

UMUC Faculty Profile

Dr. William Czander, Adjunct Professor

Business & Executive Programs

Title/Position

Adjunct Professor Graduate School of Management and Technology
Management Consultant

Position(s) Held

Capalbo Professor, School of Business, Manhattan College
Adjunct Professor, School of Business, Fordham University

Education/Degrees Held

Ph.D. Organizational Psychology, NYU
BA Psychology, CCNY

Courses Instructed

At UMUC AMBA 601. At Other universities (Graduate)—Strategy, Organizational Behavior, Group Dynamics, Business Communication, Management, Leadership

Brief Statement About Instructor

In addition to his Ph.D. , Dr. Czander has completed two postdocs; at Yale University, Institute for Social and Policy Analysis and at the Postgraduate Center for Mental Health in Psychoanalysis. In addition to teaching at UMUC he consults to organizations and executives, and coaches soccer.

Publications

(Book) *The Psychoanalysis of work and organizations*. N.Y.: Guilford Press, 1993

(Chapter) *Maximizing Human Intelligence Deployment in Asian Business*. John Kidd, Li Xue and Frank Jurgen-Richter (Eds.) Palgrave Press, N.Y. 2001. Chapter Four: "Employment Commitment: A psycho-social Perspective on Asian and American Culture and Business." With Don Hwan Lee.

"Psychoanalysis Perspectives on Organizational Consulting: Transference and Countertransference." *Human Relations*, Vol.56(4), 2003. With Ken Eisold.

“Analysis of a successful consultative effort from four psychoanalytic perspectives.”

With: H.Nunberg, L. Jacobsberg, R. Redding Mersky. *Journal of Managerial Psychology*, Vol. 7, No. 5, 2002.

“A failed consultation-Part Two:Why did it happen?” C2M (*Consulting to Management*), vol.13, issue 1, 2002

“The Psycho-social analysis of employee commitment: How organizations induce and destroy commitment”_ (abstract) *Electronic Proceedings of the International Society for the Psychoanalytic Study of Organizations*, June, 2001, Jousy-en-Josas, France.

“A failed consultation-Part One: What Happened?” C2M (*Consulting to Management*), Vol.12,issue 2, June 2001.

“Work related fantasies: corporate downsizing and team building.” Electronic Proceedings of the International Society for the Psychoanalytic Study of Organizations, Sept. 1997
<http://www.sba.oakland.edu/isps/html/1997czan.htm>

“ Developmental understanding of social defense”. Electronic Posting of the International Society for the Psychoanalytic Study of Organizations Website, June, 1999
<Http://www.sba.edu/isps/>

“Use of technology to increase social control” Electronic Proceedings International society for the Psychoanalytic Study of Organizations., Hebrew University, June, 1998
<http://www.sba.edu/isps/html/1998czander.htm>