

**RICHARD V. BURGESS**

Katz School of Business School | University of Pittsburgh  
rvb13@pitt.edu

**ACADEMIC POSITION**

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**Assistant Professor of Business Administration** 2023-Present  
*Katz School of Business, University of Pittsburgh*

**EDUCATION**

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**Kenan-Flagler Business School, University of North Carolina**  
*Doctor of Philosophy, Business Administration* 2023  
*Master of Science, Management* 2022

**Carnegie Mellon University**  
*Master of Business Administration, Tepper School of Business* 2012  
*Master of Science in Public Policy and Management, Heinz College* 2012

**Massachusetts Institute of Technology**  
*Bachelor of Science, Civil Engineering* 2009

**REFEREED JOURNAL PUBLICATIONS**

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Pearsall, M. J., Christian, J. S., **Burgess, R. V.**, Leigh, A., (2022) Preventing success: How a Prevention Focus Causes Leaders to Overrule Good Ideas and Reduce Team Performance Gains. *Journal of Applied Psychology*.108(7), 1121-1136.  
<https://doi.org/10.1037/apl0000596>

**MANUSCRIPTS UNDER PEER REVIEW**

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Preston. M., Leigh, A., Boyd, T., **Burgess, R. V.**, Marsh, V. Race, Allyship and Leadership Evaluations in Organizations (Under 2nd round review at *Organizational Behavior and Human Decision Processes*)

**BOOK CHAPTERS AND OTHER PUBLICATIONS**

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**Burgess, R. V.\*** & Norris, K.\* (2022). What Doesn't Kill You, Makes You Stronger: Applying a Strength-based Approach to Black Employees Workplace Experience. In King, E. B., Roberson, Q., & Hebl, M. R. (Eds.) *Research on Social Issues in Management (V.3): The Future of Diversity & Inclusion*. Charlotte, NC: Information Age Publishing.

\*denotes co-first authorship.

**WORK IN PROGRESS (WORKING TITLES)**

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**Burgess, R. V.**, Leigh, A. Christian M. S., Melwani, S. Antecedents and Consequences of Bystander Intervention within Workplace Racial Discrimination. *Writing Phase. Target Journal: Organization Science*

**Burgess R. V.**, Christian, J. S., Pearsall M. J., Larson, L. Ethical Decision Making in Teams. *Data Analysis. Target Journal: Journal of Applied Psychology*

**Burgess, R. V.**, Pearsall M. J., Christian, J. S., Dynamic Inclusion Perceptions. *Data Analysis. Target Journal: Administrative Science Quarterly*

**Burgess, R. V.**, Pearsall M.J., Christian, J.S. Emergent Leadership in Teams. *Data Collection. Target Journal: Academy of Management Journal*

Preston, M.C., **Burgess, R. V.**, Kundro, T. Differential perceptions of leaders who remain silent on DEI issues. *Data collection. Target Journal: Academy of Management Journal*

#### **SELECTED REFEREED CONFERENCE PRESENTATIONS**

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Preston, M., **Burgess, R. V.** (2023). Employee Perceptions of White and Racial Minority Leaders who Remain Silent on Racial Equity Issues. Symposium accepted at the 83rd Academy of Management, Boston, MA.

Preston, M., Boyd, T. L., Leigh, A., **Burgess, R. V.**, Marsh, V. (2022). Who's Expected to be an Ally? An Examination of Allyship and Leadership Evaluations for White and Racial Minority Leaders. Symposium presented at the 82nd Academy of Management, Seattle, WA.

**Burgess, R. V.**, Leigh, A., Christian, M., Melwani, S. (2022). Bystander Intervention of Workplace Racial Discrimination. Paper presented at the Boston University Questrom School of Business Emerging Scholars Research Symposium, Boston, MA

**Burgess, R. V.**, Leigh, A., Christian, M., Melwani, S. (2022). Bystander Intervention of Workplace Racial Discrimination. Poster Presented at the Annual Society for Personality and Social Psychology Convention, San Francisco, CA

**Burgess, R. V.**, Leigh, A., Christian, M., Melwani, S. (2022). Bystander Intervention of Workplace Racial Discrimination. Paper presented at the Dismantling Bias Conference, West Lafayette, IN.

**Burgess, R. V.**, Leigh, A., Christian, M., Melwani, S. (2021). Bystander Intervention of Workplace Racial Discrimination. Paper presented at the Harvard Rising Scholars Conference, Boston, MA.

**Burgess, R. V.**, Leigh, A., Christian, M. (2021). Bystander Intervention of Workplace Racial Discrimination. Symposium presented at the 81st Academy of Management, Philadelphia, PA.

**Burgess R. V.**, Christian, J. S., Pearsall M. J., Barbera, T. (2020) Sins of Omission: How Prevention Focus Leads Teams Toward Unethical Behavior in Times of Crisis. Poster accepted at the annual INGroup conference, Bellevue, WA.

**INVITED TALKS**

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University of Pittsburgh Katz Graduate School of Business	2022
State University of New York at Buffalo School of Management, Visiting Future Faculty Program	2022

**TEACHING EXPERIENCE**

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***Undergraduates***

Instructor, BUSI 405 Leading and Managing <i>My Rating: 4.8/5.0</i>	2021
Teaching Assistant, BUSI526 Leadership in Action	2019 – 2022

***MBA/Executive MBA***

Facilitator, Executive Team Building	2019 – Present
Teaching Assistant, MBA802 Ethical Leadership	2019 – 2020

**SERVICE TO THE UNIVERSITY**

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<i>Co-Chair</i> , UNC Organizational Behavior DEI Committee	2022
<i>Member</i> , UNC Initiative for Minority Education Advisory Committee	2020 – 2022
<i>Member</i> , Student Advisory Committee to the Chancellor	2021 – 2022
OB Area Postdoctoral Research Associate Hiring Committee	2022
<i>Senator</i> , UNC Graduate and Professional Student Government	2019 – 2021
UNC TraCS Grant Postdoctoral Research Associate Hiring Committee	2021
<i>Member</i> , Faculty Award for Excellence in Graduate Student and Academic Program Support Selection Committee	2021
<i>Advisor</i> , UNC Pre-Graduate Advising Educational Program	2019 – 2020
<i>Member</i> , Carnegie Mellon President's Black Student Advisory Council	2011-2012
<i>President</i> , Carnegie Mellon Black Graduate Student Organization	2011-2012

**SERVICE TO THE ACADEMIC COMMUNITY**

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***Ad-hoc reviewing***

Reviewer for *Organizational Behavior & Human Decision Process*, 2022

***Conference Peer Reviewing***

Annual INGROUP conference	2020
Annual Meeting of the Academy of Management (AOM)	2021-Present

***Leadership***

<i>Chairperson</i> , Networking Committee	
KPMG PhD Project, Management Doctoral Student Association	2019 – 2021

**AWARDS AND GRANTS**

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M. Wayne DeLozier UNC PhD Student Fellowship Award	2022
Consortium for Graduate Study in Management Fellowship (Full Tuition)	2010 – 2012
Richard P. Simmons Endowed Scholarship	2005 – 2009
National Merit Scholarship Semi-Finalist	2005

National Achievement Scholar	2005
American Chemical Society Scholar	2005

**PROFESSIONAL AFFILIATIONS**

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Academy of Management	2018 – Present
Interdisciplinary Network for Group Research	2018 – Present
KPMG PhD Project, Management Doctoral Student Association	2018 – Present

**PREVIOUS WORK EXPERIENCE**

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Hatch Ltd (Pittsburgh, PA) – Project Manager	2016 – 2018
Rexnord Industries (Milwaukee, WI) – Project Manager	2012 – 2015
Chester Engineers (Pittsburgh, PA) – Assistant Project Manager	2009 – 2010