

BIOGRAPHY

FRED MASSARIK (1926-2009)

Fred Massarik, Ph.D., was born in Vienna, Austria in 1926. His parents, Hugo Massarik and Irene Bee Massarik, had the foresight to leave before the war began. They came by ship through the Panama Canal to Los Angeles, California in 1938. Fred quickly learned English and attended the University of California, Los Angeles, where he received his B.A. in Psychology in 1945, his M.A. in Sociology and Anthropology in 1948, and his Ph.D. in Psychology in 1957. Fred held one of the first Clinical Psychology licenses in California. A professor at the UCLA Anderson Graduate School of Management and for many years the head of the UCLA Ojai Leadership Laboratories, Fred was also the chair of UCLA's Academic Senate. Fred was an innovator at the National Training Laboratories, or NTL, at Bethel, Maine and a long-time leader in the field of humanistic psychology, helping to found the American Psychological Association (APA) Division 32, Society for Humanistic Psychology.

Fred specialized in the new application of the behavioral sciences, including psychology, sociology, phenomenology, and anthropology, to people in organizations and communities, worldwide. His conducted research on the study of financial institutions, human experience in complex systems, and cross-cultural applications in organization development and small group training. He also studied the demographic structure and ethnic change of Los Angeles and conducted studies of Jewish populations throughout the United States. His behavioral research was conducted in banks and savings institutions, manufacturing, and social welfare systems in the United States and overseas: Japan, Germany, Austria and Hungary, Switzerland, the United Kingdom, Ireland, Nepal and India. His 1961 book, *Leadership and Organization: A Behavioral Science Approach*, was significant in making the academic and practical argument for the use of group dynamics in developing leaders and teaching them how to operate effectively.

Fred also edited journals such as *Small Group Behavior*, *Interpersonal Development*, and most recently, the *International Journal of Self Help & Self Care*.

Fred always held the conviction that experience-based learning can lead to profound changes for individuals and organizations, and that this form of learning was key to the success of self-help groups and their participants. Drawing on the legacy of Kurt Lewin, the master social psychologist of the 20th century, he espoused the theory that human behavior is always deeply influenced by the social and cultural environment. The implications for self-help groups and organizations are clear: to effect personal change, we first must understand the larger system in which a person is operating. Although Fred is no longer with us, he remains an inspiration for this journal and its global mission.

Written by Carl A. Maida, Associate Editor, based on biographical materials prepared by Susan Massarik Aslan and William Lloyd Roller.