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Thomas G. Cummings, professor, chair of the Department of Management and Organization, and executive director of the Leadership Institute, received his B.S. and MBA from Cornell University, and his Ph.D. in socio-technical systems from the University of California at Los Angeles.

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effective. Organizational change and development is a fitting summary chapter for this judicial educator's manual since it deals with both effecting change (underlying much of education) and managing change. Change in Organizations Organizational development efforts, whether facilitated

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