

R. Wayne Pace

Dr. Pace holds the title of professor emeritus of organizational leadership in the Marriott School of Management, Brigham Young University, Provo, Utah, USA, and adjunct scholar in the Workplace Research, Learning, and Development (World) Institute of the School of Social and Workplace



Development, Southern Cross University, Lismore, NSW, Australia. He has also served as a visiting professor of management at the University of Adelaide, South Australia. He has also served as corporate advisor to QuicKnowledge.com and STS International, companies in the training and development industry.

He is a specialist in human resource development, organizational communication, and individual and organizational change. His current research and writing focuses on factors that affect worker and organizational learning, vitality, and competitiveness. He consults and conducts seminars on how to energize the workforce for improved competitiveness.

Dr. Pace is author of Training Across Multiple Locations (Berrett Koehler, 2001), Organizational Communication (Prentice Hall, 3rd ed., 1994); Human Resource Development: The Field (Prentice Hall, 1991); The Perfect Leader (Deseret Book, 1990); Analysis in Human Resource Training and Organizational Development (Addison-Wesley, 1989), and fifteen other books and editions, as well as many articles and research reports.

Dr. Pace received his doctoral degree in organizational communication with cognate studies in industrial relations and educational psychology from Purdue University in 1960, his masters' degree in rhetoric and public address at Brigham Young University (1957), and his bachelors' degree in Language Arts Education, College of Education, University of Utah (1953).

He was elected President of the International Communication Association in 1971 and was selected as a Fellow of the American Association for the Advancement of Science in 1971. He was elected President of the Western States Communication Association in 1978, and he was elected Founding President of the Academy of Human Resource Development and selected as Fellow of the AIIRD in 1993.

Wayne received the Research Excellence Award from the College of Fine Arts and Communication, Brigham Young University, in 1985, the Outstanding Member Award from the Organizational Communication Division of the International Communication Association in 1986, the Award of Excellence from the Management Development Professional Practice Area of the American Society for Training and Development in 1986, and the Distinguished Scholar Award from the Human Resource Development Professor's Network of the American Society for Training and Development in 1992.

Dr. Pace taught and conducted research at Parsons College (Iowa), Bowdoin College (Maine), Purdue University (Indiana), Fresno State University (California), the University of Montana, Sacramento State University (California), and the University of New Mexico, prior to joining the faculty of Brigham Young University in 1978. Since that time he has had visiting appointments at BYU-Hawaii, Boise State University (Idaho), Southern Cross University (Lismore, NSW, Australia), the University of Adelaide (Australia), and the University of Canterbury (Christchurch, New Zealand). He has made presentations on theory, research, and practice in his areas of expertise at conferences and seminars in Monterrey, Mexico; Berlin, Germany; Enscheda, Netherlands; Singapore; Madras, Bangalore, Delhi, and Bombay, India; The Northern Rivers area, Sydney, Melbourne, Canberra, and Adelaide, Australia; and at dozens of locations across the USA.

Wayne was the founding Advisor for the Brigham Young University Chapters of the Golden Key Honor Society and the American Society for Training and Development. He also founded the Society for Human Resource Development at BYU-Hawaii.

Dr. Pace has been listed in Who's Who in America since 1972. He has been on the Board of Directors of local chapters of Rotary and Kiwanis, and he was elected President of the Brigham Young Chapter of the Sons of Utah Pioneers in 1986 and received a Distinguished Service Award after serving as a National Vice President of the SUP in 1987. He is active in the Cotton Mission Chapter of the SUP and during 2001 served as chair of the public relations committee. He served for several years on the Board of Trustees of the Pace Society of America and was chair of its national meeting held in Salt Lake City at Westminster College in 1989. His primary hobbies and leisure-time activities involve golf and family history. He is also a Board member of the Southgate Legacy Homeowner's Association.

Wayne is married to Gae Tueller. Gae was born in Paris, Idaho, second daughter of an Idaho farmer. She lived in Geneva, Idaho, and graduated from Montpelier High School. They have six children and 20 grandchildren. Gae is a crafts expert specializing in hand braiding and the creation of recycled home decorations, and she was featured at the Utah State Arts and Crafts Festival in 1984. Her crafts have been available through Mormon Handicrafts in Salt Lake City, Utah, USA for many years.

He is an active member of the Church of Jesus Christ of Latter-day Saints, having served as a counselor in a Branch Presidency, Elders Quorum president, a member of a Bishopric, a member of a High Council, as Stake Teacher Development Director, Ward Sunday School President, and Ward YMMIA President. He received the first earned Master M Man Award in the Indianapolis Indiana Stake in 1960.

At the University of Utah, Wayne was active in campus leadership, serving as Scribe of the Intercollegiate Knights,



Chair of the Women's Recreational Carnival, Chair of the Student Participation Committee, and President of Alpha Epsilon Rho (radio-tv honorary society).

He was awarded a Block U Letter Sweater for outstanding leadership on campus.

He played in the LDS Church All-Church Basketball Tournament two times: first (1953) with SLC 33rd Ward, taking fourth place; second (1954), with Pacific Grove Ward California, losing in the first round.

Wayne served on active duty in the Army of the US for two years during the Korean conflict from 1953 to 1955 and was discharged from reserve status in 1961. He was stationed at Fort Ord, California, with assignment in the Identification Branch, Headquarters Company, Sixth Army. His primary duties were assisting dependents of military personnel to receive privilege cards for use at Army hospitals, PXs, and commissaries. During the summer of 1954, the Pacific Grove Ward, consisting mostly of servicemen, produced the operetta, HMS Pinafore, and Wayne was drama director. The Operetta was performed in both central California and in northern Utah.

Following military service, Wayne taught language arts at Box Elder High School (Brigham City, Utah) for a year before continuing with advanced education at BYU and Purdue University.

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