In memoriam of Dr. Robert T. Golembiewski (1932-2016)

Dr. Robert T. Golembiewski, a pioneering scholar and practitioner who helped shape corporations and state, national, and international government entities through his published works and management consulting, died New Year's Day at his home in Athens. Golembiewski was Distinguished Research Professor Emeritus at the School of Public and International Affairs at the University of Georgia, author or editor of some 75 books and 1,000 articles in scholarly journals, and a Management Hall of Fame consultant. The son of Polish immigrants, Golembiewski grew up in Trenton, New Jersey, then a thriving industrial city, where he had little need to speak English before beginning school. At Trenton Catholic Boys' High, he lettered in four sports and co-captained the football team, and also argued for the state-champion debaters; he was named valedictorian of the Class of 1950. A scholarship student and the first in his family to go to college, Golembiewski graduated in 1954 with honors from Princeton University and its Woodrow Wilson School of public service and international affairs. (He also played football in college, gaining the nickname "Earthquake," before a knee injury sidelined him.) Four years later he received his doctorate in political science from Yale University; an expanded version of his dissertation was published by the University of Chicago Press as The Small Group (1962). Golembiewski went on to become a professor, research professor, and administrator at Yale, Princeton, the University of Illinois at Champaign-Urbana, and, finally, the University of Georgia. He chose to bring his young family south in 1964 partly to help work for social change in academia and beyond. Golembiewski served as head of the political science department and as an adviser to deans and university presidents, including on the university's direction-setting Self-Study in the 1970s and on the Intercollegiate Athletics Committee. His extensive research was chronicled in scholarly writing so prodigious that some in his fields believed there were two or even three generations of Robert T. Golembiewski at work; few if any scholars have equaled his record of publications. His case studies and books such as Men, Management, and Morality and Ironies in Organization Development are used as textbooks in management courses. His research centered around organizational change and development, with a special focus on job-related stress and burnout, a feature of modern life that he proved affected everything from divorce filings to cancer diagnoses. Golembiewski was in demand as a management consultant over four decades, for clients including the pharmaceutical giant Smith Kline Allergan (precursor of Glaxo SmithKline), General Foods, Dupont, Martin-Marietta, NASA, the U.S. State Department, and the Government of Taiwan. He
was the prime external consultant, from board level down, to MARTA during many years of enormous system expansion and subway construction. Throughout the United States and around the globe, Golembiewski led government entities in major renewals and enabled large corporations to manage growth and to create more humane workplaces, using innovative features like employee feedback and flextime that he helped develop. Along the way, he helped name a breakfast cereal, launch a major drug, and determine the width of subway seats (Atlantans can thank him for seating that accommodated even his football-player girth). Students in Taipei pelted him with roses for his role in their country's political liberalization. In recognition of his scholarship and his successful interventions, Golembiewski won all the major awards in management research in business and public administration, was several times named Organization Consultant of the Year, was chosen as a charter member of the American Management Association's Hall of Fame, and garnered international awards capped by the Exceptional Lifetime Achievement Award presented to him in 2006 at the International Conference on Advances in Management, held in Lisbon, Portugal. He served on dozens of editorial boards and as an officer of professional associations ranging from the Southern Political Science Association to the International Conference of Management to the Organization Development Center established in newly independent Poland. He held numerous visiting professorships over the years, including during 10 fall semesters at the University of Calgary (Canada), in whose majestic environs he could pursue his lifetime love of trout fishing and hunting. The University of Lethbridge (Canada) awarded him an honorary doctorate, and it flew its flags at half-mast on hearing of his death. Golembiewski's wife of nearly 60 years is the former Margaret "Peggy" Hughes of Ewing Township, New Jersey. Golembiewski is also survived by their three children, Alice H.G. Phillips, of New York City, Hope OBrian, of Raleigh, North Carolina, and Dr. Geoffrey Golembiewski, of Athens, and seven grandchildren. Bernstein Funeral Home and Cremation Service, Athens, Georgia, had charge of arrangements.

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