

MEMORIAL RESOLUTION

Dennis W. Organ

1943-2019

I met Dennis Organ on my very first day at Indiana University in the fall of 1986. I was visiting for my faculty job interview and Denny hosted me for dinner that evening. That proved to be a fortuitous meal for me as it was ultimately instrumental in my accepting the job at IU, and the beginning of a 33-year friendship and mentorship that has been among the most pronounced of my career and life.

For those in the field of organizational behavior, Denny's scholarly credentials are particularly well known. Indeed, he is probably the most prominent and influential scholar we have ever had in our Department of Management and Entrepreneurship at the Kelley School – and indeed among the most recognized OB scholars worldwide. He was the founder of the study of Organizational Citizenship Behavior (OCB) and literally wrote the book on the topic. Thousands of studies and papers have now been devoted to OCB and it all stems from Denny's landmark work. He had an impeccable academic pedigree studying under the legendary Stacy Adams at the University of North Carolina, and he proudly continued Stacy's inquiry into matters of equity and job satisfaction and commitments to a larger cause. Denny had a particular fondness for working with doctoral students and served on over 85 dissertation committees.

But with Denny, it was never just *what* he did – but *how* he did it. He did not chase publications or opportunistically pursue anything. He explored what he observed to be interesting and important. He wrote eloquently and with grace and flair. Serving as editor of the Kelley School's professional journal, *Business Horizons*, his opening chronicles were always timely, provocative and engaging. He loved the written word and could be folksy and colloquial, but also erudite and refined. He had broad and eclectic tastes and many of his friends remember him as the single best source of their next great read. Indeed, upon learning of his passing, I sheepishly recalled that I still have a few books that he had loaned me – now to become some of the most cherished in my library.

One of our long-time colleagues here at Kelley, Dan Dalton, once aptly described Denny as a true “renaissance” man. To wit, he was an accomplished photographer, nimble ballroom dancer, and sterling slow-pitch softball player, renowned in Bloomington for his own crafted pitch called the “cradle” that bedeviled batters in a game where pitching is designed to be inconsequential. He cherished his rural roots in Roanoke Rapids, NC but also loved to travel and experience the great cities and destinations of the world. He thoroughly enjoyed a gourmet meal and cycling adventure in some exotic locale, but was equally delighted to sit at home and watch an Atlanta Braves game with a good book, a chicken-salad sandwich, and a loving cat at his side.

Perhaps most consequentially, Denny was a man with great love to give and was a devoted partner to his first wife, Kay and his subsequent partner JoAnn -- both of whom sadly passed away too young. He was blessed to find love a third time with wife Lynn, whom he adored and who survives him.

Theodor Geisel (Dr. Seuss) once magically noted that “... *in times of loss we should not just cry because it is over but also smile that it ever happened at all.*” Losing Denny saddens all who knew him. But I would also submit that for all of us in North Carolina, Bloomington, The Kelley School and in the wider field of organizational behavior, we are also smiling today that there ever was a Dennis Organ and that he was ours. RIP.

Denny was born May 10, 1944, in Roanoke Rapids, North Carolina. He received his Bachelor of Arts degree from The University of North Carolina (UNC), Chapel Hill in 1966 and a Ph.D. in organizational behavior from UNC in 1970. In September 1970, he joined Indiana University's faculty as an assistant professor. Less than 4 years later, he was promoted to associate professor, and in 1980 he achieved the rank of full professor. For the 1998-1999 academic year, Denny temporarily traded IU's cream and crimson for Wake Forest University's black and gold. He joined the Babcock Graduate School of Management as visiting research professor of management.

Denny taught a multitude of management courses across all degree programs before retiring in May 2008. At the undergraduate level, he taught Human Resource Management, Organizational Behavior and Leadership, Models of Job Motivation, the Herman Wells Honors Seminar, and Managing Business Functions for the Liberal Arts in Management Program. At the M.B.A. level, he taught Management and Organizational Behavior, Organizational Behavior and Individual Performance, and International Organizational Behavior. Finally, at the Ph.D. level, Denny taught Methods of Research in Organizational Behavior, Theories of Social Influence, and Advanced Topics in Organizational Behavior.

Denny passed away peacefully on October 8, 2019, in Los Angeles, California.

I ask that this resolution be a part of the minutes of the Bloomington Faculty Council.

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