

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

ACADEMIC POSITION

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

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., (2023) 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>

Preston, M., Leigh, A., Boyd, T., **Burgess, R. V.**, Marsh, V. (2024) An ally by any other name: Examining the effects of racial minority leaders as allies for advancing racial justice. *Organizational Behavior and Human Decision Processes*. In-press.
<https://doi.org/10.1016/j.obhdp.2024.104321>

MANUSCRIPTS UNDER PEER REVIEW

Burgess, R. V., Leigh, A. Christian M. S., Celik, C. Antecedents and Consequences of Bystander Intervention within Workplace Racial Discrimination. Proposal Under Review: *Journal of Applied Psychology Special Issue*.

Preston, M.C., **Burgess, R. V.**, Kundro, T. Differential perceptions of leaders who remain silent on DEI issues. Proposal Under Review: *Journal of Applied Psychology Special Issue*.

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.

*denotes co-first authorship.

WORK IN PROGRESS (WORKING TITLES)

Burgess, R. V. Dynamic Inclusion Perception during Executive Leadership Change.
Data Analysis, Target Journal: Administrative Science Quarterly

Dumas, T., Norris, K., **Burgess, R. V.** Racial Recategorization. *Study Design. Target Journal: Administrative Science Quarterly*

Burgess, R. V., White, M., Chicas, H. Mixed Privilege: Helping Behavior for High Status Minority Leaders. *Study Design. Target Journal: Journal of Applied Psychology*

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

SELECTED REFEREEED CONFERENCE PRESENTATIONS

Burgess, R. V., Leigh, A., Christian, M., Celik, C. (2024). Bystander Intervention of Workplace Racial Discrimination. Paper presented at International Association for Conflict Management Annual Conference, Singapore.

Preston, M., **Burgess, R. V.**, Kundro, T (2023). Employee Perceptions of White and Racial Minority Leaders who Remain Silent on Racial Equity Issues. Symposium presented 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

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

Katz School of Business, University of Pittsburgh

Instructor, BUSORG 1020 Undergraduate Organizational Behavior	2024
<i>My Average Rating (2 sections): 3.9/5.0</i>	

Kenan-Flagel Business School, University of North Carolina

Undergraduate

Instructor, BUSI 405 Leading and Managing	2021
<i>My Rating: 4.8/5.0</i>	

Teaching Assistant, BUSI526 Leadership in Action

2019 – 2022

MBA/Executive MBA

Facilitator, Executive Team Building	2019 – 2023
Teaching Assistant, MBA802 Ethical Leadership	2019 – 2020

SERVICE TO THE UNIVERSITY

<i>Pitt Business Representative</i> , PhD Project Annual Conference	2023-Present
<i>Organizer</i> , Pitt Business O&E Weekly Lunch Series	2023-Present
<i>Member</i> , Pitt Business Behavior Lab Committee	2023-Present
<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

Ad-hoc reviewingReviewer 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

Pitt Momentum Fund Award (\$6,000)	2024
Pitt Berg Center (\$5,000)	2024
PittBusiness 2030 Research with Impact Award (\$19,035)	2024
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

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