

David Burkus

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// Education

Doctor of Strategic Leadership, Regent University, 2012

Master of Arts, Organizational Dynamics, University of Oklahoma, 2008

Bachelor of Arts, Writing and Organizational Communication (double major), Oral Roberts University, 2005

// Book

Burkus, D. (2018). *Friend of a friend: Understanding the hidden networks that can transform your life*. Boston MA: Houghton Mifflin Harcourt.

Burkus, D. (2016). *Under new management: How leading companies are upending business as usual*. Boston, MA: Houghton Mifflin Harcourt.

Burkus, D. (2013). *The myths of creativity: The truth about how innovate people and companies generate great ideas*. San Francisco, CA: Jossey-Bass.

// Peer-Reviewed Publications

Pircher-Verdofer, A., Steinheider, B., & Burkus, D. (2015) Exploring the Socio-Moral Climate in Organizations: An empirical examination of determinants, consequences, and mediating mechanisms." *Journal of Business Ethics*, 132(1), 233-248.

Burkus, D. (2013). Leading creatives: Research and implications on leading creative work teams. *Strategic Leadership Review*, 3(4), 71-76.

Burkus, D. (2013). Apostolic knowledge creation: A sacred texture analysis of the Apostle John's third epistle. *American Journal of Biblical Theology*, 14(46), 1-7.

Burkus, D. (2013). Leadership, character, and the early church: A social and cultural texture analysis 1 Timothy 3:1-7. *American Journal of Biblical Theology*, 14(8), 1-8.

Burkus, D. & Oster, G. (2012). Noncommissioned work: Exploring the influence of structured free time on creativity and innovation. *Journal of Strategic Leadership*, 4(1), 48-60.

Burkus, D. (2012). Developing global leadership: A review of barriers and adjustments for international expansion. *International Management Review*, 8(2), 83-84.

Burkus, D. (2012). Leadership and the portability myth: Research and implications of talent portability. *The IUP Journal of Soft Skills*, 6(2), 7-12.

Burkus, D. (2012). Strategy and Revelation: How the Apostle John's Revelation conforms to contemporary models of foresight. *American Journal of Biblical Theology*, 13(42), 2-8.

Burkus, D. (2012). When migrating stars fail to shine: Individual performance depends largely on the organization as a whole. *Human Resource Management International Digest*, 20(4), 24-26.

Burkus, D. (2012). Organizational design and the early church: A social and cultural texture analysis of acts. *American Journal of Biblical Theology*, 13 (20), 1-7.

Burkus, D. (2012). Schools of innovation: How academic organizations foster creativity. *Strategic Leadership Review*, 2(1),8-11.

Burkus, D. (2012). The Sabbath commandment: A social-cultural analysis of Deuteronomy 5:12-15. *American Journal of Biblical Theology*, 13(10), 1-7.

Burkus, D & Osula, B. (2011). Faulty intel in the war for talent: Replacing the assumptions of talent management with evidence-based strategies. *Journal of Business Studies Quarterly*, 3(2), 1-9.

Burkus, D. (2011). Globalizing managers: Is there a study guide for cross-cultural communication? *Journal of Practicing Managers*, 1(2), 24-28.

Burkus, D. (2011). The Pauline strategy: An ideological texture analysis of the Apostle Paul's Ministry. *American Journal of Biblical Theology*, 12(45), 1-7.

Burkus, D. (2011). Building the strong organization: Exploring the role of organizational design in strengths-based leadership. *Journal of Strategic Leadership*, 3(1), 54-66.

Burkus, D. (2011). Strategic leadership and the great commission: A social and cultural texture analysis of Matthew 28-1-20. *American Journal of Biblical Theology*, 12(27), 1-9.

Burkus, D. (2011). A tale of two cultures: Why culture trumps core values in building ethical organizations. *Journal of Values-Based Leadership*, 4(1), 73-80.

Burkus, D. (2010). The leadership of an empowering savior: A intertexture analysis of Matthew 16:13-20. *American Journal of Biblical Theology*, 11(43), 1-9.

Burkus, D. & Matviuk, S. (2010). Practicing what they preach: How business schools approach strategy. *Academic Leadership Journal*, 8(3), 1-4.

Burkus, D. (2010). The original transformational leader: An Inner Texture Analysis of Mark 1:16-20. *American Journal of Biblical Theology*, 11(20), 1-11.

// Invited Publications

Burkus, D. (2017). Decisions might be better when teams don't get along. *Nature: Human Behavior*, 1, (0109).

Burkus, D. (2017, August). Research shows that organizations benefit when employees take sabbaticals. *Harvard Business Review*. <https://hbr.org/2017/08/research-shows-that-organizations-benefit-when-employees-take-sabbaticals>

Burkus, D. (2017, July). How Adobe structures feedback conversations. *Harvard Business Review*. <https://hbr.org/2017/05/work-friends-make-us-more-productive-except-when-they-stress-us-out>

Burkus, D. (2017, May). Work friends make us more productive (except when they stress us out). *Harvard Business Review*. <https://hbr.org/2017/05/work-friends-make-us-more-productive-except-when-they-stress-us-out>

Burkus, D. (2017, February). Everyone likes flex time, but we punish women who use it. *Harvard Business Review*. <https://hbr.org/2017/02/everyone-likes-flex-time-but-we-punish-women-who-use-it>

Burkus, D. (2016, October). The wrong way to introduce people over email. *Harvard Business Review*. <https://hbr.org/2016/10/the-wrong-way-to-introduce-people-over-email>

Burkus, D. (2016, August). Research: Keeping work and life separate is more trouble than its worth. *Harvard Business Review*. <https://hbr.org/2016/08/research-keeping-work-and-life-separate-is-more-trouble-than-its-worth>

Burkus, D. (2016, June). Some companies are banning email and getting more done. *Harvard Business Review*. <https://hbr.org/2016/06/some-companies-are-banning-email-and-getting-more-done>

Burkus, D. (2016, May). Why being transparent about pay is good for business. *The Wall Street Journal*. <https://www.wsj.com/articles/why-being-transparent-about-pay-is-good-for-business-1464660062>

Burkus, D. & Atkinson, D. (2016, March 15). Your salary should not be a secret. *USAToday*. <http://www.usatoday.com/story/opinion/2016/03/15/pay-transparency-no-secrets-column/81759116/>

Burkus, D. (2016, March). Ending Pay Secrecy: Why Keeping Salaries a Secret Leads to Disengagement and Decreased Performance, and How Revealing Pay Information Can Actually Increase Performance. *ChangeThis*, 139(2), 1-14.

Burkus, D. (2016, March). Why keeping salaries a secret may hurt your company. *Harvard Business Review*. <https://hbr.org/2016/03/why-keeping-salaries-a-secret-may-hurt-your-company>

Burkus, D. (2016, January). Former colleagues are more valuable than you think. *Harvard Business Review*. <https://hbr.org/2015/12/let-your-frontline-workers-be-creative>

Burkus, D. (2015, December). Let your frontline workers be creative. *Harvard Business Review*. <https://hbr.org/2015/12/let-your-frontline-workers-be-creative>

Burkus, D. (2015, September). Why managers are more likely to be depressed. *Harvard Business Review*. <https://hbr.org/2015/09/why-managers-are-more-likely-to-be-depressed>

Burkus, D. (2015, July). 3 ways leaders undermine their team's creativity. *Harvard Business Review*. <https://hbr.org/2015/07/3-ways-leaders-accidentally-undermine-their-teams-creativity>

Burkus, D. (2015, June). How to make unlimited vacation time work at your company. *Harvard Business Review*. <https://hbr.org/2015/06/how-to-make-unlimited-vacation-time-work-at-your-company>

Burkus, D. (2015, June). Get buy-in for your crazy idea. *Harvard Business Review*. <https://hbr.org/2015/06/how-to-get-buy-in-for-your-crazy-idea>

Burkus, D. (2015, April). No, that meeting could not have been an email. *Harvard Business Review*. <https://hbr.org/2015/04/no-that-meeting-could-not-have-been-an-email>

Burkus, D. (2015, March). If you want to be the boss, say "we" not "I." *Harvard Business Review*. <https://hbr.org/2015/03/if-you-want-to-be-the-boss-say-we-not-i>

Burkus, D. (2015, February). Inside Adobe's innovation kit. *Harvard Business Review*.
<https://hbr.org/2015/02/inside-adobes-innovation-kit>

Burkus, D. (2015, January). For leaders, looking healthy matters more than looking smart. *Harvard Business Review*. <https://hbr.org/2015/01/for-leaders-looking-healthy-matters-more-than-looking-smart>

Burkus, D. (2015, Spring). Why your great ideas keep getting turned down: And how to fix it. *The Art of*.

Burkus, D. (2015). The trouble with better mousetraps. *Brand Quarterly*, 14, 32-34.

Burkus, D. (2015, Winter). Lessons on leading creative work: From Thomas Edison's greatest "invention." *The Art of*.

Burkus, D. (2014). Why great ideas get rejected: And how to keep yours from being shot down. *Leader to Leader*, 75, 50-55.

Burkus, D. (2014, December). How to tell if your company has a creative culture. *Harvard Business Review*.
<https://hbr.org/2014/12/how-to-tell-if-your-company-has-a-creative-culture>

Burkus, D. (2014, September). The creative benefits of boredom. *Harvard Business Review*.
<https://hbr.org/2014/09/the-creative-benefits-of-boredom>

Burkus, D. (2014, August). The irresistible allure of pre-crastination. *Harvard Business Review*.
<https://hbr.org/2014/08/the-irresistible-allure-of-pre-crastination/>

Burkus, D. (2014, May). Mixing business and social good is not a new idea. *Harvard Business Review*.
<http://blogs.hbr.org/2014/05/mixing-business-and-social-good-is-not-a-new-idea/>

Burkus, D. (2014, March). How to have a eureka moment. *Harvard Business Review*.
<http://blogs.hbr.org/2014/03/how-to-have-a-eureka-moment/>

Burkus, D. (2013, December 25). Sell your product before it exists. *Harvard Business Review*.
<http://blogs.hbr.org/2013/12/sell-your-product-before-it-exists/>

Burkus, D. (2013). Rewriting the myths of creativity. *ChangeThis*, 111(2), 1-13.

Burkus, D. (2013). "Creating a killer collaborative team," in J.K. Glei (Ed.) *Maximize your potential: Grow your expertise, take bold risks, & build an incredible career* (pp. 161-166). New York: 99u.

Burkus, D. (2013, September 17). Why the best teams might be temporary. *Harvard Business Review*.
<http://blogs.hbr.org/2013/09/why-the-best-teams-might-be-temporary/>

Burkus, D. (2013, September 12). The myths of creativity: building a better mousetrap. *Fast Company*.
<http://www.fastcompany.com/3017123/leadership-now/the-myth-of-building-a-better-mousetrap>

Burkus, D. (2013, August 27). Is a "lack of focus" behind Elon Musk's ongoing success? *Bloomberg BusinessWeek*. <http://www.businessweek.com/articles/2013-08-27/is-a-lack-of-focus-behind-elon-musk-s-ongoing-success>

Burkus, D. (2013, July 23). Innovation isn't an idea problem. *Harvard Business Review*.
http://blogs.hbr.org/cs/2013/07/innovation_isnt_an_idea_proble.html

Burkus, D. (2013, July 22). How criticism creates innovative teams. *Harvard Business Review*.
http://blogs.hbr.org/cs/2013/07/how_criticism_creates_innovati.html

Burkus, D. (2011). What can hedgehogs teach us about strategy?: Discover who you are. *Effective Executive*, 14(7), 30-33.

Burkus, D. (2011). Organic values: Why culture trumps a code of ethics. *Strategize Magazine*, 5(1), 5-6.

Burkus, D. (2011). Designing happiness: Can organizational design influence happiness? *HRM Review*, 11(2), 16-18.

Burkus, D. (2011). The Maxwell fallacy: There's more to leadership than influence. *ChangeThis*, 80(5), 1-7.

Burkus, D. (2011). The decentralization continuum: New organizational designs for the 21st century. *Effective Executive*, 14(1), 22-23.

Burkus, D. (2010). Teenage workplace: Five organizational trends leaders will see in the 2010s. *Effective Executive*, 13(7), 44-46.

Burkus, D. (2010). Developing the next generation of leaders: How to engage millennials in the workplace. *Leadership Advance Online*, 19, 1-6.

Burkus, D. (2010). Courageous change: A cool strategy for leading ministry transitions. *Outcomes Magazine*, 34(1), 34-35.

Burkus, D. (2010, February). Sales Manager or Sales Mentor? *Sales Pro Magazine*.

Burkus, D. (2009, October). What's your motive [for leadership]? *weLEAD Online Magazine*.

// Peer-Reviewed Presentations

Rugg, J. E., Hall, T. W., & Burkus, D. (2016) *Connected Leadership: The Development of a Relational Virtue Model and Measure of Leadership*. 2016 APA Annual Convention, Denver, CO.

Lamond, D., Bogers, M., Burkus, D., Griffith, T., Harquail, C.V., Murphy, P.J., Simmons, B. L., (2014). *The Power of Words in 140 Characters or Less*. Academy of Management 2014 Annual Meeting, Philadelphia, PA.

Pircher-Verdorfer, A., Steinheider, B., Burkus, D., (2013). *Exploring the socio-moral climate in organizations: A validation study*. Academy of Management 2013 Annual Meeting, Lake Buena Vista, FL.

Steinheider, B., Pircher-Verdorfer, A., Burkus, D., Weber, W. (2013). *Assessing the socio-moral climate in organizations: Validation of an English version of the SMC scale*. 16th Congress of the European Association of Work and Organizational Psychology, Munster, Germany.

Burkus, D. (2012). *Leading creatives: Research and implications on leading creative work teams*. 14th Annual International Leadership Association Global Conference. Denver, CO.

Burkus, D. (2012). *Leadership and the portability myth: Research and implications on talent portability*. 14th Annual International Leadership Association Global Conference. Denver, CO.

Pircher-Verdorfer, A., Steinheider, B., Burkus, D., Wuestewald, T., Weber, W.G. (2012). *Psychometric properties of an English version of the socio-moral climate measure: Some construct validation evidence from a sample of US firms*. 48th Congress of the German Psychological Society. Bielefeld, Germany.

Burkus, D. (2012). *Leading creatives: Research and implications on leading creative work teams*. Leading Transformative Innovation Roundtable of Leadership Research and Practice, Regent University, Virginia Beach, VA.

Burkus, D. (2011). *Daylighting: how free time frees innovation*. Leading Transformative Innovation Roundtable of Leadership Research and Practice, Regent University, Virginia Beach, VA.

Burkus, D. (2010). *Building the strong organization: Exploring the role of organizational design in strengths-based leadership*. Leading Transformative Innovation Roundtable of Leadership Research and Practice, Regent University, Virginia Beach, VA.

// Invited Presentations

Burkus, D. (2017). *Under new management*. 2017 Creating Healthy Organizations Conference, Vanguard University, June 1.

Burkus, D. (2017). *Under new management*. ASE 2017 Compensation & Benefits Conference, Novi, MI, May 23.

Burkus, D. (2017). *Under new management*. AHTD 2017 Spring Meeting. Bonita Springs, FL, May 4.

Burkus, D. (2017). *Under new management*. Enservio 2017 Property Innovation Summit. Frisco, TX, May 2.

Burkus, D. (2017). *Under new management*. SOCAP 2017 Symposium. Chicago, IL, April 25.

Burkus, D. (2017). *Under new management*. IIDA-Northern Pacific Chapter RISE Breakfast. Seattle, WA, March 29.

Burkus, D. (2017). *Under new management*. Newman University. Wichita, KS. March 28.

Burkus, D. (2017). *Under new management*. ABA Wealth Management & Trust Conference. New Orleans, LA. February 23.

Burkus, D. (2016). *The myths of creativity*. Durham College. Oshawa, ON, Canada, November 18.

Burkus, D. (2016). *The myths of creativity*. Tulsa Community College. Tulsa, OK, November 8.

Burkus, D. (2016). *The myths of creativity*. Viacom. New York, NY, October 25.

Burkus, D. (2016). *Under new management*. The Commonwealth Club of San Francisco. San Francisco, CA, June 30.

Burkus, D. (2016). *The myths of creativity*. Notre Dame Continuous Improvement Showcase. South Bend, IN, June 7.

Burkus, D. (2016). *Under new management*. Chief Executive Boards International Spring Summit. Memphis, TN, April 15.

- Burkus, D. (2016). *The myths of creativity*. PASA Education Congress. Harrisburg, PA, April 9.
- Burkus, D. (2016). *Under new management*. Fidelity Investments Inside Track. (Multi-City), March-October.
- Burkus, D. (2016). *Why do we keep our salaries secret?* TEDxUniversityofNevada. Reno, NV, January 23.
- Burkus, D. (2016). *The myths of creativity*. Boston Consulting Group Senior Leadership Summit. Las Vegas, NV, January 12.
- Burkus, D. (2016). *Under new management*. PCMA Convening Leaders, Vancouver, Canada, January 11.
- Burkus, D. (2015). *The myths of creativity*. Experiential Marketing Summit, Mexico City, Mexico, October 29.
- Burkus, D. (2015). *A better way to build teams*. Warehouse Education and Research Council, Orlando, FL, May 5.
- Burkus, D. (2015). *The myths of creativity*. IIDA Atlanta, Atlanta, GA, May 1.
- Burkus, D. (2015). *The myths of creativity*. Phi Theta Kappa “NerdNation,” San Antonio, TX, April 16.
- Burkus, D. (2015). *How conflict fuels creative work*. Leaders of Design Council, Athens, Greece, April 9.
- Burkus, D. (2014). *The myths of creativity*. Humber College Faculty Development. Toronto, ON, December 5.
- Burkus, D. (2014). *The myths of creativity*. Vigor Knowledge Club. Kuwait City, Kuwait. November 23.
- Burkus, D. (2014). *The myths of creativity*. Allegheny Intermediate Unit, Allegheny School District Retreat. Bedford, PA. October 2.
- Burkus, D. (2014). *The myths of creativity*. Connections Conference. Indianapolis, IN. September 24.
- Burkus, D. (2014). *The myths of creativity*. American Chemical Society. Washington, DC. September 11.
- Burkus, D. (2014). *The myths of creativity*. Accredited Snow Contractors Association. Miami, FL. August 7.
- Burkus, D. (2014). *The myths of creativity*. Noblis. Falls Church, VA. July 8.
- Burkus, D. (2014). *Design thinking for HR innovation*. HRIA Lethbridge. Lethbridge, AB, June 23.
- Burkus, D. (2014). *Design thinking for HR innovation*. HRIA Calgary. Calgary, AB, June 23.
- Burkus, D. (2014). *The myths of creativity*. PCT Top 100 Summit. San Antonio, TX, June 17.
- Burkus, D. (2014). *The myths of creativity*. Strkyer, Portage, MI, May 14.
- Burkus, D. (2014). *The myths of creativity*. Event Marketing Summit. Salt Lake City, UT, May 9.
- Burkus, D. (2014). *The myths of creativity*. OSU We Inspire Entrepreneurs Conference. Tulsa, OK, April 8.
- Burkus, D. (2014). *The myths of creativity*. South by Southwest Interactive Conference, Austin, TX, March 8.

Burkus, D. (2014). *The myths of creativity*. Confluence Conference (Rome Chamber of Commerce), Rome, GA, February 20.

Burkus, D. (2014). *The myths of creativity*. Rotman School of Management (University of Toronto), Toronto, ON, January 20.

Burkus, D. (2013). *The myths of creativity*. Seattle Public Library, Seattle, WA, December 19.

Burkus, D. (2013). *How conflict fuels innovation*. Microsoft Research, Redmond, WA, December 18.

Burkus, D. (2013). *How conflict fuels innovation*. Innotech Conference, Oklahoma City, OK, November 7.

Burkus, D. (2013). *The myths of creativity*. Iowa Creativity Summit. Des Moines, IA, October 31

Burkus, D. (2013). *Design thinking for innovation*. Baxter International, Golden, CO, October 22.

Burkus, D. (2013) *The myths of creativity*. New Jersey Communications, Advertising, & Marketing Association. Princeton, NJ, October 16.

Burkus, D. (2013). *The myths of creativity*. Public Relations Society of America – Westchester, NY Chapter. Rye, NY, October 16.

Burkus, D. (2013). *Online personal branding: Why you never get a first chance to make a first impression*. ODYNX, Tulsa, OK, October 11.

Burkus, D. (2013). *Why great ideas get rejected*. ELE Rwanda Entrepreneurship Summit, Edmond, OK, August 3.

Burkus, D. (2013). *Why great ideas get rejected*. DaVinici Institute Spring Forum, Broken Arrow, OK, April 12.

Burkus, D. (2013). *Why great ideas get rejected*. TEDxOU, Norman, OK, January 25.

Burkus, D. (2012). *Leading Strategic Innovation*. US Naval Postgraduate School Information Dominance Senior Leadership Symposium, San Diego, CA. August 1.

Burkus, D. (2012). *Leading Strategic Innovation*. US Naval Postgraduate School Information Dominance Senior Leadership Symposium, San Diego, CA. June 9.

Burkus, D. (2012). *Why culture trumps codes: Building ethical organizations*. LEL Lecture Series, United States Naval Academy, Annapolis, MD, April 20.

Vanderpyl, T. & Burkus, D. (2011). *Millennials in the workplace: Research by and from millennials*. 2011 Alberta HR Conference, Edmonton, AB, April 27.

Burkus, D. (2010). *Leadership and Decentralized Organizations*. LEL Lecture Series, United States Naval Academy, Annapolis, MD. November 12.

// Academic Experience

Fall 2011 – Present Oral Roberts University Tulsa, OK

Associate Professor of Leadership and Innovation, Professional-in-Residence (Fall 2017 – Present)
Associate Professor of Management (Fall 2015 – Spring 2017)
Assistant Professor of Management (Fall 2012 – Fall 2015)
Instructor of Management (Fall 2011 – Fall 2012)

Organizational Behavior (MGT 352)
Human Resource Management (MGT 353)
Creative Thinking in Business (MGT 372)
Business Communications (MGT 341)
Executive Leadership Development (MGT 443)
Entrepreneurship (MGT 421)
Retail Management (MKT 447)
Principles of Management (LMGT 130)
Conflict Resolution (GMGT 560)
Managerial Communications (MMGT 554)
Global Management Concepts (MMGT 551)
Strategic Organizational Leadership (LMBA 565)

Fall 2010 – Fall 2011 Oklahoma Wesleyan University Tulsa, OK
Adjunct Professor

Graduate Organizational Behavior (BUSI 5213)
Business Ethics & Christian Wisdom (BUSI 3783)

Fall 2009 Oral Roberts University Tulsa, OK
Adjunct Instructor

Communications in Contemporary Business (GBUS 504)

// Professional Experience

Jun 2006 – Jul 2011 Daiichi Sankyo Pharmaceuticals Tulsa, OK
Sales Representative

// Consulting, Training & Speaking

Provides client organizations with consulting reports, interventions, seminars and keynote speeches. Selected clients include:

Novo Nordisk (2017)	Donaldson (2014)
American Banking Association (2017)	Microsoft (2013)
Boston Consulting Group (2016)	Baxter International (2013)
Fidelity Investments (2016)	TEDxOU (2013)
Chief Executive Boards International (2016)	Naval Postgraduate School (2012)
TEDxUniversityofNevada (2016)	Creative Oklahoma (2012, 2013)
Google (2014, 2016)	United States Naval Academy (2010, 2012)
Viacom (2016)	Reliant Live (2011)
Keese Ministries (2015)	Hilti (2011)
Stryker (2014)	Paycom (2009)

// Honors, Awards & Designations

Longlist, Management & Workplace Culture, 800CEOREad Business Book Awards (2016)
 Outstanding Alumnus, Regent University School of Business and Leadership (2016)
 Thinkers50 RADAR List, business thinker most likely to shape the future of business (2016)
 Communicator Award – Podcast, AIVA (2015, 2016)
 Top 40 Professors Under 40, NerdScholar (2015)
 Top 25 Innovation Bloggers, SAP (2014)
 Sam Walton Fellow, Enactus (2013 – 2014)
 Scholar of the Year, Oral Roberts University (2014)
 Scholar of the Year Nominee, College of Business, Oral Roberts University (2013)
 Fellow, Royal Society of Arts
 Certified Medical Representative, CMR Institute (2010)

// Selected Media Coverage

KTLA (2016, July). Keys to the happiest workplaces using unconventional tactics. [video] *KTLA5 Morning Show*. <http://ktla.com/2016/07/28/keys-to-the-happiest-workplaces-using-unconventional-tactics/>

Yahoo! (2016, March). Companies are upending business as usual - but does that make them solid investments? [video]. *Yahoo! Finance Video*. <http://finance.yahoo.com/video/companies-upending-business-usual-does-213021489.html>

Garcia, C. (2016, March 18). Why open-plan offices are terrible; new geopolitical risks; and global female labour force participation. *Financial Times AlphaChat* [audio podcast]. <http://ftalphaville.ft.com/2016/03/18/2156395/alphachat-why-open-plan-offices-are-terrible-new-geopolitical-risks-and-global-female-labour-force-participation/>

Carmichael, S.G. (2016, March 10). Your coworkers should know your salary [audio podcast]. *Harvard Business Review IdeaCast*. <https://hbr.org/ideacast/2016/03/your-coworkers-should-know-your-salary>

Friedman, R. (2015, December 28). 7 ways to think like a creative genius. *CNN*. <http://www.cnn.com/2015/12/28/opinions/friedman-creative-genius/>

Jones, L. (2015, July 8). Newsmakers: ORU faculty member receives national attention. *Tulsa World*. http://www.tulsaworld.com/business/tulsabusiness/business_news/newsmakers/newsmakers/article_5691a65d-6932-5a52-aba0-93ea0061b4c1.html

Schacter, H. (2013, December 1). The eureka moment and (nine other creativity myths). *The Globe and Mail*, p. B12.

Stropkay, S. (2013, December 1). The myths of creativity. *Innovation*, p. 13.

Stancavage, J. (2013, December 1). Tulsa-based professor's book busts myths about creativity. *Tulsa World*, pp. E1-2.

"What fuels creativity?" (2013, November 16). *CBS This Morning: Saturday* [Television broadcast]. New York, NY: CBS.

Griswold, A. (2013, November 9). Thomas Edison and the myth of the lone inventor. *Slate*. http://www.slate.com/blogs/business_insider/2013/11/09/thomas_edison_his_light_bulb_invention_was_a_publicity_stunt.html

Witzel, M. (2013, November 3). Debunking the key myths about creativity. *The Los Angeles Times*, p. B7.

Witzel, M. (2013, October 23) The myths of creativity by David Burkus. *Financial Times*.
<http://www.ft.com/intl/cms/s/0/7f2e511a-381a-11e3-8668-00144feab7de.html>

Zwilling, M. (2013, October). Ten myths of creativity you need to stop believe now. *Entrepreneur*.
<http://www.entrepreneur.com/article/229600>

Desmarais, C. (2013, October 24). Busted: 10 myths of creativity. *Inc.* <http://www.inc.com/christina-desmarais/10-myths-about-creativity.html>

McCafferty, D. (2013, October 22). Eight myths about creativity and innovation. *CIO Insight*.
<http://www.cioinsight.com/it-management/innovation/slideshows/eight-myths-about-creativity-and-innovation.html/>

Yakowicz, W. (2013, September 18). Are the strongest teams only temporary? *Inc.* <http://www.inc.com/will-yakowicz/are-the-strongest-teams-temporary.html>

Baer, D. (2013, July 26). One quick way to construct better criticism. *Fast Company*.
<http://www.fastcompany.com/3014856/leadership-now/one-quick-way-to-construct-better-criticism>

Baer, D. (2013, March 11). The innovation method behind Swiffer madness. *Fast Company*.
<http://www.fastcompany.com/3006797/innovation-method-behind-swiffer-madness>

Boynton, A. & Bale, W. (2012, December 18). How to neutralize hierarchy: take a tip from sitcom writers. *Forbes*. [http://www.forbes.com/sites/andyboynton/2012/12/18/how-to-neutralize-hierarchy-take-a-tip from-sitcom-writers/](http://www.forbes.com/sites/andyboynton/2012/12/18/how-to-neutralize-hierarchy-take-a-tip-from-sitcom-writers/)

// Professional Development

The 74th Annual Meeting of the Academy of Management, Philadelphia, PA, August 7-11.

The 73rd Annual Meeting of the Academy of Management, Lake Buena Vista, FL, August 9-13.

The 14th Annual International Leadership Association Global Conference. Denver, CO, October 24-27, 2012

Infusing New Energy into a Familiar Course: Strategies, Activities and Assignments, The Teaching Professor Workshop, Austin, TX, January 6-7, 2012

Alberta HR Annual Conference. Human Resources Institute of Alberta. Edmonton, AB, April 27-28, 2011

Certified Medical Representative Program, Pharmaceutical Management Concentration, Certified Medical Representative Institute, 2010

// Professional Service

Member, Fuse Corps Board of Advisors (2014 – Present)

Member, GeorgiaTech Innovation Management Advisory Board (2014)

Mentor, The Forge, Tulsa Metro Chamber (2014)

Volunteer, Creative Oklahoma (2012 – 2014)

// Academic Service

Editor, *Strategic Leadership Review* (2011 – 2015)
Reviewer, *Journal of Leadership Studies* (2013 – 2017)
Reviewer, *Management and Economics Research Journal* (2013 – 2016)
Reviewer, *Journal of Behavioral and Applied Management* (2010 – 2011)
Reviewer, *International Journal of Business, Management and Social Sciences* (2010 – 2011)
Reviewer, *Academic Leadership Journal* (2010 – 2011)
Member, Oklahoma Course Equivalency Project, Management Discipline Committee (2012)

// University Service

Member, 120 Hours Minimum Ad-hoc Committee (2017)
Chair, College of Business Promotion Committee (2016 – 2017)
Member, College of Business Faculty Search Committee (2016)
Member, SOTL-CHED Committee, (2016 – Present)
Councilor, Academic Council (2015 – 2017)
Senator, Faculty Senate, (2014 – 2015)
Member, Technology in Education NSF Grant Proposal Committee (2014)
Advisor, Enactus Student Chapter (2013 – 2014)
Co-Advisor, Society for Human Resource Management Student Chapter (2012 – Present)
Member, Writing Across the Disciplines Committee (2012 – 2015)
Judge, Regional Collegiate Sales Competition (2011, 2012)
Guest Lecturer, Global Development and Sustainability Course (2014)
Guest Lecturer, Oral Communication Seminar Series (2010 – Present)
Guest Lecturer, Academic Peer Advisor Program Training, Oral Roberts University (2010 – 2012)
Guest Lecturer, Principles of Leadership (HONR 201) (2009 – Present)
Organizer, Working the Vision Alumni Volunteer Day (2008 & 2009)

// Memberships

Academy of Management
International Leadership Association
Christian Business Faculty Association
Royal Society for the encouragement of Arts, Manufactures and Commerce