



Book Series

Advances in Workplace Spirituality: Theory, Research and Application

Series Editors

Louis W. Fry, *Texas A&M University Central Texas*

A major change is taking place in the personal and professional lives of many CEOs and leaders as they aspire to integrate their spirituality with their work. In many cases, this has led to very positive changes in their interpersonal relationships at work and their organization's effectiveness. Further, there is evidence that workplace spirituality programs not only lead to beneficial personal outcomes, such as increased positive human health and psychological well-being, but that they also deliver improved employee commitment, productivity and reduced absenteeism and turnover. There is mounting evidence that a more spiritual workplace is not only more productive, but also more flexible and creative and a source of sustainable competitive advantage.

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- The Soul of Higher Education
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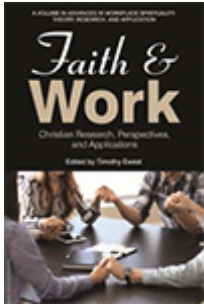
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Faith and Work Christian Research, Perspectives, and Applications

Timothy Ewest, Houston Baptist University

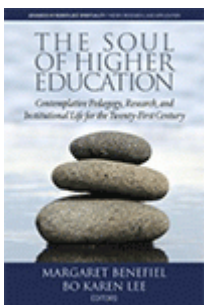
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The continued presence and growth of religion within the global community, resists the notion that religion is to be usurped by the secular or disenfranchised through secularism. Instead, contemporary scholarship emerging from an array of academic disciplines, continues to support religions' presence and impact on individuals, organizations and society. For example, the last two centuries offer an array of scholarship which understands religion to be formative for personal identity, instrumental in coping with suffering, an iterative force in social construction, dynamic in its historical perception and having an ever present role in culture, politics and society.

However, the role of religion in the workplace is still resisted by some scholars of note in the Academy of Management. Yet, scholarship regarding the impacts of religion on societal, organizational and individual life continues to grow, carrying on the long standing research tradition of Weber. Scholarship has explored connections and manifestations of the world's religions within the workplace. Within Christianity, examples of research considerations within Catholic traditions, beliefs and practices which undergird workplace practices have been given ample consideration and alternatively examples of Protestant beliefs and practices within the workplace continues to grow. This second volume continues the work of the first volume of Faith and Work, Christian Perspectives, published in 2018. As with the first volume, this second volume considers Christian perspectives, research and insights into the faith and work movement, delimitating research into one of three areas: Individual, organizational and societal dimensions.

Again, this volume, like the first contains scholarship from nationally and internationally recognized scholars whose research understands and demonstrates the importance of the connections between the Christian faith and the workplace. The scholarship presented in this volume is considered cross disciplinary, as was the first volume which was presented at the Cultural Study Association (CSA) Conference held at Carnegie Mellon University, the Society for the Scientific Study of Religion (SSSR) conference held in St. Louis, Missouri and also at the 2019 Academy of Management, Boston, MA. The first book has also enjoyed use in masters and doctoral programs as a supplemental reader.

CONTENTS: Book Series Introduction, *Louis W. (Jody) Fry*. Foreword, *Ben C. Blackwell*. On Earth as It is in Heaven, *Timothy Ewest*. **PART I: INDIVIDUAL.** Reframing Work as Worship and Witness: A Biblical Perspective, *J. Lee Whittington*. The Mindset of Christ and Modern Mindfulness Theory and Practice, *Timothy Ewest and Ben Blackwell*. Small Deeds Make all the Difference: Christians as Tempered Radicals in Organizations, *Peter McGhee and Patricia Grant*. **PART II: ORGANIZATION.** The Purpose of Business From a Catholic Social Teaching Perspective, *Domènec Melé*. Faith and Work Integration Within For-Profit, Nonprofit, and Public Sector Organizations, *Sharlene Buszka*. Examining Faith and Work Integration Within Small, Entrepreneurial, Family-Owned and Faith-Based Businesses, *Sharlene Buszka*. The S.T.A.Y. Culture: Why Teachers in Faith-Based Schools Stay, *Melissa Meyer and Kathleen T. Campbell*. Impact of Spiritual Leadership on Catholic Organizational Identity, *Linda T. Dayler and Louis W. Fry*. A Defense of Kierkegaardian Arguments for Divine Authority, *Timothy Ewest and Nick Hadsell*. **PART III: SOCIETY.** Corporate Social Responsibility and the Old Testament Prophets, *Timothy Ewest and Brett W Dutton*. Christianity and Good Governance: An Empirical Investigation, *Tamrat Gashaw*. Christianity and the Economy: Empirical Investigation, *Tamrat Gashaw*. **PART IV: CONCLUSION.** Heaven as it is on Earth, *Timothy Ewest*. About the Contributors.



The Soul of Higher Education Contemplative Pedagogy, Research and Institutional Life for the Twenty-first Century

Margaret Benefiel, Shalem Institute for Spiritual Formation; Bo Karen Lee, Princeton Theological Seminary

2019. Paperback 978-1-64113-696-9 \$34.5. Hardcover 978-1-64113-697-6 \$46. eBook 978-1-64113-698-3 \$85.

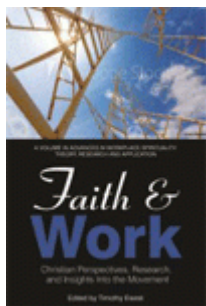
The Soul of Higher Education: Contemplative Pedagogy, Research and Institutional Life for the Twenty-first Century contributes to an understanding of the importance and implications of a contemplative grounding for higher education. It is the sixth in a series entitled Advances in Workplace Spirituality: Theory, Research and Application, which is intended to

be an authoritative and comprehensive series in the field.

This volume consists of chapters written by noted scholars from both Eastern and Western traditions that shed light on the following questions:

- What is an appropriate epistemological grounding for contemplative higher education? How does the current dominant epistemology in higher education mitigate against contemplative teaching, learning, and research? What alternatives can be offered?
- How can a contemplative culture be nurtured in the classroom? What difference does that culture make in teaching and learning? What is the role of individual and institutional leadership in creating and sustaining this culture?
- What is contemplative research? How can the emerging field of contemplative studies fit into the twenty-first-century university?
- What can faculty and students learn from contemplative practices about how to find peace of mind in a world of higher education characterized by increasing complexity, financial pressures, and conflicts?
- What does a contemplative organizational structure look like in higher education? How can committees, faculty meetings, and administrative teams use contemplative practices to work more effectively together?
- How can contemplative decision-making processes be used in higher education? Given hierarchies, turf wars, and academics' propensity for using argument as a weapon, is it possible to introduce contemplative practices into decision-making situations in appropriate ways?

CONTENTS: Introduction. **PART I: EPISTEMOLOGICAL FOUNDATIONS.** Epistemological Foundations for Contemplative Higher Education: Challenging the Dominant Paradigm, *Margaret Benefiel*. Contemplative Method and the Spiritual Core of Higher Education, *Mary Frohlich*. **PART II: CONTEMPLATIVE TEACHING, LEARNING, AND RESEARCH.** The Contemplative Classroom, or Learning by Heart in the Age of Google, *Barbara Newman*. Lectio Divina, *Stephanie Paulsell*. The Compassionate Christ in the Classroom: Ignatian Spiritual Reading, *Bo Karen Lee*. What are People For? Cultivating Connection and Challenging Self-Interest, *Dan Barbezat*. Transitioning Contemplative Practices From the Safety of the Classroom Into Secular Organizational Environments, *André L. Delbecq*. On the Emerging Field of Contemplative Studies and Its Relationship to the Study of Spirituality, *Jacob Holsinger Sherman*. **PART III: CONTEMPLATIVE ORGANIZATIONAL STRUCTURES.** "Only a Feather": Contemplative Organizational Life, *Margaret Benefiel*. Maharishi University of Management: A Community for Consciousness, *Dennis P. Heaton*. About the Editors.



Faith and Work Christian Perspectives, Research and Insights into the Movement

Timothy Ewest, Houston Baptist University

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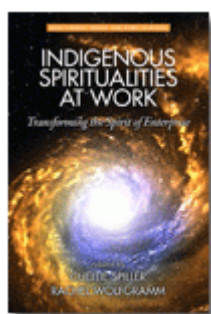
Those who adhere to a faith tradition are longing for theories and insights into how they can be true to their faith within the workplace and yet be sensitive and respectful to others of varying faith commitments and beliefs. Yet for Christians, respect of other faith traditions is especially difficult since Christianity as the dominant religion has become secularized and institutionalized within the workplace as represented in holidays and days off.

Within the multiple theoretical and research dimensions of management, religion and spirituality, this book explores theoretical, conceptual and strategic theories and research which consider how individuals and organizations integrate their Christian faith in the workplace, and how these groups attempt to change society as a whole. This historical movement is characterized by a desire for people to live a holistic life which integrates their Christian faith into the workplace, also deemed "faith at work".

Historically, Christian's faith integration is manifested individually or collectively and is demonstrated in the ways it shapes and informs the values systems, ethics, character and attitudes towards work. This edited volume draws themes out of the three historical epochs of the faith and work movement traced by Miller (2007) in the book, *God at work: The history and promise of the faith at work movement*. These organizing themes, while not congruent to the historical epochs, do capture

the ways in which people of faith have historically attempted to integrate their faith into the workplace. These themes include: Individual integration, organizational strategies for integration and societal integration.

CONTENTS: Book Series Introduction, *Louis W. (Jody) Fry*. Foreword, *David Miller*. The Reason of Faith: Macro-, Mezzo-, and Microemergences of Faith in the Workplace, *Timothy Ewest*. **PART I: INDIVIDUAL.** Ancient Spirituality at Work, *Cathy Driscoll and Elden Wiebe*. The Impact of College Type and Occupational Category on Faith and Spiritual Integration in the College Workplace, *Sharlene Buszka and Timothy Ewest*. Bringing Meaning to Work: Spirituality, Meaningfulness, and Engagement, *Simone Meskelis and J. Lee Whittington*. Priests of Creation in the Workplace, Mediators of Order: Taking God to Work, *Peter McGhee and Myk Habets*. "As the Birds to Flying, So Is Man Born Unto Work": Martin Luther's Notion of Work as an Individual Source for Meaning, *Peter Seele and Lucas Zapf*. **PART II: ORGANIZATION.** Decent Work, Meaningful Work, and Self-Developing Work: Three Key Ethical Perspectives From Catholic Social Teaching, *Domènec Melé*. Caring for Employees: Corporate Chaplains as a Model of Faith at Work, *David W. Miller, Faith Ngunjiri, and Dennis LoRusso*. Faith, Family, and Work: A Christian Perspective on Family Business, *Allan Discua Cruz*. Congregational Promotion of Faith Integration to Work Outcomes for Individuals, *Mitch Neubert and Kevin Dougherty*. **PART III: SOCIETY.** Ethiopian Orthodox Christianity Exploratory Implications for the Diaspora in the United States, *Tamrat Gashaw and Timothy Ewest*. The Holistic Motivation of Social Entrepreneurs, *Kent Seibert and Julia R. Marra*. Heading for the Multifaith Workplace, *Stuart Allen and Peter Williams*. **PART IV: CONCLUSION.** Secular and the Sacred: Tracing Their Dimensionality and Tension, *Timothy Ewest*. About the Contributors.



Indigenous Spiritualities at Work Transforming the Spirit of Enterprise

Chellie Spiller, University of Auckland; Rachel Wolfgramm, University of Auckland

2015. Paperback 978-1-68123-155-6 \$52.99. Hardcover 978-1-68123-156-3 \$94.99. eBook 978-1-68123-157-0 \$85.

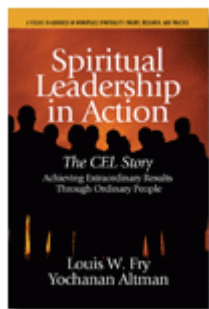
Are you intrigued by ancient wisdom traditions? Do you ever wonder if they have any relevance in today's world? How do Indigenous ways of being and doing balance wealth creation and well-being? How might Indigenous peoples define success? What are Indigenous spiritualities? How is Spirituality manifested in Indigenous organizations today?

These questions have intrigued us for many years. As a consequence, we invited scholars from around the world to contribute to a ground-breaking book, *Indigenous spiritualities at work: transforming the spirit of business enterprise*, to explore these questions from different worldviews. A key focus of this book is how Indigenous spiritual approaches revitalize identities and relationships within the workplace. However, the notion of workplace is not narrow, as it includes communities of engagement and practice in ecologies of creativity and enterprise in the broadest sense. This enables Indigenous spiritualities at work to be explored from diverse perspectives, disciplines, cultures and sectors. In particular, the authentic voices of authors in this book enriches our understandings, offers points of enlightenment and amplifies spiritual traditions of Indigenous peoples in a way that honours traditions of the past, present and future.

The contributions build bridges between scholarly work and practice. They include empirical studies of Spiritualities, mindfulness, presence and authenticity. A diverse range of research methodologies, impact studies and examples of development programs are offered alongside artistic works, photographic essays, stories, and poetry.

CONTENTS: Series Editor's Introduction. Preface, *Chellie Spiller and Rachel Wolfgramm*. Acknowledgments. **PART I: WISDOM AND NATIVE PRAXIS.** Thoughts on a World in Which Indigenous Consciousness Is Reality, *Rose von Thater Braan-Imai (Tuscarora/Cherokee)*. Native American Transplanar Wisdom, *Joseph Scott Gladstone*. Taoism: Chinese Cultural DNA and Its Implications for Business Strategy, *Xuezhu Bai and Nicholas Morris*. Te Whare Ako: Architecture Speaks to Heart, Mind, and Spirit, *Ella Henry*. **PART II: BELONGING AND RELATIONALITY.** Shinto, Buddhism, and Confucianism: Japanese Culture and Management Thought and Their Links to the World, *Hiroshi Takeda*. Tapu, Mana, Mauri, Hau, Wairua: A Māori Philosophy of Vitalism and Cosmos, *Mānuka Hēnare*. The Ayni Principle: An Indigenous Theory of Value Creation, *Mariaelena Huambachano*. Belonging in the Cosmos, *Jane Riddiford*. African Spiritualities: Insights from the Cradle of Mankind, *Rica Viljoen and Loraine I. Laubscher*. **PART III: IDENTITIES.** Karma-Makers? Organizations and Indigenous People in India, *Edwina Pio*. Caribberre, Doing Business in the 21st Century, Aboriginal Way, *Dennis Foley*. An Ethic of Reciprocity: Illuminating the Stó:lō Gift Economy, *Dara Kelly and Patrick Kelly*. Spiritual Dynamics in Systems of Evaluation: Māori and Pacific Models for Process and Application, *Tania Wolfgramm*. **PART IV: TRANSFORMATIONS.** Whare Hape: Transformations, *Wikuki Kingi*. Interpreting and Animating the Gods in an Indigenous Ecology of Creativity, *Rachel Wolfgramm and Cheryl Rowles Waetford*. The Place that Indian People Talk about, *Gregory Cajete*. Arohia Te Rangi O Te Hihiri: Heeding the Melody of Pure and Potent Energy, *Amber Nicholson*,

Chellie Spiller and Mānuka Hēnare. Integrating Indigenous Spiritualities at Work: Reflections and Future Directions, Chellie Spiller and Rachel Wolfgramm. About the Contributors.



Spiritual Leadership in Action The CEL Story Achieving Extraordinary Results Through Ordinary People

Louis W. Fry, Texas A&M University Central Texas; Yochana Altman, Bordeaux Management School

2013. Paperback 978-1-62396-409-2 \$34.49. Hardcover 978-1-62396-410-8 \$57.49. eBook 978-1-62396-411-5 \$85.

Spiritual Leadership in Action: The CEL Story is designed for thoughtful leaders working in the complexity and messiness of their daily organizational lives. It is a book first and foremost about people, about the ways they find purpose, creativity and meaning in their professional work; how they thrive in community and fulfill their deep desire to be of service to others against seemingly impossible odds and limitations. A study of how full human potential and creativity is released, how the spirit within, and without, can be experienced and manifested. It is also story of ordinary people achieving extraordinary results, individually and collectively; of people becoming more than they thought was possible; and having fun along the way.

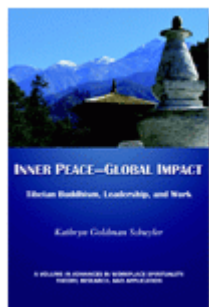
This is a practical book with reflections, legacy and “lessons learnt” to support and guide busy leaders who are looking for wisdom and to learn from the experiences and mistakes of others. Spiritual Leadership in Action: The CEL Story is the result of serious and rigorous academic research. It is a case study containing features, dilemmas and opportunities facing all leaders today. A leadership narrative of a professional community who learned to live and work together with respect and harmony. It is also the story of a CEO leader and the integration of her spiritual yearning and fulfillment manifested through her professional vocation and calling.

In particular it explores how:

- To create effective collaborative partnerships
- To deliver outstanding value for money on limited resources in complex contexts
- To develop excellent commercial practices within a public sector organization
- To nurture the spirit, high energy and performance of everyone involved to ensure outstanding success on the triple bottom line

This book challenges the reader to be bold, creative, reflective, trusting, even more allowing of their own spirit and leadership path, and to rise to even greater achievements; but most of all to fulfill their own deepest yearnings and potential and to become the very best of what they are meant to be, both as a leader and as a human being.

An important feature in this book is that spirituality and religion are distinct, and that organizational spiritual leadership can be inclusive or exclusive of religious theory and practice. The Centre for Excellence in Leadership (CEL) serves as a role model for maximizing the triple bottom line through both personal and organizational spiritual leadership. CEL is a stellar example of an organization that embraced organizational spiritual leadership, the values of altruistic love, employee well-being, and sustainability while maintaining high levels of financial performance. Spiritual Leadership in Action: The CEL Story chronicles how, as CEO, Lynne Sedgmore led CEL through its spiritual journey, including several “Dark Nights of the Soul,” to a place of pre-eminence in the United Kingdom’s Learning and Skills sector.



Inner Peace - Global Impact Tibetan Buddhism, Leadership, and Work

Kathryn Goldman Schuyler, Coherent Change

2012. Paperback 978-1-61735-918-7 \$52.99. Hardcover 978-1-61735-919-4 \$94.99. eBook 978-1-61735-920-0 \$85.

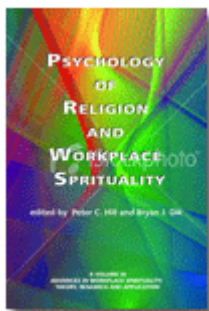
INNER PEACE—GLOBAL IMPACT describes underlying principles of Tibetan wisdom traditions relevant for successful

leadership in the 21st century as well as Tibetan teachers whose entrepreneurial actions were critical to the development of Tibetan Buddhism in the West. With first-person narratives, personal stories, scholarly research, and commentaries by noted social scientists, this book is written for everyone who wants ideas to revitalize leadership.

It is rich with vivid pictures of deep personal experience. Long-time Western Tibetan Buddhist practitioners describe how their practice has influenced them in fields as diverse as scientific research, social work, art, dance, and university teaching. The Dalai Lama is seen through the eyes of his long-time friend, eminent author Huston Smith, as well as through the experiences of Thupten Jinpa, his 25-year English translator. Sogyal Rinpoche shares his vision for transforming traditional ways of studying, while Lama Tharchin Rinpoche, a 10th generation Tibetan yogi, reflects on the challenges of teaching in a Western culture where perspectives differ so vastly from those of Tibet.

With insights from Tibetan lamas and Western thought leaders including Peter Senge, Bill George, and Margaret Wheatley, this book creates new visions for leadership and the workplace.

CONTENTS: Series Preface, *Louis (Jody) W. Fry. Preface, Kathryn Goldman Schuyler. Acknowledgments. A Sense of the Possible: Can Tibetan Buddhism Revitalize Leadership and Work? An Exploration in the Sociology of Knowledge, Kathryn Goldman Schuyler. SECTION I: LEADERSHIP: TIBETAN BUDDHISM AS A SOURCE FOR NEW PERSPECTIVES.* The Dalai Lama and the Development of Buddhism in the West, *Huston Smith.* The Fundamental Equality of All of Us: His Holiness the 14th Dalai Lama as a Global Leader, *Thupten Jinpa.* Leading for Change, Dialogue for Openness: Feminine Principle Teachings for Leaders, *Judith Simmer-Brown.* Increasing Leadership Integrity Through Mind Training and Embodied Learning, *Kathryn Goldman Schuyler. SECTION II: INDIVIDUALS: HOW TIBETAN BUDDHIST PRACTICE IMPACTS PEOPLE AT WORK.* Bringing Lingdro to the West: A Dance of Blessing and Peace, *Lin Lerner.* Learning to Rest, *John Eric Baugher.* The Art of Now, *Scott Snibbe.* Flying High and Serving Others Isn't Always Smooth Sailing, *Dana Browning.* Releasing Our Attachment, *Carl Mangum.* Research as a Path of Mindfulness, *Paul Ritvo. SECTION III: ORGANIZATIONS: ORGANIZING FOR THE FUTURE.* Bamboo Through Concrete... Growing Tibetan Buddhism in the West—The Story of the Foundation for the Preservation of the Mahayana Tradition (the FPMT), *Nicholas Ribush.* Leading with Authenticity and Presence: The Legacy of Chögyam Trungpa Rinpoche, *Susan Skjei.* Tibetan Buddhism in Modern Western Culture, *Sogyal Rinpoche.* Developing Rigpa as a Spiritual Organization, *Philip Philippou. SECTION IV: RESEARCH: TIBETAN BUDDHISM IN WESTERN SITUATIONS.* The “Quiet Revolution” in Care for the Dying, *John Eric Baugher.* East Meets West: The Development and Methods of Crucible Research, *Bronwen Rees.* Being a Bodhisattva at Work: Perspectives on the Influence of Buddhist Practices in Entrepreneurial Organizations, *Kathryn Goldman Schuyler. SECTION V: REFLECTIONS: THOUGHTS FROM EAST AND WEST.* Teaching Wisdom Culture in the West, *Lama Tharchin Rinpoche.* Leadership, Self-Awareness, and Compassion, *Bill George.* “Leaders Should Be People Who Are Deeply Involved in Their Own Realization of Being a Human Being”, *Peter Senge.* Ancient Wisdom, Social Science, and the Vastness of the Human Spirit, *Margaret Wheatley.* Glossary. About the Contributors.



Psychology of Religion and Workplace Spirituality

Peter C. Hill, Biola University; Bryan J. Dik, Colorado State University

2012. Paperback 978-1-61735-662-9 \$52.99. Hardcover 978-1-61735-663-6 \$94.99. eBook 978-1-61735-664-3 \$85.

This book, the first of a groundbreaking series, provides a solid theoretical and empirical grounding from the psychology of religion and spirituality to the emerging field of workplace spirituality. Leading researchers in the psychology of religion have contributed up-to-date reviews within their areas of expertise to help guide the emergence of this exciting new discipline.

Each chapter is written with the workplace researcher in mind. Not only is the relevant literature from the psychology of religion reviewed, but it is also made relevant to the workplace setting. The religious and spiritual aspects of such topics as meaning making, emotional resilience, sense of calling, coping with stress, occupational health and well-being, and leadership, among others are discussed within the context of work life. Surely researchers interested in workplace spirituality will keep this book, as well as others in the series, within arm's reach for years to come.

CONTENTS: Toward a Science of Workplace Spirituality: Contributions from the Psychology of Religion and Spirituality, *Peter C. Hill and Bryan J. Dik.* Religious and Spiritual Aspects of Meaning in the Context of Work Life, *Crystal L. Park.* The Psychology of Religion, Spirituality, and Diversity, *Steven J. Sandage, Carla M. Dahl, and Mark G. Harden.* Spiritual Factors in Occupational Health and Well-Being: Opportunities for Research Translation, *Doug Oman and Linda Neuhauser.*

Promoting the Career Well-Being of Religiously/Spiritually Oriented Employees by Supporting Their Emotional Resilience and Spiritual Fitness, *Edward B. Davis and Peter C. Hill*. Religion, Spirituality, and a Sense of Calling in the Workplace, *Bryan J. Dik, Ryan D. Duffy, and Andrew P. Tix*. Balancing Sacred Callings in Career and Family Life, *Krystal M. Hernandez and Annette Mahoney*. Religious Coping with Workplace Stress, *Jeremy P. Cummings and Kenneth I. Pargament*. Spiritual Transformation and Engagement in Workplace Culture, *Raymond F. Paloutzian and Deborah A. Lowe*. Religion and Fairness, Justice, and Forgiveness in Organizational Settings, *Chelsea L. Greer, Todd W. Greer, Everett L. Worthington, Jr., Andrea J. Miller, Daryl R. Van Tongeren, Loren Toussaint, and Julie J. Exline*. Spiritual Leadership, *Michael F. Steger*.



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