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Jay W. Lorsch is the Louis Kirstein Professor of Human Relations at the Harvard Business School. He is the author of over a dozen books, the most recent of which are *Back to the Drawing Board: Designing Boards for a Complex World* (with Colin B. Carter, 2003), *Aligning the Stars: How to Succeed When Professionals Drive Results* (with Thomas J. Tierney, 2002), and *Pawns or Potentates: The Reality of America's Corporate Boards (1989). Organization and Environment* (with Paul R. Lawrence) won the Academy of Management's Best Management Book of the Year Award and the James A. Hamilton Book

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Award of the College of Hospital Administrators in 1969.

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