com/citations?user=MBn_GG4AAAAJ&hl=en) )

### **Books and Monographs**

Kolb, A. Y. & Kolb, D. A. (2017). *The Experiential Educator: Principles and Practices of Experiential Learning*. Kaunakakai, HI: EBLIS Press.

Peterson, K. & Kolb, D. A. (2017). *How You Learn Is How You Live: Nine Ways of Learning That Can Transform Your Life*. San Francisco: Berrett-Koehler

Peterson, K. & Kolb, D. A. (2017). *How You Learn Is How You Live: Personal Development Guide*. Bratenahl, OH: Institute for Experiential Learning

Kolb, D. A. (2015) *Experiential learning: Experience as the source of learning and development*. 2<sup>nd</sup> Edition. Upper Saddle River NJ: Pearson Education

Seifferlein, S. & Kolb D. A. (2014). *The definitive guide to teaching golf coaches how to be better teachers*. USA Golf Marketing.com

Kolb, A. Y. & Kolb, D. A. (2013). *The Kolb Learning Style Inventory 4.0: A Comprehensive Guide to the Theory, Psychometrics, Research on Validity and Educational Applications*. Boston, MA: Hay Resources Direct  
[www.haygroup.com/leadershipandtalentdemand](http://www.haygroup.com/leadershipandtalentdemand)

Kolb, A. Y. & Kolb, D. A. (2013). *The Kolb Learning Style Inventory 3.1 & 3.2: Technical Specifications*. Boston, MA: Hay Resources Direct  
[www.haygroup.com/leadershipandtalentdemand](http://www.haygroup.com/leadershipandtalentdemand)

Kayes, A. B., Kayes, D. C., Kolb, A. Y. and Kolb, D. A. (2005). *The Kolb team learning experience: Facilitator's Guide*. Boston, MA: Hay Resources Direct.

Kayes, A. B., Kayes, D. C., Kolb, A. Y. and Kolb, D. A. (2004). *The Kolb team learning experience: Improving team effectiveness through structured learning experiences*. Boston, MA: Hay Resources Direct.

Baker, A. C., Jensen, P. J. and Kolb, D. A. and Associates. (2002) *Conversational learning: An experiential approach to knowledge creation*. Westport Conn.: Quorum Books.

Osland, J. S., Kolb, D. A., Rubin I. M. and Turner M. E. (2007). *Organizational behavior: An experiential approach*. 8<sup>th</sup> edition. Upper Saddle River, NJ: Prentice Hall.

Osland, J. S., Turner, M. E., Kolb, D. A. and Rubin I. M. (2007). *The organizational behavior reader*. 8<sup>th</sup> edition. Upper Saddle River, NJ: Prentice Hall.

Osland, J. S., Kolb, D. A. and Rubin I. M. (2001). *Organizational behavior: An experiential approach*. 7<sup>th</sup> edition. Upper Saddle River, NJ: Prentice Hall.

Osland, J. S., Kolb, D. A. and Rubin I. M. (2001). *Organizational behavior reader*. 7<sup>th</sup> edition. Upper Saddle River, NJ: Prentice Hall.

Boyatzis, R.E., Cowen, S.S. & Kolb, D.A. (1995). *Innovation in professional education: Steps on a journey from teaching to learning*. San Francisco: Jossey-Bass.

Kolb, D., Osland, J. & Rubin, I. (1995). *Organizational behavior: An experiential approach to human behavior in organizations* (6<sup>th</sup> edition). Englewood Cliffs, N.J.: Prentice-Hall. (Previously titled: *Organizational psychology: An experiential approach to organizational behavior* by D. Kolb, I. Rubin, & J. McIntyre.) [Prior editions: 1971, 1974, 1979, 1984, 1991; trans. In French, Spanish, Portuguese, Korean and Norwegian]

Kolb, D., Osland, J. & Rubin, I. (1995). *The organizational behavior reader* (6<sup>th</sup> edition). Englewood Cliffs, N.J.: Prentice-Hall. (Previously titled: *Organizational psychology: Readings on human behavior in organizations*, edited by D. Kolb, I. Rubin, & J. McIntyre.) [Prior editions: 1971, 1974, 1979, 1984, 1991; trans. In French, Spanish, Portuguese, Korean and Norwegian]

Kolb, D. (1984). *Experiential learning: Experience as the source of learning and development*. Englewood Cliffs, N.J.: Prentice Hall.

Kolb, D. & Wolfe, D., et al. (1982, April). *Professional education and career development: A cross-sectional study of adaptive competencies in experiential learning*. Available from ERIC Resources in Education (ERIC Resource No. ED 209-493/CE 030 519).

Schwitzgebel, R. & Kolb, D. (1974). *Changing human behavior: Principles of planned intervention*. N.Y.: McGraw Hill, 1974 (trans. into German).

### **Chapters in Books**

Kolb, D. A. & Yeganeh, B. (2016) Deliberate Experiential Learning: Mastering the Art of Learning from Experience. In Kim Elsbach, D. Christopher Kayes and Anna Kayes' (Eds). *Contemporary Organizational Behavior in Action* 1<sup>st</sup> edition. Upper Saddle River, NJ: Pearson Education

Nehyba, J., Lazarova, B., Kolb, D. A., Korthagen, F. A. J., Boud, D. Jarvis, P., Moon, J. A., Kolar, J., Dobrovolna, S., Svec, J. & Valenta, J. (2014). *Reflexe v procesu uceni: Destkrat stejne a prece jinsk*. Brno, Czech Republic Masarykova University.

Rainey M. A. & Kolb, D. A. (2014). Organization leadership: Leading in a learning way. In Jones, B. B. & Brazzel, M. (Eds.) *The NTL Handbook of Organization Development*

*and Change: Principles, Practices, and Perspectives.* p 329-348 Arlington, VA: NTL Institute

Trinh M. P. & Kolb, D. A. (2014). Experiential learning styles across cultures. In Bennett, J. M. (Ed.) *Encyclopedia of Intercultural Competence*. San Francisco: Sage

Kolb, D. A. & Peterson, K. (2013). Tailor your coaching to people's learning styles. *HBR Guide to Coaching your Employees*. Cambridge, MA: Harvard Business Publishing

Passarelli A. M. & Kolb D. A. (2012). Using Experiential Learning Theory to Promote Student Learning and Development in Programs of Education Abroad. In Michael Vande Berg, Michael Page, & Kris Lou (Eds.) *Student Learning Abroad*. Sterling, VA: Stylus Publishing

Kolb, D. A. (2012) Entry for "Experiential Learning Theory and Learning Styles" In Eric Kessler (Ed.) *Encyclopedia of Management Theory*. San Francisco, CA: Sage Publications

Gemmell, R. M. & Kolb, D. A. (2012). Entry for "Experiential learning and creativity in entrepreneurship". In *Encyclopedia on Creativity, Invention, Innovation, and Entrepreneurship, Volume 1 Creativity and Invention* (Norbert Seel Ed.). London: Springer Publishers

Kolb, A. Y. & Kolb, D. A. (2010). Entries for: "Experiential learning theory", "Kolb's learning styles", "Meta-cognitive experiential learning", "Learning identity", "Experiential learning space", "Experiential learning spiral" & "learning style". In Seel, N. M. (Ed.) *Encyclopedia of the sciences of learning*. N. Y.: Springer Science+Business, LLC

Passarelli A. M. & Kolb D. A. (2011). The learning way—Learning from experience as the path to lifelong learning and development. In London, M. (Ed.), *Handbook of lifelong learning*. Chapter 6 70-90 N.Y.: Oxford University Press

Sharma, G. & Kolb, D. A. (2010). The learning flexibility index: Assessing contextual flexibility in learning style. in: Rayner, S. and Cools, E., *Style differences in cognition, learning and management: Theory, research and practice*. N. Y.: Routledge Publishers

Kolb, A. Y. & Kolb, D. A. (2009). On becoming a learner: The concept of learning identity. In Bamford-Rees et. al. (Eds.), *Learning never ends: Essays on adult learning inspired by the life and work of David O. Justice* Chicago, IL: CAEL Forum and News

Kolb, A. Y. & Kolb, D. A. (2009). Experiential learning theory: A dynamic, holistic approach to management learning, education and development. Chapter 3 in Armstrong, S. J. & Fukami, C. (Eds.) *Handbook of Management Learning, Education and Development*. London: Sage Publications

Kolb, A. Y. and Kolb, D. A. (2006). Learning styles and learning spaces: A review of the multidisciplinary application of experiential learning in higher education. Chapter 3 (p45-91) in Sims, R and Sims, S. (Eds.). *Learning styles and learning: A key to meeting the accountability demands in education*. Hauppauge, NY: Nova Publishers

Eickmann, P., Kolb, A. Y. and Kolb, D. A. (2004) Designing Learning. In Collopy, F. and Boland, R. *Managing as designing: Creating a new vocabulary for management education and research*. Stanford University Press.

Baker, A. C., Jensen, P. J., and Kolb, D. A. (2002). Learning and Conversation. Chapter 1 in Baker, A. C., Jensen, P. J., and Kolb, D. A. (2002) *Conversational learning: An experiential approach to knowledge creation*. Westport Conn.: Quorum Books

Jensen, P. J. and Kolb, D. A. (2002) Conversation as Communion: Spiritual, Feminist, Moral, and Natural Perspectives. Chapter 2 in Baker, A. C., Jensen, P. J., and Kolb, D. A. (2002) *Conversational learning: An experiential approach to knowledge creation*. Westport Conn.: Quorum Books

Baker, A. C., Wyss-Flamm, E. D., Kolb, D. A., and Jensen, P. J. (2002) Looking Back: Precursors to Conversational Learning in Group Dynamics. Chapter 3 in Baker, A. C., Jensen, P. J., and Kolb, D. A. (2002) *Conversational learning: An experiential approach to knowledge creation*. Westport Conn.: Quorum Books

Kolb, D. A., Baker A. C. and Jensen, P. J. (2002). Conversation as Experiential Learning. Chapter 4 in Baker, A. C., Jensen, P. J., and Kolb, D. A. (2002) *Conversational learning: An experiential approach to knowledge creation*. Westport Conn.: Quorum Books

Jensen, P. J. and Kolb, D. A. (2002). Streams of Meaning-making in Conversation. Chapter 7 in Baker, A. C., Jensen, P. J., and Kolb, D. A. *Conversational learning: An experiential approach to knowledge creation*. Westport Conn.: Quorum Books

Baker, A. C., Jensen, P. J., and Kolb, D. A. (2002). Extending the Conversation into Professional Conferences. Chapter 10 in Baker, A. C., Jensen, P. J., and Kolb, D. A. *Conversational learning: An experiential approach to knowledge creation*. Westport Conn.: Quorum Books

Kolb, D. A., Boyatzis, R., & Mainemelis, C., (2001). Experiential learning theory: Previous research and new directions. In R. Sternberg and L. Zhang (Eds.) *Perspectives on cognitive, learning, and thinking styles*. Mahwah, NJ: Lawrence Erlbaum Associates.

Kolb, A., & Kolb, D. A. (2001). Learning styles. In Forest, J. & Kinser, K. (Eds.), *Encyclopedia of higher education in the United States*. ABC-CLIO Publishers.

Boyatzis, R.E. and Kolb, D.A.. (2000). Performance, learning, and development as modes of growth and adaption throughout our lives and careers. In Peiperl, M. e.t. al. (eds.). *Career Frontiers: New conceptions of working lives*. London: Oxford University Press.

Boyatzis, R.E. and Kolb, D.A. (2000). Performance, learning, and development as modes of growth and adaption throughout our lives and careers. Chapter 4 in Peiperl, M. e.t. al. (eds.). *Career Frontiers: New Conceptions of Working Lives*. London: Oxford University Press. 76-98

Jensen, P. & Kolb, D. A. (2000). Learning style and meaning-making in conversation. In Riding, R. & Rayner, S. (Eds.), *International perspectives on individual differences – new developments in learning/cognitive style*. JAI Press.

Rainey, M.A. & Kolb, D.A. (1995). Using experiential learning theory and learning styles in diversity education. In R.R. Sims & S.J. Sims (eds.), *The importance of learning styles: Understanding the implications*. Westport, Ct.: Quorum Books, Greenwood Publishing Group.

Sullivan, M. & Kolb, D.A. (1995). Perspectives in corporate training and development. In C. Roland, D. Wagner & R. Weigand (eds.), *Do it and understand! The bottom line on corporate experiential learning*. Dubuque IA: Kendall/Hunt Publishing.

Boyatzis, R.E., Cowen, S.S. & Kolb, D.A. (1995). Introduction: Taking the path toward learning. In R.E. Boyatzis, S.S. Cowen & D.A. Kolb (eds.), *Innovation in professional education: Steps on a journey from teaching to learning*. San Francisco: Jossey-Bass.

Boyatzis, R.E., Cowen, S.S. & Kolb, D.A. (1995). Management of knowledge: Redesigning the Weatherhead MBA program. In R.E. Boyatzis, S.S. Cowen & D.A. Kolb (eds.), *Innovation in professional education: Steps on a journey from teaching to learning*. San Francisco: Jossey-Bass.

Boyatzis, R.E., Cowen, S.S. & Kolb, D.A. (1995). Reactions from the stakeholders: The trials and tribulations of implementing a new program. In R.E. Boyatzis, S.S. Cowen & D.A. Kolb (eds.), *Innovation in professional education: Steps on a journey from teaching to learning*. San Francisco: Jossey-Bass.

Boyatzis, R.E., Cowen, S.S. & Kolb, D.A. (1995). Conclusion: What if learning were the purpose of education? In R.E. Boyatzis, S.S. Cowen & D.A. Kolb (eds.), *Innovation in professional education: Steps on a journey from teaching to learning*. San Francisco: Jossey-Bass.

Jensen, P. & Kolb, D. (1994). Learning and development. In M. Keeton (ed.), *Perspectives in experiential learning*. Chicago: Council for Adult and Experiential Learning (CAEL).



- Baker A. & Kolb, D. (1993). Diversity, learning and good conversation. In R. Sims (ed.), *Diversity and differences in organizations: Issues and perspectives*. Westport, Ct.: Greenwood Press, Quorum Books.
- Boyatzis, R.E., Cowen, S.S., & Kolb, D.A. (1991). Reflections on curriculum innovation in higher education: The new Weatherhead MBA program. In R.R. Sims & S.J. Sims (eds.), *Managing institutions of higher education in the 21<sup>st</sup> century*. Westport Ct.: Greenwood Press, Quorum Books.
- Kolb, D.A. (1991). The challenges of advanced professional development. In L. Landon (ed.), *Roads to the learning society*. Chicago, IL: Council for Adult & Experiential Learning.
- Kolb, D.A. (1987). Integrity and advanced professional leadership. In S. Srivastva & Associates, *Functioning of executive integrity*. San Francisco: Jossey-Bass.
- Lewis, L. & Kolb, D.A. (1986). Facilitating experiential learning: Observations and reflections. In L. Lewis (ed.), *Experiential and simulation techniques for teaching adults*. San Francisco: Jossey-Bass.
- Kolb, D.A. (1983). Future directions for learning style research. In L. Curry (ed.), *Learning styles in continuing medical education*. Ottawa, Canada: Delhousie University.
- Kolb, D.A. (1983). Problem management: Learning from experience. In S. Srivastva & Associates, *The executive mind*. San Francisco: Jossey-Bass.
- Wolfe, D.M. & Kolb, D.A. (1980). Beyond specialization: The quest for integration in mid-life. In B. Derr (ed.), *Individuals, organizations and careers*. N.Y.: Praeger Publishers.
- Fry, R.E. & Kolb, D.A. (1979). Experiential learning theory and learning experiences in liberal arts education. In S. Brooks & J. Althof (eds.), *Enriching the liberal arts through experiential learning*. San Francisco: Jossey-Bass.
- Wolfe, D.M. & Kolb, D.A. (1980). Career development, personal growth and experiential learning. In J.W. Springer (ed.), *Issues in careers and human resource development*. Washington, D.C.: ASTD Research Series #5. Also in D. Kolb, I. Rubin & J. McIntyre (eds.) (1984), *Organizational psychology: Readings on human behavior in organizations* (4<sup>th</sup> edition). Englewood Cliffs, N.J.: Prentice-Hall.
- Kolb, D.A. (1981). Learning styles and disciplinary differences. In A. Chickering (ed.), *The modern American college*. San Francisco, CA: Jossey Bass
- Kolb, D.A. & Plovnick, M. (1976). The experiential learning theory of career development. In J. VanMaanen (ed.), *New perspectives on organizational careers*. N.Y.: John Wiley & Sons.

Kolb, D.A. & Fry, R.E. (1975). Toward an applied theory of experiential learning. In C. Cooper (ed.), *Theories of group processes*. N.Y.: John Wiley & Sons.

Kolb, D.A. (1973). Changing achievement motivation. In W. Bennis, D. Berlew, E. Schein & F. Steele (eds.), *Interpersonal dynamics* (3<sup>rd</sup> edition). Homewood IL: Dorsey Press.

Katz, R. & Kolb, D.A. (1965). Challenge to grow: The outward bound approach. In R. Saxe (ed.), *Opening the schools: Alternative ways of learning*. Berkeley CA: McCutchan Publishing.

### Journal Articles

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Stock, K. L. & Kolb, D. A. (2016) Equine assisted experiential learning. *Organization Development Practitioner*. 48(2): 43-47

Peterson, K., DeCato, L. & Kolb, D. A. (2015) Moving and learning: Expanding style and increasing flexibility. *Journal of Experiential Education*. 38(3): 228-244

Kolb, A. Y., Kolb, D. A., Passarelli, A. & Sharma, G. (2014). On becoming an experiential educator: The Educator Role Profile. *Simulation & Gaming*. 45(2): 204-235  
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Baker, M. A., S. Robinson, J. S. & Kolb D. A. (2012). Aligning Kolb's Experiential Learning Theory with a Comprehensive Agricultural Education Model. Paper presented at the 2011 Southern Region AAAE conference and submitted to *Journal of Agricultural Education*\*

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Gemmell, R. M., Boland, R. J. & Kolb, D. A. (2011). The socio-cognitive dynamics of entrepreneurial ideation. *Entrepreneurship Theory and Practice*. September 2011 1-21  
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Trinh, M. P. & Kolb, D. A. (2011). Eastern experiential learning: Eastern principles for learning wholeness. *Journal of Career Planning and Adult Development*. Special Issue "Recovering Craft: Holistic Work and Empowerment. William Charland, Guest Editor. 27(4): 29-36

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Kolb, A. Y. & Kolb, D. A. (2010). Learning to play, playing to learn : A case study of a ludic learning space. *Journal of Organizational Change Management*. 23(1): 26-50

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### **Published Interviews**

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 Managerial Behavior (Graduate)  
 Practicum in Organization Development (Graduate)  
 Interpersonal Dynamics Laboratory (Undergraduate)  
 Entrepreneurship in the Inner City (Graduate)  
 Research Practicum (Undergraduate)  
 Theories of Planned Change (Graduate)  
 Pro-seminar in Social Psychology (Graduate)  
 Pro-seminar in Organizational Theory (Graduate)  
 Behavioral Sciences in Management (Graduate)  
 Research Seminar on Experiential Learning (Graduate)  
 Inquiry (Graduate)  
 Learning & Development (Graduate)  
 Advanced Learning and Development (Graduate)  
 SAGES Learning and Knowledge Creation (Undergraduate)  
 MPOD Experiential Learning for Individuals, Teams and Organizations (Graduate)  
 Organizational Behavior Department Seminar (Graduate)