

**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., (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**

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**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**

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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.** 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 REFEREED CONFERENCE PRESENTATIONS**

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**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**

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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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<b>Katz School of Business, University of Pittsburgh</b>	
Instructor, BUSORG 1020 Undergraduate Organizational Behavior	2024
<i>My Average Rating (2 sections): 3.9/5.0</i>	

<b>Kenan-Flagel Business School, University of North Carolina</b>	
<b><i>Undergraduate</i></b>	
Instructor, BUSI 405 Leading and Managing	2021
<i>My Rating: 4.8/5.0</i>	
Teaching Assistant, BUSI 526 Leadership in Action	2019 – 2022

<b><i>MBA/Executive MBA</i></b>	
Facilitator, Executive Team Building	2019 – 2023
Teaching Assistant, MBA 802 Ethical Leadership	2019 – 2020

### **SERVICE TO THE UNIVERSITY**

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<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**

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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***

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