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A Special Thanks To Dr. Edwin J. Nichols For The Time He Devoted To Participating In This Process. I Give Thanks To The Late Dr. William I. Hightower For Helping Me Initially Focus My Topic And For The Book On Writing The Doctoral Dissertation. I Appreciated The Encouragement From My Friends Karen Harding, Janice Wilson, And Janie ... Feb 2th, 2024

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Contrasting Organizational Cultures E X H I B I T 16-1 Page 487 E X H I B I T 16-1 Page 487 Feb 2th, 2024

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