

Alphonso R. Bellamy

**19152 Gainesborough
Detroit, Michigan 48223
(313) 541-1151**

Al.bellamy@emich.edu

bellamy.alphonso@sbcglobal.net

EDUCATION

- 1976 Ph.D. Purdue University. Lafayette, Indiana. Formal and Complex Organizations/Methods and Statistics/Urban Sociology/Industrial Sociology. Dissertation Title: Technology, Span of Control and Supervisory Behavior.
- 1975 M.S. Purdue University. Lafayette, Indiana. Major: Formal Organizational Science. Methods and Statistics.
- 1972 B.A. Case Western Reserve University. Cleveland, Ohio. Sociology.

EMPLOYMENT

- 2009 - Corithian College
Adjunct Online Instructor of Sociology
- 1993 - Eastern Michigan University. Ypsilanti, Michigan. Department of Interdisciplinary Technology/Technology Management. Full and Tenured Professor of Technology Management.
- 1990 – 1991 American Society For Training and Development. Alexandria, Virginia. Senior Research Associate. Conducted large Technology Management applied Research for the Chrysler National Training Center on "Implementing New Technology."
- 1989 – 1990 Blue Cross and Blue Shield of Michigan. Senior Management Development Consultant. Department Of Training and Development.
- 1985 – 1993 Wayne State University. Detroit, Michigan. Part-time instructor. Department of Organization Sciences. School Of Business Administration./Department of Sociology.
- 1982 - Central Michigan University. Mt. Pleasant Michigan. Adjunct Professor of Management
- 1981 - Organizational Concepts. Owner of Organization Development and Training Consulting Company.
- 1977 - 1982 Oakland University. Rochester, Michigan. Assistant Professor of Management. School of Business Administration.

1976- 1977 University of Wisconsin-Oshkosh. Oshkosh, Wisconsin. Assistant Professor of Sociology.
Department of Sociology and Anthropology.

CONSULTING AND TRAINING INTERESTS

Emotional Intelligence	Transformational Leadership
Organization Development	Management Development
Organization Change	Team Building
Technology Management	Process Improvement
Survey Research	Team Building
Strategic Planning	Performance Appraisal Systems

RECENT CONSULTING EXPERIENCES

Detroit Public Schools/Department of Data Processing. Detroit, Michigan.

Type of Intervention: Organizational Change and Design.

Omni Care. Detroit, Michigan.

Type of Intervention: Performance Appraisal System.

Diversified Youth Services. Detroit, Michigan.

Type of Interventions: Organizational Change/Performance Appraisal System/Team Building.

Todd Phillips Baptist Children Home. Detroit, Michigan.

Type of Interventions: Strategic Planning/Team Building.

Detroit Public Schools/Breithaupt Vocational Center. Detroit, Michigan.

Type of Intervention: Student Motivation Training For Teachers and Administrators.

Superintendents Prepared. Washington, D.C.

Type of Intervention: Program Evaluation

Reach One Each One Tutoring Program. Detroit, Michigan

Program Evaluation

St. John Detroit Riverview Hospital. Detroit, Michigan

Type of Intervention: Emotional Intelligence Training for Public Safety Officers.

Utica Board Of Education. Utica, Michigan.

Type of Intervention: Behavior Modification Training For High School Instructors.

Oakland University. Rochester, Michigan.

Type of Intervention: Program Evaluation.

Eastern Michigan University School of Police Staff and Command. Ypsilanti, Michigan
Type of Interventions: Leadership Training for law enforcement. Performance Appraisal for Law Enforcement Training. Organizational change training.

Renaissance Center Department of Security. Detroit, Michigan.
Type of Intervention: Management Training

Breed Corporation. Sterling Hts. Michigan
Type of Interventions: Emotional Intelligence Training, Transformational Leadership, and Team Building

City of Highland Park Department of Public Safety. Highland Park, Michigan
Type of Interventions: Leadership Training for law enforcement.

Ford Motor Company Executive Air Transport. Romulus, Michigan.
Type of Intervention: Organizational Survey. Organizational Change

General Motors Corporation, Oldsmobile Division. Lansing, Michigan
Michigan. Material Handling Department.
Type of Interventions: Team Building/Inter-unit Conflict
Resolution/Action Survey Research

Dominos Pizza. Plymouth, Michigan
Type of Intervention: Strategic Planning.

Jewish Vocational Services. Detroit, Michigan.
Type of Interventions: Strategic Planning and Management/
Program Evaluation.

Oakland County Division of Veterans Services. Pontiac, Michigan.
Type of Interventions: Organization Redesign/Action Survey
Research.

Metro North Federal Credit Union. Waterford, Michigan.
Type of Interventions: Survey Feedback/Performance
Appraisal System.

Sombour Tool and Machine Company. Port Huron, Michigan.
Type of Intervention: Performance Appraisal System.

Spaulding for Children. Southfield, Michigan.
Type of Interventions: Job Evaluation/Performance Appraisal.

First Security Insurance Services. Madison Heights, Michigan.
Type of Intervention: Team Building Training and Development.

Dunham's Sporting Goods. Drayton Plains, Michigan.

Type of Interventions: Team Building Training/Staff, Selection/Performance Management Training.
Perry Drug Stores Inc. Pontiac, Michigan.

Type of Intervention: Management Training.

Police Staff and Command. Ypsilanti, Michigan.

Type of Interventions: Organizational Change, Principles of Management, and Leadership Workshops.

University of Michigan Medical Center. Ann Arbor, Michigan

Type of Intervention: Project Management Training

Organizational Concepts. Livonia, Michigan

Type of Intervention: Emotional Intelligence for Law Enforcement Management

PAPERS PUBLISHED

1. "Social Interaction on the Internet: A Symbolic Interaction Perspective". (Cheryl Hanewicz, Department of Interdisciplinary Technology, Eastern Michigan University, Co-author). Paper Presented at the 1998 North Central Sociological Association Meetings. Cleveland, Ohio
2. "Social Psychological Dimensions of Electronic Communication". (Cheryl Hanewicz, Department of Interdisciplinary Technology, Eastern Michigan University, Co-author). Paper published in The Electronic Journal of Sociology, Vol 4, No1. January, 1999. (Refereed journal)
3. "A Social Psychological Analyses of Differences Between Black and White Interaction Patterns Within Computer Mediated Communication Environments". Paper presented at the International Convention of the Association of Black Psychologists. August 5 - 9, 1998. Atlanta, Georgia. (Refereed conference presentation)
4. "Correlates of Internet Addiction: A Sociological Analysis". Cheryl Hanewicz, co Author. Eastern Michigan University. Paper published in The Electronic Journal of Sociology, vol. 5 No 4. April. 2001. (Refereed journal)
5. "Gender Issues in Internet Communications" Cheryl Hanewicz, primary author. Eastern Michigan University. Paper presented at the 1999 North Central Sociological Association, Research Sessions Troy, Mi. (Refereed conference)
6. "Acceptance of Genetically Engineered Products: Ethnic and Social Psychological Differences" Paper presented at the 2000 North Central Sociological Association Meetings. April. Pittsburgh, Pennsylvania.
7. "Computerization and Organizational Democracy: A Multidisciplinary Approach" Proceedings of The Midwest Political Science Association 1996 Annual Meeting in Chicago, Illinois. (refereed) conference)

8. "Internet Utilization by Persons With Disabilities". Proceedings of California State University-Northridge Technology and Persons with Disabilities 1999 conference, Los Angeles, CA.

9. "Epistemological Aspects of Strategic Planning". Paper to be used as a reading within Technology Management courses. Significant segments of this paper were used as the conceptual framework for the paper listed above.

10. "The Structure of Interdisciplinarity From A Strategic Management Perspective". (Darcell White, Department of Business Technology, Eastern Michigan University, Co-author) Paper presented at the Twentieth Annual Conference of the Association for Integrative Studies. Wayne State University October 10, 1998. Detroit, Michigan. (Refereed conference)

11. "The Development of Strategic Intent Within Technology Management Programs". With Pamela Becker & Paul Kuwik, Eastern Michigan University, co-authors. Paper accepted for publication in the 2003 Journal of Technology Studies,

12. "Technology Management: Developing an Undergraduate Program of Studies". Pamela Becker (primary author) & Paul Kuwik, Eastern Michigan University, co-authors. Proceedings of the National Association of Industrial Technology Annual Meetings. Pittsburgh, Pennsylvania. November, 2000.

13. "Organizational Correlates of Perceptions of Quality Outcomes for ISO 9000 Registration: A Preliminary Analyses". (2001) John Boyless, Rhonda Fowler, Co authors. Eastern Michigan University. Quality Assurance Journal.. Volume 5. Pp. 137-147.

14. "Making ISO Work" (2001) John Boyless, Co-author, Eastern Michigan University. The Journal of Industrial Distribution. Volume 19, Number 11.

15. "Exploring the Viability of An Organizational Readiness Assessment for Participatory Management Programs" Steve Torsell, co-author.(2001). Eastern Michigan University. Collegiate Aviation Review. October, Volume 19, Number 1.

16. "Exploring The Relationships Between Organizational, Managerial, and Employee Factors Within Telework Systems" Proceedings of the 2001 Midwest Academy of Management meeting. Toledo, Ohio.

17. "The Implementation of New Technology: Structures and Processes". (2001) Pamela Becker and Paul Kuwik, co-authors. Results of study presented at the 2001 meeting of the National Association of Industrial Technology. Dearborn, Michigan.

18. "Performance Appraisal: Personal and Contextual Predictors of Supervisors' Avoidance of Evaluating Subordinates." Yitzak Fried, co-author, Wayne State University. Journal of Applied Psychology. August, 1992.

19. "An Exploratory Analyses of the Influence of New Technology Planning and Implementation on The Perceptions of New Technology Effectiveness". Paper presented at the 2003 meetings of the Midwest Academy of Management. St. Louis, Missouri.
20. "Emotional Intelligence and Transformational Leadership: Recursive Leadership Processes Within the Context of Employee Work Attitudes" Paper presented at the 2003 meetings of the Midwest Academy of Management. St. Louis, Missouri.
21. "Developing a Technology Management Curriculum From The Perspective of Strategic Intent" Al Bellamy, Paul Kuwik, and Pamela Becker. Paper has been accepted for publication in the Journal of Technology Studies. 2003.
22. "Emotional Intelligence and Transformational Leadership: Recursive Leadership Processes Within the Context of Law Enforcement". Paper currently being reviewed by the Journal of Criminal Justice for publication.
- 23 "The Relationship Between Neurotic Styles ,Transformational Leadership, Emotional Intelligence, Perceived Leadership Effectiveness, and Worker Attitudes. Paper presented at the Midwest Academy of Management 2007 meetings. Kansas City, Missouri.
24. Bellamy, A., Gore., Sturgis, J. (2005) Examining the relevance of emotional intelligence within educational programs for the gifted and talented. Electronic Journal of Research in Educational Psychology. No. 6 (3) pp.58-78.
25. Boyless, J. Bellamy, A. (2005). Emotional intelligence: Today's sales and hiring Advantage. Review of the Electronic and Industrial Distribution Industries. No2. (4). Pp. 69-78
26. Bellamy, A. (2007).Exploring the Effectiveness of New Technology Planning and Implementation on the Perceptions of New Technology Effectiveness. Journal of Technology Studies. Winter 2007, No 1.
27. Brake, M, Bellamy, A, Bertsos. G.,and Bhatnagar. K. (2008). Choice of Technology majors among High School Students Advancing Women In Technology. September.
28. Bellamy, A, Kluse. K, Phillips. M, and Lane. B. (2009). Technology Strategy and Organizational Dynamics Within The Context of Supply Chain Processes. Review of the Electronic and Industrial Distribution Industries. Voulume 8, Number 9.

COLLEGE COURSES TAUGHT

Complex Organizations	Principles of Management
Organizational Theory	Personnel Management
Organizational Behavior	Personnel Administration
Organizational Communications	Supervision
Organizational Psychology	Technology Management (online)
Industrial Psychology	Management and Administration

Group Dynamics	Research Methods and Statistics
Social Psychology	Technology and Organization (online)
Interdisciplinary Technology(online)	Technology Assessment
Organizational Research	Technology Management
Urban Sociology	Industrial Sociology
Populations	Introduction to Sociology
Social Problems	Technology Impact Assessment

I have developed and taught several online management and technology studies courses.

References

Professor Pamela Becker
School of Technology Studies
College of Technology
Eastern Michigan University
122 Sill Hall
Ypsilanti, Michigan 48197
(734) 487-1161
Pam.becker@emich.edu

Dr. Walter Tucker
School of Engineering Technology
College of Technology
Eastern Michigan University
122 Sill Hall
Ypsilanti, Michigan 48197

Dr. Denise Pilato
Assistant Professor of Interdisciplinary Technology
College of Technology
Eastern Michigan University
122 Sill Hall
Ypsilanti, Michigan 48197
(734) 487-1161
Dpilato@emich.edu

