2025

**ROBERT DOKTOR**

**ADDRESS:**

**Shidler College of Business**

University of Hawaii

2404 Maile Way, BusAd C305

Honolulu, HI 96822

(808) 956-0765 Direct office

email: doktor@hawaii.edu

**EDUCATION:**

Ph.D. (1970), **STANFORD UNIVERSITY**

Major Field: Organizational Behavior

Minor Field: Operations Research

B.S.E.E. Honors (1966), Lafayette College

(Electrical Engineering)

A.B. Honors (1966), Lafayette College

(Psychology)

**ADMINISTRATIVE EXPERIENCE:**

**1978-Present Professor, Department of Management, Shidler College of Business**

**University of Hawaii, Honolulu, Hawaii.**

2004 - 2006 Chair, Department of Management, University of Hawaii, College of Business Administration

2002 – 2004: Graduate Chair, University of Hawaii, College of Business Administration Administration. Responsibilities include MBA, EMBA, MAcc and doctoral programs.

2001 – 2004: Director, Ph.D. in International Management, University of Hawaii, College of Business Administration

1997 – 2000: Vice President, East-West Telehealth

1996 – 1997: Acting Chair, Department of Management

1988 – 1993: President, Ssangyong Advisors, Inc: Consultancy

1983 – 1987: Graduate Chair, University of Hawaii, College of Business Administration

1976 – 1981: Vice President, Pacific Asia Management Consultants

1974 – 1976: Associate Professor of Management and Director, Social Policy Health Institute, S.U.N.Y. Binghamton

1970 – 1972: Associate Director (Health), Fels Policy Institute, University of Pennsylvania, Wharton Business School

1969 – 1972: Assistant Professor, Wharton Business School

**SPECIAL AWARDS, FELLOWSHIPS AND HONORS:**

Research Grants Awarded

P.I. DoD grant (Tripler) 1996 – 1998 $140,737

P.I. DoD grant (Tripler) 1998 – 2000 $271,731

DoD grant (JABSOM) 1999 – 2001 $234,000 of $2,500,000

University Connections grant 2000 – 2001 $ 10,000

DoD grant (JABSOM) 2001-2003 $250,000 (est.) of $2,000,000

DoD grant (Bangert/Doktor) 2002-2004 $100,000

Total $1,006,468

Other Awards, Fellowship and Honors:

Best Paper, Conference Theme, ANZ Academy of Management, 2015.

Erskine Fellow, New Zealand. 2005

Pan Pacific Fellow, 1998

Fullbright Fellow – France, 1989

Fujitsu Research Institute Faculty Grant, 1988

Academy of Management, Best International Paper, 1982

Sigma Xi (Scientific Research Honor Society)

Tau Beta Pi (Engineering Honor Society)

Psi Chi (Psychology Honor Society)

Stanford Fellow, 1966-1970

**PROFESSIONAL ASSOCIATIONS:**

Pan Pacific Business Association – Board of Directors, 1991-1999

Academy of Management – Director of International Programs, 1987-1991

ASTD International Executive Board of Directors, 1981-1984

AACSB International Affairs Committee, 1986-1988

The Institute of Management Science, Journal Guest Editor and International

Conference XXII Chairperson, 1978

**ACADEMIC POSITIONS:**

Professor, Shidler College of Business, University of Hawaii (1978-

present)

Associate Professor, College of Business Administration, University of

Hawaii (1976-1978)

Visiting Professor and Erskine Fellow, University of Canterbury,2005

Visiting Professor, Auckland University (1999) Dept. of International

Business

Visiting Professor, Copenhagen Business School (1994) Dept. of

Management and Culture

Visiting Professor, INSEAD (1983 and 1989)

Visiting Professor, Aoyama Gaukin University, Tokyo, Japan (1978)

Affiliate Faculty Member, Japan – American Institute of Management

Science (1978-1980)

Associate Professor, School of Management, SUNY-Binghamton (1972-

1976)

Associate Director, Social Policy Institute, SUNY-Binghamton (1974-1976)

Graduate Chairman, School of Management, SUNY-Binghamton (1972-

1974)

Research Fellow, International Institute of Management, Berlin, Germany

(1971-1972)

Visiting Scholar, Harvard University (1971)

Adjunct Assistant Professor, Fels Institute of Policy Analysis, University of

Pennsylvania (1970-1971)

Assistant Professor, WHARTON SCHOOL, University of Pennsylvania (1969-1971)

Researcher, STANFORD RESEARCH INSTITUTE (SRI), Palo Alto (1967-1969)

Engineering Aid, Sperry Gyroscope – US Navy Polaris Program, New York (1966)

Engineering Intern, Hartmann & Braun, Frankfurt (1964)

**PUBLICATIONS:**

**Scholarly Articles**

**Oxelheim, DeJong,Doktor,Chang,& Random, “CEO Incentives Shown to Yield Positive Societal Benefits”, HARVARD LAW SCHOOL FORUM ON CORPORATE GOVERNANCE AND FINANCIAL REGULATION.. August, 2019**

**Doktor, R. and Bui, T., “The Symbiotic Relationship of Entrepreneurship And Information Technology, INTERNATIONAL JOURNAL OF ENTREPRENEURSHIPAND SMALL BUSINESS,,vol 33, No. 4, 2018.**

**Campbell, Chang, Dejong, Doktor, Oxelheim, Randoy, "The impact of long term equity compensation upon economic growth in collectivist vs individualist countries, ASIAN ECONOMIC PAPERS, MIT Press, vol 15:2, April, 2016.**

**Lins, Fred & Robert Doktor, A Theory of Entrepreneurial Opportunity, Dicovery,Knowledge Creation and Decision-Making,BUSINESS & MANAGEMENT RESEARCH, March, 2014,.**

**Valdez,M.,Doktor,R.,Dana,L.,& Singer, A., Impact of Tolerance for Uncertainty upon Opportunistic and Necessity Entrepreneurship, HUMAN SYSTEMS MANAGEMENT, July,2011.**

**Butler,J.,Doktor,R.,& Lins,F.,Linking International Entrepreneurship To Uncertainty, Opportunity Discovery, And Cognition, J. of International Entrepreneurship, 2010. 8: 121-134.**

**Valdez, Michael E., Munusamy, Vijayan P.,Budde, A ,Lo,K.,Suarez,C.,.,and Doktor,R.,”Sustained Rapid Economic Growth and Cultural Convergence: Comparative Longitudinal Analysis of Evidence from GLOBE and Hofstede”, J. Asian Business Studies, volume 4, issue 1,Fall, 2009.**

**Singer,A .& Doktor,R.H., “Can An Entrepreneur Attain Wisdom?”,International Journal of Entrepreneurship and Small Business, vol5 ,issue5, 2008.**

Bangert, D., Doktor, R.H., “Telemedicine as an IS implementation problem: Comparison of dynamics in the USA and India,” International Journal of Healthcare Technology and Management, vol. 4, no. 6, 2003.

Bangert, D., Doktor, R.H. and Johnson, Erik, “Preparing Healthcare Professionals for Telemedicine: Results from Educational Needs Research,” Journal of Interactive Learning Environments, vol. 10, no. 3, pp. 199-216, December 2002.

Hofstede, G. et. al. with Doktor, R.H. et. al., “What Goals Do Business Leaders Pursue? A Study in Fifteen Countries,” JIBS, 4th Quarter 2002.

Bangert, D., Doktor, R.H. and Johnson, Erik, “Designing Web-Based Telemedicine Training for Military Healthcare Providers,” Journal of Continuing Education in the Health Professions, Vol. 20, no.3, 2001.

Bangert, D. and Doktor, R.H., “Implementing Store-and-Forward Telemedicine: Organizational Issues,” Telemedicine Journal and e-Health, vol 6, No 3, pp. 355-360, 2000.

Bangert, D., Doktor et.al., “Enhancing Medical Decision Making Through Telemedicine,” International J. Healthcare Technology and Management, vol 2, Nos1-4, pp 255-270, 2000.

Doktor, R.H., “Differences in the Conceptualization of Cause and Effect Relationships Found Between Asian and Anglo Managers,” Human Systems Management, vol 14, No 2, 1995.

Doktor, R.H., Tung, R.L. and Von Gilnow, M.A., “Future Directions for Management Theory Development,” Academy of Management Review, 1991, pp 362-366.

Doktor, R.H., Lie, J., and Poillon, C., “A Systems Theoretic Perspective Upon International Organizational Behavior,” Management International Review, 1991, pp 125-133.

Doktor, R.H., Tung, R.L. and Von Ginlow, M.A. (ed.), “Incorporating International Dimensions in Management Theory Building,” Academy of Management Review, 1991.

Doktor, R.H., “Culture and Management in Hong Kong, Korea and Japan,” Organizational Dynamics, Winter 1990, pp 46-56.

Doktor, R.H., “The Myth of the Pacific Century,” Futures, vol 22, No 1, 1990, pp 78-82.

Doktor, R.H., “Cultural Study of Time-Use Behavior by Chief Executive Officers,” International Journal of Management, September, 1989.

Doktor, R.H., Chandler, S.M., “Limits of Predictability In Forecasting In the Behavioral Sciences,” International Journal of Forecasting, 4, 1988, pp 5-14.

Adler, N., Doktor, R.H., (and in collaboration S.G. Redding), “From the Atlantic to the Pacific Century: Cross-Cultural Management Reviewed,” Journal of Management, vol 12, No 2, Summer, 1986, pp 295-318.

Doktor, R.H., Kawase, T., and Haig, J.H., “Culture As a Constraint to Productivity,” International Studies of Management and Organization, Sage Publishing, New York, 1985.

Doktor, R.H. (ed.), International HRD Annual, vol 1, ASTD, Washington, D.C., 1985.

Doktor, R.H., Kawase, T., Lie, H.K., and Haig, J.H., ISMO: Japanese Insights Concerning Management and Organization In Japan, Sage Publishing Co., New York, Winter 1985.

Doktor, R.H., “Some Tentative Comments On Japanese and American Decision Making,” Decision Science, vol 14, No 4, October 1983.

Doktor, R.H., ”Comparative Advantages In Management Thinking: Japan and USA,” Training and Development Journal, October 1983.

Doktor, R.H., “The Different Nature of Managerial Work,” HRD International, vol 4, No 4, October 1983.

Doktor, R.H., “Culture and the Management of Time,” Asia-Pacific Journal of Management, vol 1, No 1, September 1983.

Doktor, R.H., “A Cognitive Approach to Culturally Appropriate HRD Programs,” Training and Development Journal, October 1982.

Doktor, R.H., Schultz, R., and Slevin, D. (ed.), “Implementation of Management Science,” Management Science, 1979.

Doktor, R.H., “Problem Solving Style of Executive and Management Scientists,” Management Science, Special Issue Edited by Charnes, Cooper and Niehaus, 1978.

Doktor, R.H., and Bloom, D.M., “Selective Laterication of Cognitive Styles Related to Occupation As Determined By EEG Alpha Asymmetry,” Psycho-Physiology, vol 14, No 4, pp 385-387, 1977.

Burger, P.C., Doktor, R.H., “Cross Cultural Analysis of the Structure of Self-Perception Attitudes Among Managers From India, Italy, West Germany and the Netherlands,” Management International Review, Issue 2/3, 1976.

Doktor, R.H., “Cognitive Style and the Use of Computers and Management Information Systems,” Management Datamatrics, vol 5, No 2, 1976.

Wilpert, B., Burger, P., Doktor, J., Doktor, R.H., “The Risky Shift In Policy Decision Making: A Comparative Analysis,” Policy Sciences, Issue 2/3, 1976.

Rubenstein, F.D, Watzke, G., Doktor, R.H., and Dana J., “The Effect of Two Incentive Schemes Upon the Conservation of Shared Resources By Five Person Groups,” Organizational Behavior and Human Performance, vol 13, pp 330-338, 1975.

Doktor, R.H, and Burger,P. “A Comparative Empirical Study of Industrial Strife and Managerial Behavior In Western Europe and the United States,” Industrial Relations, vol 14, No 2, May, 1975.

Doktor, R.H., “Research Problem: The Creation of Demand For Technological Innovation,” Technological Forecasting and Social Change, vol 6, No2, 1974.

Doktor, R.H., and Makridakis, S., “Computer Simulation of the Communication Network Experiments: An Application of Stability Theory,” General Systems, vol XIX, pp 195-199, 1974.

Doktor, R.H., and Hamilton, W., “The Acceptance of Management Science Recommendations,” Management Science, vol 19, No 8, April, 1973.

Doktor, R.H., Brienholt, R., Bergman, M., and Stewart, S., “Toward a Market Valuation Model of Common Stock,” The International Journal of System Science, vol 2, No 4, 1972.

Watzke, G., Doktor, R.H., Dana, J., and Rubenstein, F., “An Experimental Study of Individual vs. Group Interest,” ACTA Sociological, vol 15, No 4, 1972.

Leavitt, H.H., and Doktor, R,H., “Personal Growth, Lab Training, Science, and All That, A Shot at a Cognitive Clarification,” Journal of Applied Behavioral Science, vol 6, No 2, 1970.

Doktor, R.H., “On the Commonality of Creative Product in the Arts and Sciences,” Journal of Creative Behavior, vol 3, No 2, Spring 1969.

EDITORIAL REVIEWED ARTICLES

Bangert, D and Doktor, R.H., “A Comparative Study of Organizational And Individual Resistance To Implementation Of e-Health Technology In France, South Korea, Italy, Great Britain, And The U.S.A.,” International Journal of Healthcare Technology and Management, vol 6, No 1, 2004.

Doktor, R.H., “Time to Think: One Secret of the Asian CEO,” Euro-Asia Business Review, vol 4, No 3, July 1985.

Doktor, R.H., Redding, G., and Bidgood, J., “Hong Kong and American CEOs: Are They Oceans Apart in Their Use of Time,” Hong Kong Journal of Business Management, 1985.

Doktor, R.H., “Culturally Appropriate Management Education and Development – Contrasting Japanese and American Executives,” Global Strategies for Human Resource Development, ASTD, 1984.

**BOOKS:**

**Bangert, D., Doktor, R.H. (Editors) Human and Organizational Dynamics in**

**e- Health, CRC Press, Taylor & Francis Group, (Re-issued) 2020 as**

**e-book.**

Bangert, D., Doktor, R.H. (Editors), Human and Organizational Dynamics in e-Health, Radcliffe Medical Press, Oxford, UK, 2005.

Bass, B.M., Burger, P., Doktor, R.H., and Barrett, G., Managerial Advancement: An International Comparison, Free Press, New York, 1980.

Doktor, R.H., Edge, A., and Kelley, L., Experiencing Management, Management Publishing Inc., Honolulu, 1980.

Bobbit, H.R., Brienholt, R., Doktor, R.H., and McNaul, J., Organizational Behavior: Prediction and Understanding, Prentice-Hall, Englewood Cliffs, 1974. (Extensively revised for second edition, 1979)

Doktor, R.H., and Moses, M. (co-editors), Managerial Insights: Analysis, Decisions, and implementation, Prentice-Hall, Englewood Cliffs, 1973.

**GUEST EDITORSHIPS: Journal Special Issues**

**Doktor, R.,and Bui, T., Information Science Insights and Contributions to Enhance International mEntrepreneurship, INTERNATIONALMJOURNAL OF ENTREPRENEURSHIP AND SMALL BUSINESS, vol.33, No. 4, 2018.**

Bangert, D., Doktor, R., and Valdez, M., “Managerial Insights For Implementing e-Health Technologies,” International Journal of Healthcare Technology and Management, vol 6, No 1, 2004.

Doktor, R.H., Tung, R.L. and Von Gilnow, M.A., “Incorporating International Dimensions in Management Theory Building,” Academy of Management Review, 1991.

Doktor, R.H., Kawase, T., Lie, H.K., and Haig, J.H., ISMO: Japanese Insights Concerning Management and Organizational in Japan, Sage Publishing Co., New York, Winter 1985.

Doktor, R.H., Schultz, R., and Slevin, D. , “Implementation of Management Science,” Management Science, 1979.

**BOOK CHAPTERS:**

**Campbell, C.J., Chang, R.P., Doktor, R., De Jong, J.C., Oxelheim, L., Randoy, T., “ Executive Incentive Compensation and Economic Prosperity”, Oxelheim, L. and C. Wihlborg (eds.), MARKETS AND COMPENSATION FOR EXECUTIVES IN EUROPE, Emerald Group Publishing (Elsevier),2008.**

Bangert, D.C. and Doktor, R.H., “Organizational Learning and Culture in the Managerial Implementation of Clinical e-Health Systems: an International Perspective” Human and Organizational Dynamics in e-Health, Radcliffe Medical Press, Oxford, UK, 2005.

Doktor, R.H. and Lie, J. “The Impact of Information Technology and International Competition on Organizational Democracy: The Case of South Korea” International Handbook of Participation in Organizations, vol III, Oxford University Press, 1993.

Adler, N. and Doktor, R.H., “From the Atlantic to the Pacific: Cross Cultural Management Review in Global Strategic Management The Essentials. John Wiley and Sons, 1990. (reprint of journal article)

Adler, N., and Doktor, R.H., “From the Atlantic to the Pacific: Cross Cultural Management Reviewed,” Chapter in Rugman, A., Canadian Dimensions of International Business: A Strategic Approach, Prentice Hall, 1989. (reprint of journal article)

Adler, N., Doktor, R.H. (and in collaboration S.G. Redding), “From the Atlantic to the Pacific: Cross Cultural Management Reviewed,” reprinted in Organizational Science Abroad (ed. C.A.B. Osigweh), Plenum, 1989. (reprint of journal article)

Doktor, R.H., Summary of research entitled, “Time Spring Patterns of CEO’s in Japan, Hong Kong, Korea and USA” reprinted special section of text, Organizational Behavior by Hellgriegel and Slocum thought by many observers to be the standard text in the field, 1989.

Doktor, R.H., and Loper, M., “Interpersonal Relations,” chapter in the Handbook for Professional Managers, McGraw-Hill, 1985.

Doktor, R.H., “Computers and Cognitive Style,” chapter in North American Perspective, EDUCOM, Princeton, 1975.

Leavitt, H.J., and Doktor, R.H., “Personal Growth, Lab Training, Science, and All That: A Shot at a Cognitive Clarification, “Journal of Applied Behavior Sciences, vol 6, No 2, 1970. (Reprinted, Readings in Managerial Psychology, by Leavitt and Pondy, University of Chicago Press, 1973.

**EDITORIAL ACTIVITIES:**

**Journal Editorships ( Guest Editor of Special Issue of Journal )**

**INTERNATIONAL J. ENTREPRENEURSHIP & SMALL BUSINESS, 2016-18**

**ACADENY OF MANAGEMENT REVIEW, 1991: International Management**

**MANAGEMENT SCIENCE, 1979: Implementation of Management Science**

**Journal Editorial Boards**

Organizational Dynamics, 1991-1999

Academy of Management Reviews (Guest), 1990

International Studies of Management & Organization, 1986

Hong Kong Journal of Management, 1983-1984

Management Science, Associate Editor, 1976-1981

**Journal Editorial Reviewer**

Reviewer, Administrative Science Quarterly, 1984-1985

Reviewer, Journal of Management, 1982-1983

Reviewer, International Journal of General Systems, 1975

**Book Reviews**

Doktor, R.H., Mindscapes in Management: Use of Individual Differences in Multinational Management, by Magorah, Maruyama in Human Systems Management, 1995.

**Conference Proceedings:**

**Doktor, R. Leadership Cultural Encounters, European Business and Economics Society, Berlin, Germany, April 18, 2024.**

**Doktor, R., Managerial ProblemSolning, Decision Taking, and Solution Implementation: Insights from indigenous Epistemologies Working Paper, association of Social Anthropology of Oceania International Meetings, Kona, Hi Feb.m2023.**

**Doktor, R., Leadership Encounters Across Differences In Contemporary Oceania, InternationalConference of the European Society for Oceania, Corsica, May-June 2022.**

**Doktor, R., “Touch,Heart, Mind, and Pacific Island Cultures, Association of Social Anthro[pology of Oceiania Annual Meetings, Hilo, Hi. Feb. 2020.**

**Doktor, R , The Neuroscience of Touch and the Practice of Leadership, Association of Social Anthropology of Oceania Annual Meetings, Auckland, NZ, Feb. 2019.**

**Doktor, R, National Economic Growth and CEO IncentiveCompensation. International Conference on Business and Economic Growth, NYC, April, 2017.**

**Doktor,R. IS Contributions towards Entrepreneurship. HICSS, Jan,2016**

**Best Paper Award: Campbell, Chang, DeJong, Doktor, Oxelheim, Rondoy;**

**Australia/ New Zealand Academy of Management,Doctor, Chang, Et al , CEO Equity Compensation and National Productivity, 2015**

Doktor, R., Chang, R. Oxelheim, L., DeJong, J., Randoy, T.& Campbell, C., EFFECT OF CEO INCENTIVE COMPENSATION UPON GDP GROWTH, Western Business Management Conference, Honolulu, Hi., Jan. 2012.Revised and Presented by R.Chang at Financial Management Conference Paris, 2014

Campbell, C., Chang, R., DeJong, J., Doktor, R., Oxelheim, L.& Randoy, T., VICARIOUS AGENCY, World Finance Conference, Rhodes, June 2011.

Doktor ,R.H., Dana, L., Singer ,A., Lins, A.,Lins, F.,”Cross-cultural Aspects of Entrepreneurship and Uncertainty Avoidance ,Global Entrepreneurship Research Conference, San Francisco,CA., 2007.

Bangert, D., R.H. Doktor, and M.E. Valdez, “Organizational Learning and Culture in the Managerial Implementation of Clinical e-Health Systems: An International Perspective,” Hawaii International Conference on System Sciences, Kona, 2005.

Bangert, D. and R.H. Doktor, “Organizational Learning and Culture, Implications for Introducing New Computer Applications: An International Perspective,” Association for Global Business Annual Meeting*,* Cancun, Mexico, 2004.

Bangert, D. and R.H. Doktor, “Organizational Learning and Culture in the Managerial Implementation of Clinical e-Health Systems: An International Perspective,” Pan-Pacific Conference XXI, Anchorage, 2004.

Bangert, D. and R.H. Doktor, “The Culture’s Role in the Management of Clinical e-Health Systems,” American Telemedicine Association, Conference Proceedings, Orlando, 2003.

Bangert, D. and R.H. Doktor, “A Comparative Study of Organizational and Individual Resistance to Implementation of e-Health Technology in France, South Korea, Italy, Great Britain, and the U.S.A,” Hawaii International Conference on System Sciences, Kona, 2003.

Bangert, D. and R.H. Doktor, “The Role of Organizational Culture in the Management of Clinical e-health Systems,” SSGRR (Scuola Superiore Guglielmo Reiss Romoli), L’Aquila, Italy, 2002.

Bangert, D. and R.H. Doktor, “Human Factor Considerations in Implementation of a Telemedicine Strategy,” American Telemedicine Association, Conference Proceedings, Los Angeles, 2002.

Bangert, David C. and Robert Doktor, “A Cross Cultural Analysis of Human Factor Impediments to Effective Telemedicine Utilization,” American Telemedicine Association, Conference Proceedings, Los Angeles, 2002.

Bangert, David C. and Robert Doktor, “Causes of Human Factor Barriers to Telemedicine,” American Telemedicine Association, Conference Proceedings, Ft. Lauderdale, 2001.

Bangert, D. and R.H. Doktor, “Organizational Impact of Telemedicine,” American Telemedicine Association, Conference Proceedings, Phoenix, 2000

Bangert, D. and R.H. Doktor, “Implementation and Evaluation of Telemedicine: The Akamai Project,” 32nd HICSS Proceedings, Maui, 1999

Bangert, D. and R.H. Doktor, “Evaluation of the Organizational Impact of Telemedicine: Method Development,” American Telemedicine Association, Conference Proceedings, Orlando, 1998.

Doktor, R.H. and D. Bangert, “Evaluating the Organizational Impact of Telemedicine for Project Akamai,” American Telemedicine Association, Conference Proceedings, Orlando, 1998.

Bangert, D. and R.H. Doktor, “Telemedicine as a Strategic Intent of the Organization,” PACMEDTek Symposium, 1998.

Doktor, R.H. and D. Bangert, “Organizational Impact of Telemedicine: A Quantitative And Qualitative Evaluation Schema,” PACMEDTek Symposium, 1998.

[Note: Between 1983 and 1998, no record of published conference proceedings was kept.]

Doktor, R.H., “Comparative Issues in the Management of Time,” Second US-Japan Business Conference, Tokyo, 1983.

Doktor, R.H., “Operations Research: Comparative Advantages and Disadvantages in Japan and the USA,” The Operations Research Society of Japan, 1983.

Doktor, R.H., “Analytic vs. Intuitive Skills Development,” National Conference of the American Institute for Decision Sciences (AIDS), 1982.

Doktor, R.H., and Washofsky, M., “Lifelong Learning for Managers: A Shared Responsibility,” Annual Conference of Asian Regional Federation of Training and Development Organizations, Hong Kong, 1982.

Doktor, R.H., and Loper, M., “Comparative Study of CEO’s, Japan and US,” National Meeting Academy of Management, NYC, August, 1982.

Doktor, R.H., “Unconscious Corporate Conspiracy,” National Meeting Academy of Management, NYC, August, 1982.

Doktor, R.H., “Type I and Type II Errors in International Training,” National Conference of the American Society for Training and Development, Boston, 1982.

Doktor, R.H., “International Training Skills Development,” Conference of the International Federation of Training and Development Organizations, Calgary, 1982.

Doktor, R.H., “Skill Development and Management Arts,” Key West Conference II on Hemispheric Specialization, 1980.

Doktor, R.H., “Management and the Mind,” Key West Conference I on Hemispheric Specialization, 1979.

Doktor, R.H., and Lewin, A. (Session Co-chairman), “Implementation of Management Science: Academic-Practitioner Dialogue,” Joint National Meetings: ORSA-TIMS, San Francisco, May, 1977

Doktor, R.H., “Strategic Planning and Executive Cognitive Organizational Design Considerations,” TIMS National Meetings, to be held in Atlanta, Georgia, November, 1977.

Doktor, R.H., and Sprague, R., “Effective Organizational Design: An Application in Government,” XXIII International Meeting, The Institute of Management Science, Athens, Greece, 1977.

Doktor, R.H., (Session chairman and presenter), “Problems of Implementation of the Decision Science,” American Institute of Decision Sciences National Meeting, San Francisco, November, 1976.

Doktor, R.H., “Hypothesis Testing: Empirical Research on Implementation,” Invited Presentation, Implementation II: International Conference on the Implementation of Management Science in Social Organizations, Pittsburgh, Pennsylvania, February, 1976.

Bass, B., Burger, P., and Doktor, R.H., “What the ORGOM Exercises Can Tell Us About Career Acceleration,” Proceedings, 18th International Congress of Applied Psychology, Montreal, 1974.

Doktor, R.H., “Human Information Processing Parameters in the Implication of Decision Sciences,” Proceedings, Sixth Annual AIDS Meeting, Atlanta, 1974.

Doktor, R.H., Watzke, G.E., Rubenstein, F.D., Dana J.M., “An Experimental Study of Polluting Behavior in Three Economic Cultures,” Proceedings, Sixth Annual AIDS Meeting, Atlanta, 1974.

Doktor, R.H., Senn, J.A., and McNaul, J.P., “Organization and Information,” Joint National Meetings: Operations Research Society of America, The Institute of Management Sciences, San Juan, 1974.

Burger, P., and Doktor, R.H., “Cross-Cultural Analysis of Self-Perception Among Managers,” Second International Association for Cross-Cultural Psychology, Kingston, Canada, 1974.

Doktor, R.H., and Burger, P., “Risky Shift as a Function on IMPORTANCE and COST for Columbian and English Managers,” Second International Conference, International Association for Cross-Cultural Psychology, Kingston, Canada, 1974.

Brienholt, R., Cooke, R., Doktor, R.H., “The Effect of Varying Response Time and Money Reward Upon Individual Subjective Probability Estimation,” XIX International Meetings of the Institute of Management Sciences, Houston, 1972.

Hamilton, Wm., Grieg, T., Pasold, P., and Doktor, R.H., “Cognitive Style and Implementation,” Eleventh American Meeting of the Institute of Management Sciences, Los Angeles, 1970.

Doktor, R., and Hamilton, Wm., “Cognitive Style and the Manager - Management Scientist Interface in Implementation,” Eleventh American Meeting of the Institute of Management Sciences, Los Angeles, 1970.

**Reprints of Previous Work**

Adler, N., and R.H. Doktor (and in collaboration S.G. Redding), “From the Atlantic to the Pacific Century: Cross Cultural Management Reviewed,” reprinted in Organizational Science Abroad (ed. C.A.B. Osigweh), Plenum, 1989.

Doktor, R.H., Summary of research entitled, “Time Spending Patterns of CEO’s in Japan, Hong Kong, Korea, and U.S.A.” reprinted special section of text, Organizational Behavior by Hellgriegel and Slocum thought by many observers to be the one of standard texts in the field, 1985.

Leavitt, H.J., and R.H. Doktor, “Personal Growth, Lab Training, Science, And All That: A Shot At a Cognitive Clarification, Journal of Applied Behavioral Sciences Vol. 6, No. 2, 1970. (Reprinted, Readings in Managerial Psychology, by Leavitt and Pondy, University of Chicago Press, 1973.

**Trade Publications Related to Specialization**

Bangert, D., Doktor, R.H., and Branstetter, Brian, Educational Effectiveness Methodologies:Web Based Training for the Implementation of Telemedicine by Department of Defense Health Care Providers*.* 1999

Bangert, D. and Doktor, R.H., Assessment Plan: Measuring the Learning Needs of Department of Defense Health Care Providers for the Successful Implementation of Telemedicine. 1999

Bangert, D., Doktor, R.H., and Johnson, Erik, Training Design Report: Measuring the Learning Needs of Department of Defense Health Care Providers for the Successful Implementation of Telemedicine. 2000

Bangert, D. and Doktor, R.H., Evaluation Plan for Measuring the Learning Outcomes of A Telemedicine Curriculum for Department of Defense Health Care Providers. 2000