Updated: 7/25/2023

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 Katz School of Business, University of Pittsburgh	2023-Present
EDUCATION	
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

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

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

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.

WORK IN PROGRESS (WORKING TITLES)

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*

^{*}denotes co-first authorship.

- 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

- 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.

University of Pittsburgh Katz Graduate School of Business State University of New York at Buffalo School of Management, Visiting Future Faculty Program TEACHING EXPERIENCE Undergraduates Instructor, BUSI 405 Leading and Managing My Rating: 4.8/5.0 MBA/Executive MBA Facilitator, Executive Team Building Teaching Assistant, BUSI526 Leadership in Action SERVICE TO THE UNIVERSITY Co-Chair, UNC Organizational Behavior DEI Committee Member, UNC Initiative for Minority Education Advisory Committee Member, Student Advisory Committee to the Chancellor OBA Area Postdoctoral Research Associate Hiring Committee Senator, UNC Graduate and Professional Student Government UNC TraCS Grant Postdoctoral Research Associate Hiring Committee Member, Faculty Award for Excellence in Graduate Student and Academic Program Support Selection Committee Member, Carnegie Mellon President's Black Student Advisory Council President, Carnegie Mellon Black Graduate Student Organization SERVICE TO THE ACADEMIC COMMUNITY Md-hoc reviewing Reviewer for Organizational Behavior & Human Decision Process, 2022 Conference Peer Reviewing Annual INGROUP conference Annual Mecting of the Academy of Management (AOM) Conformation of Committee Chairperson, Networking Committee KPMG PhD Project, Management Doctoral Student Association AWARDS AND GRANTS M. Wayne DeLozier UNC PhD Student Fellowship Award Consortium for Graduate Study in Management Fellowship (Full Tuition) Richard P. Simmons Endowed Scholarship Rotton Autonal Merit Scholarship Semi-Finalist	Invited Talks	
Faculty Program 2022 TEACHING EXPERIENCE Undergraduates Instructor, BUSI 405 Leading and Managing MR Ating: 4.8/5.0 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 Co-Chair, UNC Organizational Behavior DEI Committee 2022 Member, UNC Initiative for Minority Education Advisory Committee 2021 – 2022 Member, Student Advisory Committee to the Chancellor 2021 – 2022 OB Area Postdoctoral Research Associate Hiring Committee 2022 Senator, UNC Graduate and Professional Student Government 2019 – 2021 UNC TraCS Grant Postdoctoral Research Associate Hiring Committee 2021 Member, Faculty Award for Excellence in Graduate Student and Academic Program Support Selection Committee Graduate Student and Academic Program Support Selection Committee Graduate Student and Academic Program Support Selection Committee Graduate Student Advisory Council 2011–2012 Member, Carnegie Mellon President's Black Student Advisory Council 2011–2012 President, Carnegie Mellon Black Graduate Student Organization 2011–2012 SERVICE TO THE ACADEMIC COMMUNITY 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 Chairperson, Networking Committee KPMG PhD Project, Management Doctoral Student Association 2019 – 2021 AWARDS AND GRANTS M. Wayne DeLozier UNC PhD Student Fellowship Award Consortium for Graduate Study in Management Fellowship (Full Tuition) 2010 – 2012 Richard P. Simmons Endowed Scholarship 2005 – 2009	,	
Instructor, BUSI 405 Leading and Managing My Rating: 4.8/5.0 Teaching Assistant, BUSI526 Leadership in Action Teaching Assistant, BUSI526 Leadership in Action Teaching Assistant, BUSI526 Leadership in Action MBA/Executive MBA Facilitator, Executive Team Building Teaching Assistant, MBA802 Ethical Leadership 2019 – 2020 SERVICE TO THE UNIVERSITY Co-Chair, UNC Organizational Behavior DEI Committee 2020 — 2022 Member, UNC Initiative for Minority Education Advisory Committee 2021 — 2022 Member, Student Advisory Committee to the Chancellor 2021 — 2021 OB Area Postdoctoral Research Associate Hiring Committee 2022 Senator, UNC Graduate and Professional Student Government 2019 — 2021 UNC TraCS Grant Postdoctoral Research Associate Hiring Committee 2021 Member, Faculty Award for Excellence in Graduate Student and Academic Program Support Selection Committee 2021 Advisor, UNC Pre-Graduate Advising Educational Program 2021 Advisor, UNC Pre-Graduate Advising Educational Program 2021 Advisor, UNC Pre-Graduate Advising Educational Program 2021 Advisor, Carnegie Mellon Black Graduate Student Organization 2021 President, Carnegie Mellon Black Graduate Student Organization 2021 2021-2022 Conference Peer Reviewing Annual INGROUP conference Annual INGROUP conference Annual Meeting of the Academy of Management (AOM) 2021-Present Leadership Chairperson, Networking Committee KPMG PhD Project, Management Doctoral Student Association 2019 – 2021 AWARDS AND GRANTS M. Wayne DeLozier UNC PhD Student Fellowship Award 2022 Consortium for Graduate Study in Management Fellowship (Full Tuition) Richard P. Simmons Endowed Scholarship	•	
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Teaching Assistant, BUSI526 Leadership in Action Teaching Assistant, BUSI526 Leadership in Action ### Accilitator, Executive Team Building Teaching Assistant, MBA802 Ethical Leadership Co19 - Present 2019 - 2020 SERVICE TO THE UNIVERSITY	Undergraduates	
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Facilitator, Executive Team Building Teaching Assistant, MBA802 Ethical Leadership 2019 – 2020 SERVICE TO THE UNIVERSITY Co-Chair, UNC Organizational Behavior DEI Committee Member, UNC Initiative for Minority Education Advisory Committee Member, Student Advisory Committee to the Chancellor OB Area Postdoctoral Research Associate Hiring Committee UNC TraCS Grant Postdoctoral Research Associate Hiring Committee UNC TraCS Grant Postdoctoral Research Associate Hiring Committee Member, Faculty Award for Excellence in Graduate Student and Academic Program Support Selection Committee Advisor, UNC Pre-Graduate Advising Educational Program Support Selection Committee Advisor, UNC Pre-Graduate Advising Educational Program Support Selection Committee Advisor, Carnegie Mellon President's Black Student Advisory Council President, Carnegie Mellon Black Graduate Student Organization SERVICE TO THE ACADEMIC COMMUNITY Ad-hoc reviewing Reviewer for Organizational Behavior & Human Decision Process, 2022 Conference Peer Reviewing Annual INGROUP conference Annual Meeting of the Academy of Management (AOM) Leadership Chairperson, Networking Committee KPMG PhD Project, Management Doctoral Student Association AWARDS AND GRANTS M. Wayne DeLozier UNC PhD Student Fellowship Award Consortium for Graduate Study in Management Fellowship (Full Tuition) 2010 – 2012 Richard P. Simmons Endowed Scholarship	, .	2019 – 2022
SERVICE TO THE UNIVERSITY Co-Chair, UNC Organizational Behavior DEI Committee Member, UNC Initiative for Minority Education Advisory Committee Member, Student Advisory Committee to the Chancellor OB Area Postdoctoral Research Associate Hiring Committee Senator, UNC Graduate and Professional Student Government UNC TraCS Grant Postdoctoral Research Associate Hiring Committee Member, Faculty Award for Excellence in Graduate Student and Academic Program Support Selection Committee Advisor, UNC Pre-Graduate Advising Educational Program Support Selection Committee Member, Carnegie Mellon President's Black Student Advisory Council President, Carnegie Mellon Black Graduate Student Organization SERVICE TO THE ACADEMIC COMMUNITY Ad-hoc reviewing Reviewer for Organizational Behavior & Human Decision Process, 2022 Conference Peer Reviewing Annual INGROUP conference Annual Meeting of the Academy of Management (AOM) Conference Peer Reviewing Chairperson, Networking Committee KPMG PhD Project, Management Doctoral Student Association Awards And Grants M. Wayne DeLozier UNC PhD Student Fellowship Award Consortium for Graduate Study in Management Fellowship (Full Tuition) Richard P. Simmons Endowed Scholarship 2012 2020 2005 – 2009	MBA/Executive MBA	
SERVICE TO THE UNIVERSITY Co-Chair, UNC Organizational Behavior DEI Committee Member, UNC Initiative for Minority Education Advisory Committee Member, Student Advisory Committee to the Chancellor OB Area Postdoctoral Research Associate Hiring Committee Senator, UNC Graduate and Professional Student Government UNC TraCS Grant Postdoctoral Research Associate Hiring Committee Member, Faculty Award for Excellence in Graduate Student and Academic Program Support Selection Committee Advisory, UNC Pre-Graduate Advising Educational Program Support Selection Committee Advisor, UNC Pre-Graduate Advising Educational Program Support Selection Committee Advisor, UNC Pre-Graduate Advising Educational Program Support Selection Committee Advisor, Carnegie Mellon President's Black Student Advisory Council President, Carnegie Mellon Black Graduate Student Organization SERVICE TO THE ACADEMIC COMMUNITY Ad-hoc reviewing Reviewer for Organizational Behavior & Human Decision Process, 2022 Conference Peer Reviewing Annual INGROUP conference Annual Meeting of the Academy of Management (AOM) Coall-Present Leadership Chairperson, Networking Committee KPMG PhD Project, Management Doctoral Student Association Awards And Grants M. Wayne DeLozier UNC PhD Student Fellowship Award Consortium for Graduate Study in Management Fellowship (Full Tuition) Richard P. Simmons Endowed Scholarship 2020 2021	Facilitator, Executive Team Building	2019 – Present
Co-Chair, UNC Organizational Behavior DEI Committee2022Member, UNC Initiative for Minority Education Advisory Committee2020 – 2022Member, Student Advisory Committee to the Chancellor2021 – 2022OB Area Postdoctoral Research Associate Hiring Committee2022Senator, UNC Graduate and Professional Student Government2019 – 2021UNC TraCS Grant Postdoctoral Research Associate Hiring Committee2021Member, Faculty Award for Excellence in Graduate Student and Academic Program Support Selection Committee2021Member, Carnegie Mellon President's Black Student Advisory Council President, Carnegie Mellon President's Black Student Advisory Council2011–2012President, Carnegie Mellon Black Graduate Student Organization2011–2012SERVICE TO THE ACADEMIC COMMUNITY2011–2012Ad-hoc reviewing Reviewer for Organizational Behavior & Human Decision Process, 20222020Conference Peer Reviewing Annual INGROUP conference2020Annual Meeting of the Academy of Management (AOM)2021-PresentLeadership Chairperson, Networking Committee KPMG PhD Project, Management Doctoral Student Association2019 – 2021AWARDS AND GRANTS M. Wayne DeLozier UNC PhD Student Fellowship Award Consortium for Graduate Study in Management Fellowship (Full Tuition) Richard P. Simmons Endowed Scholarship2010 – 2012	Teaching Assistant, MBA802 Ethical Leadership	2019 - 2020
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Member,Student Advisory Committee to the Chancellor2021 – 2022OB Area Postdoctoral Research Associate Hiring Committee2022Senator,UNC Graduate and Professional Student Government2019 – 2021UNC TraCS Grant Postdoctoral Research Associate Hiring Committee2021Member,Faculty Award for Excellence in Graduate Student and Academic Program Support Selection Committee2021Advisor,UNC Pre-Graduate Advising Educational Program2019 – 2020Member,Carnegie Mellon President's Black Student Advisory Council2011-2012President,Carnegie Mellon Black Graduate Student Organization2011-2012SERVICE TO THE ACADEMIC COMMUNITYAd-hoc reviewing2022Reviewer for Organizational Behavior & Human Decision Process, 20222022Conference Peer Reviewing2021-PresentAnnual INGROUP conference2020Annual Meeting of the Academy of Management (AOM)2021-PresentLeadership Chairperson, Networking Committee KPMG PhD Project, Management Doctoral Student Association2019 – 2021AWARDS AND GRANTS M. Wayne DeLozier UNC PhD Student Fellowship Award Consortium for Graduate Study in Management Fellowship (Full Tuition)2010 – 2012Richard P. Simmons Endowed Scholarship2005 – 2009		2022
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Support Selection Committee 2021 Advisor, UNC Pre-Graduate Advising Educational Program 2019 – 2020 Member, Carnegie Mellon President's Black Student Advisory Council 2011-2012 President, Carnegie Mellon Black Graduate Student Organization 2011-2012 SERVICE TO THE ACADEMIC COMMUNITY 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 Chairperson, Networking Committee KPMG PhD Project, Management Doctoral Student Association 2019 – 2021 AWARDS AND GRANTS M. Wayne DeLozier UNC PhD Student Fellowship Award Consortium for Graduate Study in Management Fellowship (Full Tuition) Richard P. Simmons Endowed Scholarship 2005 – 2009	UNC TraCS Grant Postdoctoral Research Associate Hiring Committee	2021
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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 Chairperson, Networking Committee KPMG PhD Project, Management Doctoral Student Association 2019 – 2021 AWARDS AND GRANTS M. Wayne DeLozier UNC PhD Student Fellowship Award 2022 Consortium for Graduate Study in Management Fellowship (Full Tuition) Richard P. Simmons Endowed Scholarship 2005 – 2009		
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Chairperson, Networking Committee KPMG PhD Project, Management Doctoral Student Association 2019 – 2021 AWARDS AND GRANTS M. Wayne DeLozier UNC PhD Student Fellowship Award Consortium for Graduate Study in Management Fellowship (Full Tuition) Richard P. Simmons Endowed Scholarship 2010 – 2012 2005 – 2009	Leadership	
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Richard P. Simmons Endowed Scholarship 2005 – 2009		2010 - 2012
National Merit Scholarship Semi-Finalist 2005	Richard P. Simmons Endowed Scholarship	2005 - 2009
	National Merit Scholarship Semi-Finalist	2005

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N. C. 14.1: (C.1.1)	2005
National Achievement Scholar	2005
American Chemical Society Scholar	2005
PROFESSIONAL AFFILIATIONS	
	2010 7
Academy of Management	2018 – Present
Interdisciplinary Network for Group Research	2018 – Present
KPMG PhD Project, Management Doctoral Student Association	2018 – Present
Previous Work Experience	
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