

## W. Patrick Dolan

Patrick Dolan grew up in Omaha, Nebraska. He received undergraduate and masters degrees in philosophy from St. Louis University. He earned a doctorate in organizational development from the Harvard Graduate School of Education.

Dr. Dolan held academic administrative posts at Georgetown University and St. Louis University. He founded his own consulting firm in Kansas City, Missouri, in 1976. For the next twenty years the firm did pioneering work in labor/management change in large institutional settings. The work usually covered divisions of corporations or the entire corporation and their international union, took three to five years, and resulted in an improved culture and relationship of cooperation around quality and productivity.

The clients consisted of corporations such as Ford and Ford Europe, Goodyear, Republic Steel, John Deere, Boeing, Cessna, and the FAA. The United Auto Workers, United Steelworkers, International Association of Machinists, United Rubber Workers, and the National Association of Air Traffic Controllers were also joint clients in this work.

Since 1992, Dr. Dolan has focused his work on public education and its restructuring, always working from a joint perspective of union/management cooperation. He has worked in the states of Illinois, Massachusetts, Wisconsin, Minnesota and Iowa helping to implement collaborative structures at the state and local district and site levels. He has worked with over 200 school districts on deep reform of both the structure of decision-making and the culture surrounding and supporting improvements in teaching and learning. Dr. Dolan has a longtime relationship with the Consortium for Educational Change- often partnering with them to work with school districts that are interested in implementing school improvement efforts through systemic change. He currently is working closely with Regional TURN leadership to expand their efforts to strengthen labor-management collaborative partnerships to improve teaching and learning. He continues to work with the leadership of the National Education Association to support their strategic planning efforts to lead out “transforming the teaching profession.

Dr. Dolan is leading the G.E. Foundation’s effort to create systemic change in public education. He works with several large urban districts including Cleveland and Atlanta. Dr. Dolan works with these districts to create collaborative structures that implement systemic change strategies to effect increased student achievement for all children.

Dr. Dolan has written a critique of graduate education with William Arrowsmith entitled, *The Ranking Game*. His book on public education, *Restructuring our Schools, A Primer on Systemic Change*, is in its fourth printing.

W. Patrick Dolan  
p.dolan@att.net