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Susan Krup Grunin, Ph.D., is the Senior Director for Organizational Effectiveness for Beacon Associates (a small 8(a) firm that provides OD and other HC services to the government and private sector). She also worked as an OD Consultant for Watson Wyatt and for over two decades she held various Management positions in Human Capital. In addition, since 1998, Dr. Grunin began teaching Strategic Human Capital and Management courses at the University of Virginia's School of Business and Technology. She also teaches for the Graduate School of Management and Technology at UMUC and recently taught a course for the MBA program at Green Mountain College on Organizational Behavior and Sustainability. She holds a doctorate degree in Public Policy Analysis, MPA and masters in CJ administration.

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STRATEGIC HUMAN CAPITAL MANAGEMENT: A PRACTICAL GUIDE

By Susan Krup Grunin, Ph.D., Kerry Joels, Ed.D. and Myra Howze Shiplett