

Vita

David A. Levy

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Education

Cornell University, Ithaca, New York

NYS School of Industrial and Labor Relations, Ph.D. May 2003

Major: Organizational Behavior

Minors: Social Psychology, Philosophy

Committee: Tove Hammer (Chair), Daryl Bem (Soc. Psych), Richard Boyd (Philosophy)

Dissertation: Life Meaning from a Paradigmatic Perspective and its Impact on Job Satisfaction. Kuhn has shown that scientists operate within fairly rigid paradigms that greatly affect what research is conducted and the meaning of that research. Similarly, I theorized that a paradigmatic approach to life meaning can help researchers better understand constructs such as job and life satisfaction as well as organizational commitment. I develop these paradigms of meaning by borrowing from Eastern and Western religion, psychology, and philosophy. Data was collected from an Air Force Reserve unit where individuals have dual careers: a full-time private sector job, and a part-time military reserve career. I found a relationship between salient life meaning paradigms, career choice and job satisfaction. I also proposed that the job satisfaction construct be expanded to contain Eudaimonic well-being components rather than strictly hedonic components, as the construct currently exists.

Webster University, St. Louis, Missouri

Master of Human Resources, 1993

United States Air Force Academy, Colorado Springs, Colorado

Bachelor of Behavioral Science and Leadership, 1988

Research Interests

Interdisciplinary approaches to job meaning and performance

Technology and employee alienation

Non-hedonic constituents of Job satisfaction

New conceptualizations of need theories and need satisfaction

Attitude change as a means to organizational transformation

Fiction as a medium for boundary expanding research in OB

Meaning of work

Work in Progress

Levy, D.A. (2001). Walking the Corporate Plank. A novel submitted to my graduate committee as part of the comprehensive examination process for social psychology. The book brings key components of my dissertation into a fictitious consulting environment. Currently being edited for publication.

Levy, D.A. Life Meaning from a Paradigmatic Perspective and its Impact on Eudaimonic Job Satisfaction. Conceptual paper based on my dissertation.

Levy, D.A. Self-Realization Theory: The Transformation of Psychological Needs. A conceptual paper based on Self-Determination Theory that redefines the self-actualization construct.

Levy, D.A. Attitudes are Free: The Low Cost of Organizational Transformation. A book for practitioners geared towards creating performance-oriented attitudes in the workplace. Just started this project.

Levy, D.A. The Spiritually Advanced Organization: What if your Company was a Zen Monk. A conceptual paper applying Buddhist thought to complex organizational systems.

Teaching Experience

Undergraduate

- Fall 2002 to Present *Course Director*
Mgt 210/200 Introduction to Management
Supervise and provide faculty development for between five and nine instructors, develop course content and exams for a course all students are required to complete. (Between 40 and 80 students per semester)
- Spring 2002 *Course Instructor*
ILROB 370 Motivation and Personality in Organizational Behavior
NYS School of Industrial and Labor Relations, Cornell University, Ithaca, New York.
Full responsibility for designing course syllabus, preparing and delivering lectures, facilitating class discussion, developing and grading essay exams, and performing other general academic tasks. (20 students)
- Fall 2001 *Teaching Assistant*
ILROB 171 Macro Organizational Behavior
NYS School of Industrial and Labor Relations, Cornell University, Ithaca, New York.
Taught three sections (Approximately 60 students)

- Spring 2001 *Teaching Assistant*
 ILROB 170 Micro Organizational Behavior
 NYS School of Industrial and Labor Relations, Cornell University, Ithaca,
 New York.
 Taught two sections (Approximately 40 students), TA evaluation 4.6/5.0
- Fall 2000 *Teaching Assistant*
 ILRHR 260 Human Resource Management
 NYS School of Industrial and Labor Relations, Cornell University, Ithaca,
 New York.
 Taught three sections (Approximately 60 students), TA evaluation 4.5/5.0
- Fall 1994-Spr 1997 *Course Instructor*
 AS 300 Principles of Management and Leadership
 Department of Aerospace Studies, Cornell University, Ithaca, New York
 Full responsibility for designing course syllabus, preparing and delivering
 lectures, facilitating class discussion, developing and grading essay exams,
 and performing other general academic tasks. Instructor evaluation 4.6/5.0
- Fall 1993 *Course Instructor*
 HRD 500 Human Resources Development
 Webster University, Keflavik, Iceland Campus, Keflavik, Iceland
 Full responsibility for designing course syllabus, preparing and delivering
 lectures, facilitating class discussion, developing and grading essay exams,
 and performing other general academic tasks. No instructor evaluation
- Spring 1992 *Course Instructor*
 PSYCH 100 Introduction to Psychology
 City Colleges of Chicago, Keflavik, Iceland Campus, Keflavik Iceland
 Full responsibility for designing course syllabus, preparing and delivering
 lectures, facilitating class discussion, developing and grading essay exams,
 and performing other general academic tasks. No instructor evaluation

Teaching Interests

Organizational Behavior
 Micro Organizational Behavior
 Macro Organizational Behavior
 Work Motivation and Attitudes
 Organizational Theory
 Organizational Change and Development
 Organizational commitment
 Job Satisfaction

Human Resource Management
Strategic Human Resource Management
Introduction to Human Resource Management

Interdisciplinary
Personality Theory and Organizations
Eastern Philosophy/Religion
Meaning of Work
Management lessons in Literature

Professional Memberships and Affiliations

Academy of Management
Human Resources Development Council, 914 Air Reserve Wing, Niagara Falls, New York

Work Experience

- 2002-Present Assistant Professor, United States Air Force Academy, Colorado Springs, Colorado (See Teaching Experience)
- 2000-2002 Teaching Assistant, Cornell University, Ithaca, New York (See Teaching Experience)
- Performance Planner, (One weekend a month as an Air Force Reserve Major)
914 Air Reserve Wing, Niagara Falls, New York
Facilitate the development of the organization's strategic plan
Develop and facilitate the implement of human resource initiatives: mentoring, recruiting and retention programs
- 2000-2000 Senior Consultant, Grant Thornton, LLP, Vienna, Virginia
Developed an Activity Based Costing model for the National Weather Service
Wrote project reports for National Weather Service senior leaders
Developed an Activity Based Costing model for use in an ongoing A-76 project at the Watervliet Army arsenal
- 1999-2000 Senior Manager, America Online, Inc., Vienna, Virginia
Managed the development of Internet incentive marketing products
Product manager for Opinion Place—an Internet custom market research tool.
Developed sales and marketing tools for Incentive marketing programs and Opinion Place.
Managed the competitive analysis program for incentive marketing and custom market research functions.

- 1998-1999 Consultant, KPMG, LLP, Washington, D.C.
Engagement 2:
Managed the configuration of skills and roles for KPMG’s \$30MM methodology integration project (Traction) utilizing Process Continuum toolset (Process Engineer and Project Engineer).
Developed change management content for Traction to include deliverables, work breakdown structure, activities, tasks, technique papers and samples.
Engagement 1:
Managed the development and scheduling of PeopleSoft financial training courses for KPMG’s \$80MM Enterprise Resource Planning (ERP) initiative.
Developed content for PeopleSoft financial training courses.
- 1997-1998 Consultant, Air Force Center for Quality & Management Innovation, San Antonio, Texas
Managed an ongoing Reengineering/Functional Process Improvement project involving the centralization of Air Force supply functions and its integration with a new logistics management system.
Managed an Activity Based Costing (ABC) project involving the Air Force Hazardous Materials Management System.
Managed the development of a “Virtual Consultant” using Remedy software to capture and manage Air Force leadership/management/process improvement knowledge for Air Force leaders.
Served on an Integrated Process Team chartered to build the future management and continuous improvement system for the Air Force.
Developed Malcolm Baldrige based assessment and validation courses for Air Force-wide deployment.
- 1994-1997 Instructor, Department of Aerospace Studies, Cornell University, Ithaca New York
Taught management/leadership and Business Performance Improvement (BPI) courses utilizing experiential based learning techniques.
Led six student teams through a seven step, year long BPI process resulting in the only “Outstanding” rating for quality deployment out of nearly 100 inspected departments.
Managed the department’s recruiting program resulting in a 100 percent increase in entering freshman.
- 1991-1994 Operations Officer, Keflavik Naval Air Station, Iceland
Managed the daily operations of a 100-person security police organization; developed standards and established plans and policies.
Managed the training and Business Process Improvement programs that led to winning “Best Security Police in the Air Force” honors.
Facilitated the organization through the strategic planning process.

1988-1991 Shift Supervisor, Nellis Air Force Base, Nevada
Managed the daily operations and provided training for a 70 person security team.
Deployed to Saudi Arabia in support of Operation Desert Shield/Storm,
establishing the initial security program for the area.