

April 2020

**CURRICULUM VITAE**

**JOHN VAN MAANEN**

**OFFICE ADDRESS:** Sloan School of Management  
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**PERSONAL:** Born February 7, 1943 (Los Angeles)

**ACADEMIC TRAINING:** University of California, Irvine  
Graduate School of Administration (Ph.D., 1972)  
*Doctoral Thesis: Pledging the police: A study of selected aspects of recruit socialization in a large, urban police department.*  
University of California, Irvine  
Graduate School of Administration (M.S., 1968)

California State University at Long Beach  
Political Science (B.A., 1965)

**ACADEMIC APPOINTMENTS:** Erwin H. Schell Emeritus Professor of Organization Studies  
Sloan School of Management  
M.I.T.  
2019-present

Honorary Fellow Sidney Sussex College & Judge Business School  
Cambridge University  
2013-present

Erwin H. Schell Professor of Organization Studies  
Sloan School of Management  
M.I.T.  
1988-2019

Professor of Organization Behavior (Visitor)  
INSEAD  
Fountainbleau, France  
1991-1992; 2000-2001

Professor of Organization Studies  
School of Management  
M.I.T.  
1980-1988

Fulbright Senior Research Fellow  
Department of Sociology, University of Surrey (U.K.)  
1983-1984

Associate Professor of Organization Studies  
 School of Management  
 M.I.T.  
 1976-1980

Visiting Assistant Professor  
 School of Organization and Management  
 Yale University  
 1976-1977

Distinguished Lecturer (Intensive Semester Program)  
 School of Public Administration  
 University of Southern California  
 1972-1980

Assistant Professor of Organization Studies  
 School of Management  
 M.I.T.  
 1972-1976

### **SELECTED PROFESSIONAL ACTIVITIES:**

#### **General Editor:**

-- The M.I.T. Press Series on Organization Studies (1981-present)

#### **Series Editor:**

-- Sage Series on Qualitative Methods (1984-2009)

#### **Deputy Editor:**

-- *Journal of Contemporary Ethnography* (1987-1995)

#### **New Ethnographies Editor**

-- *Journal of Contemporary Ethnography* (1978-1984)

#### **Editorial Board Member:**

-- *Administrative Science Quarterly* (1975-2001)  
 -- *Journal of Contemporary Ethnography* (1978-1995)  
 -- *Qualitative Sociology* (1990-2001)  
 -- *Qualitative Inquiry* (1993-present)  
 -- *Human Organization* (Fellow -- 1984-1990, 1998-2005)  
 -- *Journal of Organizational Ethnography* (2011-Present)  
 -- *Journal of Management Studies* (1994-present)  
 -- *Studies in Cultures, Organizations and Societies* (1995-present)  
 -- *Qualitative Research in Organizations and Management* (2005-present)  
 -- *Information System Research* (1995-present)  
 -- *Risk Management* (2007-present)  
 -- *Consumption, Markets & Culture* (1995-2000)  
 -- *Communication Monographs* (1988-1995)  
 -- *Academy of Management Executive* (1985-1990)  
 -- *Annals of Irreproducible Results* (1991-present)

#### **Member:**

American Anthropological Association  
 American Sociological Association  
 Society for the Study of Symbolic Interaction  
 Society for Applied Anthropology  
 Academy of Management

### **RESEARCH INTERESTS:**

Adult socialization, organizational and occupational careers,  
 cultural processes in organizations, police organizations,  
 ethnographic writings.

**TEACHING INTERESTS:** Organization theory, occupational sociology, research methods (especially fieldwork), management of public and private organization, organizational behavior.

**PUBLICATIONS:**

**Articles & Chapters**

Lyman W. Porter and John Van Maanen  
Task accomplishment and the management of time. In B. Bass, R.C. Cooper, and J. Hall (eds). *Managing for Accomplishment*. Lexington, MA: D.C. Heath and Co. 1971, 180-192.

Roy Gregg and John Van Maanen  
The realities of education as a prescription for organizational change. *Public Administration Review*. 33, 6, 1973, 522-533.

John Van Maanen  
Observations on the making of policemen. *Human Organization*. 32, 4, 1973, 407-418.

John Van Maanen  
Working the street: A developmental view of police behavior. In H. Jacob (ed.) *The Potential for Reform of Criminal Justice (Sage Criminal Justice System Annual Review, Volume 3)* Beverly Hills, Calif: Sage Publications, 1974, 83-130.

John Van Maanen  
Police socialization. *Administrative Science Quarterly*. 20, 3, 1975, 207-228.

John Van Maanen and Ralph Katz  
Individuals and their careers. *Personnel Psychology*. 29, 1976, 601-616.

John Van Maanen  
Breaking-in: Socialization to work. In R. Dubin (ed.) *Handbook of Work, Organization, and Society*. Chicago: Rand McNally, 1976, 67-130.

John Van Maanen  
Rookie cops and rookie managers. *The Wharton Quarterly*. 1, 1, 1976, 49-55.

Ralph Katz and John Van Maanen  
The loci of work satisfaction: Job, interaction, and policy. *Human Relations*. 30, 3, 1977, 469-486.

John Van Maanen and Edgar H. Schein  
Career development. In J.R. Hackman and J.L. Suttle (eds.) *Improving Life at Work*. Santa Monica, Calif.: Goodyear Publishing, 1977, 30-95.

John Van Maanen  
Toward a theory of the career. In J. Van Maanen (ed.) *Organizational Careers: Some New Perspectives*. New York: Wiley, 1977, 161-179.

John Van Maanen  
Experiencing organizations: Notes on the meaning of careers and socialization. In J. Van Maanen (ed.) *Organizational Careers: Some New Perspectives*. New York: Wiley, 1977, 15-45.

- John Van Maanen, Edgar H. Schein, and Lotte Bailyn  
The shape of things to come: A new look at organizational careers. In L.W. Porter, E.E. Lawler, and J.R. Hackman (eds.) *Perspectives on Behavior in Organizations*. New York: McGraw Hill, 1977, 153-162.
- John Van Maanen  
The asshole. In P.K. Manning and J. Van Maanen (eds.) *Policing: A View from the Streets*. New York: Random House, 1978, 221-238.
- John Van Maanen  
Kinsmen in repose. In P.K. Manning and J. Van Maanen (eds.) *Policing: A View from the Streets*. New York: Random House, 1978, 115-128.
- John Van Maanen  
On watching the watchers. In P.K. Manning and J. Van Maanen (eds.) *Policing: A View from the Streets*. New York: Random House, 1978, 309-350.
- John Van Maanen  
People processing: Strategies of organizational socialization. *Organizational Dynamics*. 7, 1, 1978, 18-36.
- John Van Maanen  
Police perceptions of their work environment: An exploratory study of organizational space and time. *Sociology of Work and Occupations*. 6, 1, 1979, 82-101.
- John Van Maanen  
Understanding interpersonal relations. In W. Bennis et al. *Essays in Interpersonal Dynamics*. Homewood, Ill.: Dorsey Press, 1979, 13-42.
- John Van Maanen  
The self, the situation, and the rules of interpersonal relations. In W. Bennis et al. *Essays in Interpersonal Dynamics*. Homewood, Ill.: Dorsey Press, 1979, 43-101.
- John Van Maanen and Edgar H. Schein  
Toward a theory of organizational socialization. In B. Staw (ed.), *Research in Organizational Behavior, Vol. 1*. Greenwich, Conn.: JAI Press, 1979, 209-269.
- Marc L. Miller and John Van Maanen  
Boats don't fish, people do. Some ethnographic notes on the federal management of fisheries in New England. *Human Organization*. 38, 4, 1979, 377-385.
- John Van Maanen  
Reclaiming qualitative methods for organizational research. *Administrative Science Quarterly*. 24, 4, 1979, 520-529. (Editor's introduction to the issue).
- John Van Maanen  
The fact of fiction in organizational ethnography. *Administrative Science Quarterly*. 24, 4, 1979, 539-550.
- John Van Maanen  
The informant game: Selected aspects of ethnographic research. *The Journal of Contemporary Ethnography*. 9, 4, 1980, 469-494.
- John Van Maanen  
Beyond account: The personal impact of police shootings. *The Annals of the American Academy of Political and Social Science*. 451, 3, November, 1980, 145-156.
- John Van Maanen  
Career games: Organizational rules of play. In C.B. Derr (ed.), *Work, Family, and the Career*. New York: Praeger, 1980, 111-143.

- John Van Maanen  
Notes on the production of ethnographic data in an American policy agency. In R. Luckham (ed.), *Law and Social Enquiry*. Uppsala: Scandinavian Institute of African Studies (New York: International Center for Law in Development), 1981, 189-230.
- John Van Maanen  
Boundary crossings: Major strategies of organizational socialization. In R. Katz (ed.), *Career Issues in Human Resource Management*. Englewood Cliffs, New Jersey: Prentice-Hall, 1982, 85-115.
- Marc L. Miller and John Van Maanen  
Getting into fishing: Social identities of New England fisherman. *The Journal of Contemporary Ethnography*. 11, 1, 1982, 27-54.
- John Van Maanen, Marc L. Miller and Jeffrey C. Johnson  
An occupation in transition: Traditional and modern forms of commercial fishing. *Sociology of Work and Occupations*. 9, 2, 1982, 193-216.
- John Van Maanen  
On the ethics of fieldwork. In P.K. Manning and R.N. Smith (eds.), *Social Science Methods, Vol. 1: Qualitative Social Research*. New York: Ballinger, 1982, 115-139.
- John Van Maanen  
Fieldwork on the beat. In J. Van Maanen et al., *Varieties of Qualitative Research*. Beverly Hills, CA: Sage Publications, 1982, 103-115.
- Michael J. Band and John Van Maanen  
Individuals, groups, and technological innovation. *Chemtech*, 13, 1983, 528-533.
- Marc L. Miller and John Van Maanen  
The emergence of modern fishing in the United States. *Coastal Zone Management Journal* (Special Issue on Culture and Marine Affairs), 10, 4, 1983, 369-386.
- John Van Maanen  
The boss: The American police sergeant. In M. Punch (ed.), *Control in the Police Organization*. Cambridge, MA: M.I.T. Press, 1983, 275-317.
- John Van Maanen  
Golden passports: Managerial socialization and graduate education. *The Review of Higher Education*, 6, 4, 1983, 435-45.
- John Van Maanen  
The moral fix. In R. Emerson (ed.), *Contemporary Field Research*. Boston: Little, Brown and Co., 1983, 269-287.
- John Van Maanen  
Qualitative methods reclaimed (Epilogue). In J. Van Maanen (ed.), *Qualitative Methods* (re-issue of Administrative Science Quarterly, 24, 4, 1979). Beverly Hills, CA: Sage Publications, 1983, 247-268.
- John Van Maanen  
Business school cultures and corporate America. *Careers and the MBA* (13th Edition). Brighton, MA: Bob Adams, Inc., 1984, 70-72.
- John Van Maanen  
Making rank: Becoming an American police sergeant. *Journal of Contemporary Ethnography*, 13, 2-3, 1984, 155-176.

- John Van Maanen and Stephen R. Barley  
Occupational communities: Culture and control in work organizations. In B. Staw and L.L. Cummings (eds.), *Research in Organizational Behavior*, Vol. 6. Greenwich, CT: JAI Press, 1984, 287-365.
- John Van Maanen  
Doing new things in old ways: Chains of socialization. In J. Bess (ed.), *Education and Organization Theory*. New York: New York University Press, 1984, 211-246.
- Deborah Kolb and John Van Maanen  
Where policy studies go wrong: Reflections on the meaning and use of collective bargaining procedures in the public sector. *Administration and Society*. 17, 2, 1985, 197-216.
- John Van Maanen and Deborah Kolb  
The professional apprentice: Observations on fieldwork roles in two organizational settings. In S.B. Bacharach (ed.), *Perspectives in Organizational Sociology*, Vol. 4. Greenwich, CT: JAI Press, 1985, 1-33.
- John Van Maanen  
Disquisition. *Journal of Management (Special Issue: Organizational Symbolism)*, 21, 3, 1985, 138-140.
- John Van Maanen and Stephen R. Barley  
Cultural organization: Fragments of a theory. In P. Frost, M. Louis and L. Moore (eds.) *Organization Culture*. Newbury Park, CA: Sage Publications, 1985, 31-53.
- John Van Maanen  
Power in the Bottle: Drinking patterns and social relations in a British police agency. In S. Srivasta (ed.) *Executive Power*. San Francisco, Jossey-Bass, 1986, 204-239.
- John Van Maanen  
Managing education better: Some thoughts on the management of student cultures in American colleges and universities. *AIR Forum*, 18, 1987 (Keynote Address for the 27th Annual Meetings of the Association for Institutional Research. Kansas City, Missouri, May 3, 1987).
- John Van Maanen and Gideon Kunda  
Real feelings: Emotional expressions and organization culture. In B. Staw and L.L. Cummings (eds.) *Research in Organizational Behavior*, Vol. 11. Greenwich, CT: JAI Press, 1989, 43-102.
- John Van Maanen  
Some notes on the importance of writing in organization studies. In J.I. Cash and P.R. Lawrence (eds.) *The Information System Research Challenge: Qualitative Research Methods*. Boston: Harvard Business School Press, 1989, 27-35.
- John Van Maanen  
Escape from Modernity: On the repair of ethnography and the ethnography of repair. *Human Studies*. 13, 1, 1990, 275-284.
- John Van Maanen  
Great moments in ethnography. *Journal of Contemporary Ethnography*. 19, 1990, 3-9 (Editor's introduction to the Special Issue on The Representation of Ethnographic Research).
- John Van Maanen  
Twisted tales: Norms and forms of social science writing. *Proceedings of Acfax France pour l'avancement des sciences, Ecrier la recherche, Colloque du l'association pour recherche qualitative*, May 8, 1990, Universite Laval, Quebec.

- John Van Maanen  
Disney Worlds, *Hallinon Tutkimus*. 3-2, 1991, 227-238.
- John Van Maanen  
Playing back the tape. Early days in the field. In W.B. Shaffir and R.A. Stebbins (eds.) *Fieldwork*. Newbury Park, CA: Sage Publications, 1991, 31-42.
- John Van Maanen  
The smile factory. In P. Frost, et al (eds.) *Reframing Organizational Culture*. Newbury Park, CA: Sage Publications, 1991, 58-76.
- John Van Maanen  
Drinking our troubles away: Managing conflict in a British police agency. In D. Kolb and J.M. Bartunek (eds.) *Hidden Conflict in Organizations*, Newbury Park, CA: Sage Publications, 1992, 78-99.
- John Van Maanen  
Displacing Disney: Some notes on the flow of culture. *Qualitative Sociology*, 15, 1, 1992, 5-36.
- John Van Maanen and Andre' Laurent  
The flow of culture: Some notes on globalization and the multinational corporation. In D.E. Westney and S. Ghoshal (eds.) *Organizational Theory and the Multinational Corporation*. New York: St. Martin's Press, 1993, 275-312.
- John Van Maanen and Brian T. Pentland  
Cops and auditors: The rhetoric of records. In Sim Sitkin and Robert Bies (eds.) *The Legalistic Organization*. Newbury Park, CA: Sage Publications, 1993, 53-90.
- Linda L. Putnam, Charles Bantz, Stanley Deetz, Dennis Mumby and John Van Maanen  
Ethnography versus critical theory: Debating organizational research. *Journal of Management Inquiry*, 1993, 3, 214-238.
- John Van Maanen  
The end of innocence. In J. Van Maanen (ed.) *Representation in Ethnography*. Newbury Park, CA: Sage Publications, 1995, 1-36.
- John Van Maanen  
Trade secrets. In Richard Harvey Brown (ed.) *Postmodern Representations: Truth, Power, and Mimesis in the Human Sciences and Public Culture*. Urbana: University of Illinois Press, 1995, 118-138.
- John Van Maanen  
Sections on symbolism and metaphor. In Nigel Nicholson (ed.) *The Blackwell Encyclopedic Dictionary of Organizational Behavior*. Blackwell, 1995, 326-7; 550-1.
- John Van Maanen  
Style as theory. *Organization Science*, 6, 1, 1995, 132-144.
- John Van Maanen  
Fear and loathing in organization studies. *Organization Science*, 6, 6, 1995, 687-692.
- John Van Maanen  
On the matter of voice. *Journal of Management Inquiry*, 5, 4, 1996, 375-381.
- JoAnne Yates and John Van Maanen  
Editors' introduction to Special Issue on Information Technology and Organizational Transformation. *Information Systems Research*, 7, 1, 1996, 1-4.
- John Van Maanen  
Ethnography. In Adam Kuper and Jessica Kuper (eds.) *The Social Science Encyclopedia - Edition 2*. London: Routledge. 1996, 263-6.

- John Van Maanen  
Different strokes: Qualitative research in the Administrative Science Quarterly from 1956-1996. In John Van Maanen (ed.) *Qualitative Studies of Organizations*. Newbury Park, CA: Sage Publications, 1998, 8-33.
- Gideon Kunda and John Van Maanen  
Changing scripts at work: Emotional labor of managers and professionals: *The Annals of the American Academy of Political and Social Science*. 561, 1, January, 1999, 64-80.
- John Van Maanen  
Why now, more than ever, cases are important. In Ai-Yen Chen and John Van Maanen (eds) *The Reflective Spin: Case Studies of Teachers in Higher Education Transforming Action*. Singapore: World Scientific. 1999, 97-110.
- John Van Maanen  
Natives 'R' Us: Some notes on the ethnography of organizations. In David Gellner And Eric Hirsch (eds.) *Inside Organizations: Anthropologists at Work*. Oxford and New York: Berg. 2001, 233-61.
- John Van Maanen  
Mickey on the Move: Observations on the Flow of Culture in the Multinational Corporation. In Eleanor Westney (ed.) *Organizational Theory and the Multinational Corporation – 2<sup>nd</sup> Edition*. New York: St. Martin's Press, 2005: 255-300.
- John Van Maanen  
Ethnography then and now. *Qualitative Research in Organizations and Management*, 1,1, 2006, 13-21.
- John Van Maanen  
Rediscovering Japan: Some thoughts on change and continuity in traditional Japanese careers. *Career Development International*. 11, 4, 2006, 280-292.
- John Van Maanen, Jesper Sørensen and Terrance R. Mitchell,  
The interplay between theory and method (Editors introduction to Special Topic Forum). *Academy of Management Review*, 32, 4, 2007, 301-314.
- John Van Maanen  
Organizational subcultures. In James R. Bailey and Stewart R. Clegg (eds.) *International Encyclopedia of Organization Studies*. Newbury park, CA: Sage, 2007.
- John Van Maanen  
Ethnography. In James R. Bailey and Stewart R. Clegg (eds.) *International Encyclopedia of Organization Studies*. Newbury Park, CA: Sage, 2007.
- Robert P. Gephart, John Van Maanen and Thomas Oberlechner  
Organizations and risk in late modernity (Editors introduction to Special Issue). *Organization Studies*. 30, 11, 2009, 5-20.
- John Van Maanen  
A Song for my Supper: More Tales of the Field. *Organizational Research Methods*. 13, 2, 2010, 240-255.
- John Van Maanen  
Identity work and control in occupational communities. In Sim. B. Sitkin, Laura B. Cardinal and Katinka Bijlsman-Frankema (eds) *Control in Organizations: New Directions in Theory and Research*. Cambridge (England): Cambridge University Press, 2010, 111-166.
- John Van Maanen  
You gotta have a grievance: Locating heartbreak in ethnography. *Journal of Management Inquiry*. 19, 4, 2010, 328-337..



- John Van Maanen  
Ethnography as Work: Some rules of Engagement. *Journal of Management Studies*. 48, 1, 2011, 218-234.
- D. Eleanor Westney and John Van Maanen  
The Casual Ethnography of the Executive Suite. *Journal of International Business Studies*, 42, 5, 2011, 602-609.
- John Van Maanen  
Good Cops, Bad Cops: Working the Binaries in the BYPD. (Review Essay) *Contemporary Sociology*, 41, 3, 2012. 311-313.
- John Van Maanen  
Hold the Mayo: Some Comments on the Origins of Organizational Ethnography. *Journal of Organizational Ethnography*. 2, 1, 2013, 105-109.
- John Van Maanen  
The Present of Things Past: Ethnography and Career Studies. *Human Relations*. 68 (1), 2015. 35-53.
- John Van Maanen  
Out of control: The French police and the Rule of Law. (Review Essay) *Contemporary Sociology*. 44, 6. 2015, 700-705.
- Anne-Laure Fayard and John Van Maanen  
Making Culture Visible: Reflections on Corporate Ethnography. *Journal of Organizational Ethnography*. 4, 1, 2015, 4-27.
- Anne-Laure Fayard, John Van Maanen and John Weeks  
Contract Ethnography in Corporate Settings: Innovation from Entanglement. In Kimberly D. Elsbach and Roderick M. Kramer (eds.) *Doing Innovative Qualitative Research in Organizations*. NY: Routledge, 2015, 45-53.
- Edgar H. Schein and John Van Maanen  
Career Anchors and Job/Role Planning. Tools for Career and Talent Management. *Organizational Dynamics*. 45.1, 2016. 165-173.
- John Van Maanen and Mark de Rond  
The Making of a Classic Ethnography: Notes on Alice Goffman's 'On the Run.' *Academy of Management Review*, 42:2, 2017, 396-406.
- John Van Maanen  
On Foxes and Hedgehogs: Learning for Ed Schein. In Gerhard Fatzer, John Van Maanen, Wolfgang G. Weber and Daniel C. Schmid (eds.) *Ed Schein: The Spirit of Inquiry*. Innsbruck, Austria: Innsbruck University Press, 2019, 13-28.
- John Van Maanen  
Forward. In Hugh Gunz, Mila Lazarova and Wolfgang Mayrhofer (eds.) *The Routledge Companion to Career Studies*. New York: Routledge, 2020, xx-xxvi.
- John Van Maanen  
Withdrawal Pains and Gains: Exiting from the Field. In Raza Mir and Anne-Laure Fayard (eds.) *The Routledge Companion to Anthropology in Management*. New York: Routledge, 2020, 501-513.
- John Van Maanen  
Ethnography as Craft: Observations on a Fortunate Career. In Brian Boyd, T. Russel Crook, Jane Lê and Anne Smith (eds.) *Research Methodology in Strategy and Management*, vol 12. London: Emerald Publishing, 2020, 1-14.

### **Books and Monographs**

- John Van Maanen  
*The Process of Program Evaluation*. Washington, DC: National Training and Development Service Press, 1973.

- John Van Maanen, Ralph Katz and Peter Gregg  
*Work in the Public Sector* (Report to the Economic Development Administration),  
 Washington, DC: National Training and Development Service Press, 1974.
- John Van Maanen (ed.)  
*Organizational Careers: Some New Perspectives*. New York: Wiley, 1977.
- Peter K. Manning and John Van Maanen (eds.)  
*Policing: A View from the Street*. New York: Random House, 1978.
- Warren Bennis, John Van Maanen, Edgar H. Schein and Fred S. Steele, *Essays in Interpersonal Dynamics*. Homewood, Ill.: Dorsey Press, 1979, 13-42.
- John Van Maanen, James M. Dabbs and Robert R. Faulkner  
*Varieties of Qualitative Research*. Newbury Park, CA: Sage Publications, 1982.
- John Van Maanen (ed.)  
*Qualitative Methods*. Newbury Park, CA: Sage Publications, 1983.
- John Van Maanen  
*Tales of the Field: On Writing Ethnography*. Chicago: University of Chicago Press, 1988. (2<sup>nd</sup> Edition 2011)
- John Van Maanen (ed.)  
*Representation in Ethnography*. Newbury Park, CA: Sage Publications, 1995.
- John Van Maanen (ed.)  
*Qualitative Studies of Organizations*. Newbury Park, CA: Sage Publications, 1998.
- Ai-Yen Chen and John Van Maanen (eds.)  
*The Reflective Spin: Case Studies of Teachers in Higher Education Transforming Action*. Singapore: World Scientific. 1999.
- JoAnne Yates and John Van Maanen (eds.)  
*Information Technology and Organizational Transformation: History, Rhetoric and Practice*. Newbury Park, CA: Sage Publications, 2001.
- Deborah Ancona, Thomas Kochan, Maureen Scully, John Van Maanen and Eleanor Westney  
*Managing for the Future: Organizational Behavior and Processes*. Cincinnati, OH: Southwestern College Publishing, 1996; 1999; 2006 (3<sup>rd</sup> edition)
- Toshihiro Kanai, Ikuna Sato, Gideon Kunda and John Van Maanen (eds)  
*Organizational Ethnography*. Tokyo, Japan: Yuhikaku Publishing, 2010.
- Edgar H. Schein and John Van Maanen  
*Career Anchors, 4<sup>th</sup> Ed*. San Francisco: Wiley, 2013.
- Gerhard Fatzer, John Van Maanen, Wolfgang G. Weber and Daniel C. Schmid (eds.)  
*Ed Schein: The Spirit of Inquiry*. Innsbruck, Austria: Innsbruck University Press, 2019.