

DAVID S. BRIGHT

PROFESSOR OF ORGANIZATIONAL BEHAVIOR AND ORGANIZATION DEVELOPMENT
DEPARTMENT OF MANAGEMENT AND INTERNATIONAL BUSINESS
RAJ SOIN COLLEGE OF BUSINESS, WRIGHT STATE UNIVERSITY
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APPOINTMENTS

Chair, 2016-Present – Department of Management and Int'l Business, Wright State Univ, Dayton, Ohio
Professor, 2014-present – Wright State Univ, Dayton, Ohio
Associate Professor (with tenure), 2011-2014 – Wright State University, Dayton, Ohio
Assistant Professor, 2006-2011 – Wright State University, Dayton, Ohio, USA
Research Fellow and Visiting Assistant Professor, 2005 -2006 – Department of Organizational Behavior, Case Western Reserve University, Cleveland, Ohio, USA

EDUCATION

Ph.D., Organizational Behavior, 2005 – Case Western Reserve University, Cleveland, Ohio, USA
Committee: David Cooperrider (Co-Chair), Ronald Fry (Co-Chair), Kim Cameron, Eric Neilsen, Julie Exline
Master of Organizational Behavior and Master of Arts, International Area Studies (joint degree), 1999 – Brigham Young University, Provo, Utah, USA
B.S. Accounting, 1996 *cum laude* – Brigham Young University, Provo, Utah, USA

AWARDS, RECOGNITIONS, AND HONORS

2015-2016 **Outstanding Teacher**, Department of Management and International Business, Raj Soin
2011-2012 College of Business, Wright State U.
2009-2010
2007-2008
2014-2015 **Professional Development Leave (Sabbatical)**, Raj Soin College of Business, Wright State U.
2012-2013 **Outstanding Award in Service**, Raj Soin College of Business, Wright State U.
2011-2012
2011 **New Educator Award**, OBTS Teaching Society for Management Educators
2010 **Best Reviewer**, Organization Development & Change Division, Academy of Management
1999 **Commencement Address**, Marriott School of Management, Brigham Young University

RESEARCH INTERESTS

Positive Organizational Scholarship, Appreciative Inquiry, organizational development and change, virtue-based organizing, constructivist teaching and learning

Google Scholar Citation Count (Oct 2015)=1,; i10-index=19.
Research Gate RG Score = 16.0

PEER REVIEWED ARTICLES

1. **Bright, David S.;** Caza, Arran; Turesky, Elizabeth; Putzel, Roger; Nelson, Eric; Luechtefeld, Ray. Constructivist Meta-practices: When Students Design Activities, Lead Others, and Assess Peers. *Journal of Leadership Education*, 15(4), 75-99.
2. **Bright, David S.;** Winn, Bradley A.; Kanov, Jason (2014). Reconsidering virtue: Differences in perspective in virtue ethics and the positive social sciences. *Journal of Business Ethics*, 119(4), 445-460. 10.1007/s10551-013-1832-x.
3. Lavine, Marc; **Bright, David S.;** Powley, Edward H.; Cameron, Kim S. (2013). Exploring the generative potential between positive organizational scholarship and management, spirituality, and religion research. *Journal of Management Spirituality and Religion*, 1–21. doi:10.1080/14766086.2013.801032.
4. **Bright, David S.;** Fry, Ronald E. (2013) Introduction: Building ethical, virtuous organizations. *Journal of Applied Behavioral Science*, 49 (1), 5-12.
5. **Bright, David S.;** Turesky, Elizabeth F.; Putzel, Roger; Stang, Thomas. (2012). The professor as facilitator: Shaping an emergent, living system of shared leadership in the classroom. *Journal of Leadership Education*, 11, (1), 157-176.
6. **Bright, David S.;** Stansbury, Jason; Alzola, Miguel; Stavros, Jacqueline. (2011). Virtue ethics in Positive Organizational Scholarship: An integrative perspective. *Canadian Journal of Administrative Science* 28 (2). DOI: 10.1002/CJAS.199.
7. Taylor, Scott; **Bright, David S** (2011). Open-mindedness and defensiveness in multisource feedback process: A conceptual framework. *Journal of Applied Behavioral Science*, 47(4), 432-460. DOI 10.1177/0021886311408724. (Note: A version of this paper was previously published in *Best Paper Proceedings of the Seventieth Annual Meeting of the Academy of Management* (CD), ISSN 1543-8643.)
8. Gruys, Melissa; **Bright, David S.** (2011). A service-oriented approach to teaching Human Resource Management. *Journal of Human Resources Education* 5(1), 13-31. <http://business.troy.edu/jhre/Articles/PDF/5-1/57.pdf>.
9. Exline, Julie; **Bright, David S.** (2011). Spiritual and Religious Struggles in the Workplace. *Journal of Management, Spirituality and Religion*, 8(2), 123-142. DOI: 10.1080/14766086.2011.581812.
10. **Bright, David S.;** Godwin, Lindsey. (2010). Encouraging social innovation in global organizations: From planned to emergent approaches. *Journal of Asia-Pacific Business*, 11, 179-176.
11. **Bright, David S.** (2009) Appreciative Inquiry and Positive Organizational Scholarship: A philosophy of practice for turbulent times. *OD Practitioner*, 41(3): 2-7.

12. Boyd, Neil M.; **Bright, David S.** (2007). Appreciative Inquiry as a mode of action research in community psychology. *Journal of Community Psychology, 35* (8): 1019-1036.
13. **Bright, David S.** (2006). Virtuousness is necessary for genuineness in corporate philanthropy. *Academy of Management Review, 31* (3): 752-756.
14. **Bright, David S.**; Fry, Ronald E.; Cooperrider, David L. (2006). Forgiveness from the perspectives of three response modes: Begrudgement, pragmatism and transcendence. *Journal of Management Spirituality and Religion, 2/3* (1): 78-103.
15. **Bright, David S.**; Cameron, Kim S.; and Caza, Arran. (2006). The amplifying and buffering effects of virtuousness in downsized organizations. *Journal of Business Ethics, 64* (3), 249-269.
16. **Bright, David S.**; Cooperrider, David L; Galloway, Walter (2006). Appreciative Inquiry in the Office of Research and Development: Improving the collaborative capacity of organizing. *Public Performance and Management Review, 29* (3), 289-310.
17. Barrett, Frank; Powley, Edward S.; Bright, David S. (2005). Transforming collective identity through Appreciative Inquiry Summit. *Erhvervspsykologi (Occupational Psychology), 3*(1), 38-54. (Published in the Netherlands.)
18. Cameron, Kim S.; **Bright, David S.**; Caza, Arran (2004). Exploring the relationship between organizational virtuousness and performance. *American Behavioral Scientist, 47* (6): 766-790.
19. Powley, Edward H.; Fry, Ronald E.; Barrett, Frank J.; **Bright, David S.** (2004). Dialogic democracy meets command and control: Transformation through the Appreciative Inquiry summit. *Academy of Management Executive 18* (3), 67-80.
20. **Bright, David S.**; Fry, Ronald E; Barrett, Frank (2003). The Impact of Multiple AI Summits: Developing the U.S. Navy's Information Professional Community. *AI Practitioner, 4*(4): 34-39.

BOOKS

1. Quinn, Robert E.; Faerman, Sue; Thompson, Michael P.; McGrath, M.; **Bright, David S.** (2015) *Becoming a Master Manager* (6th Edition). San Francisco: Wiley.

BOOK CHAPTERS AND OTHER WORKS

2. **Bright, David S.** (in press) Positive Organizational Scholarship and Virtue Ethics. To appear in J. Alejo and G. Sison, *Handbook of Virtues in Business Ethics*. Springer.
3. **Bright, David S.** (2015). Book Review: Using a Positive Lens to Explore Social Change and Organizations by Jane E. Dutton and Karen Golden-Biddle. *People & Strategy 38*(1), 62.
4. **Bright, David S.** (2014). Positive Organizational Scholarship and Appreciative Inquiry. To appear in Coghlan and M. Brydon-Miller (eds.) *Sage Encyclopedia of Action Research*. . Los Angeles: Sage, pp. 628-630.

5. **Bright, David S.**; Barros, Ilma; Marthy, V.R. Kumar (2013). Appreciative Inquiry and Ethical Awareness: Encouraging Morally -Driven Organizational Goals. In Sekerka, L, *Ethics Training in Action*. Charlotte, NC: Information Age Publishing.
6. **Bright, David S.**; Powley, Edward H.; Fry, Ronald E.; Barrett, Frank J. (2013). The generative potential of cynical conversations. In D. Cooperrider, D. Zandee, L. Godwin, M. Avital, & B. Broland (Eds.). *Organizational Generativity: The Appreciative Inquiry Summit and a Scholarship of Transformation*. Volume 4 of *Advances in Appreciative Inquiry*, 133-155. Emerald Group Publishing.
7. **Bright, David S.**; Fry, Ronald E.; Cooperrider, David L. (2013). Transformative innovation as an example of generativity: The B.A.W.B. World Inquiry. In D. Cooperrider, D. Zandee, L. Godwin, M. Avital, & B. Broland (Eds.). *Organizational Generativity: The Appreciative Inquiry Summit and a Scholarship of Transformation*. Volume 4 of *Advances in Appreciative Inquiry*, pp. 339-357. Emerald Group Publishing.
8. **Bright, David S.**; Fry, Ronald E. (Eds., 2013). Building ethical, virtuous organizations (special issue). *Journal of Applied Behavioral Science*, 49(1).
9. **Bright, David S.** & Cooperrider, David L. (2013). Words matter: Build the appreciative capacity of organizations. In L. Carter, R.L. Sullivan, M. Goldsmith, D. Ulrich, and N. Smallwood, *The change champion's fieldguide: Strategies and tools for changing your organization* (2nd ed.), pp. 131-147. San Francisco: Wiley. (Revision of the chapter listed below.)
10. **Bright, David S.** and Cooperrider, David L. (2003). Words matter: Build the appreciative capacity of organizations. In Ulrich, D.; Goldsmith, M.; Carter, L.; Bolt, J.; Smallwood, N. (Eds., 1st Ed.), *The change champion's fieldguide: Strategies and tools for changing your organization*: 60-82. New York: Best Practice Publications.
11. Barros, Ilma & **Bright, David S.** (2013) Appreciative Inquiry in Action: Telefonica. In L. Carter, R.L. Sullivan, M. Goldsmith, D. Ulrich, and N. Smallwood, *The change champion's fieldguide: Strategies and tools for changing your organization* (2nd ed.), pp. 646-648. San Francisco: Wiley.
12. **Bright, David S.**; Exline, Julie (2012). Forgiveness at four levels: Intrapersonal, relational, organizational, and collective-group. In Cameron, K; Spreitzer, G. (Eds.). *Handbook of Positive Organizational Scholarship*.
13. **Bright, David S.** and Cameron, Kim L. (2010). Positive organizational change: What the field of POS offers to OD practitioners. In J. Stavros, W. J. Rothwell, & R. Sullivan (Eds), *Practicing organization development: A guide for consultants* (395-408). San Francisco: Pfeiffer.
14. **Bright, David S.**; Fry, Ronald E.; Cooperrider, David L. (2008). Forgiveness from the perspectives of three response modes: Begrudgment, pragmatism and transcendence. In Charles Manz, Kim Cameron, Karen Manz, & Bob Marx (Eds.) *The Virtuous Organization: Insights From Some of the World's Leading Management Thinkers*. Hackensack, NJ: World Scientific Publishing Company.
15. **Bright, David S.** (2006). Forgiveness as an attribute of leadership. In E. D. Hess & K. S. Cameron, (Eds.). *Leading with values: Values, virtue & high performance*, 172-193. New York: Oxford University Press.

WORKS IN PROGRESS

Bright, David S.; Stansbury, Jason; Kanov, Jason; Winn; Bradley A. What is a virtue? Integrating perspectives for the study of the "positive" in social science. To be submitted to *Psychological Perspectives* in November 2015.

Tsachouridi, Irene; Nikandrou, Irene; **Bright, David S.;** Suazo, Mark. The buffering effect of organizational virtuousness on perceptions of psychological violation. To be submitted to *Academy of Management Journal*.

Bright, David S. The attributes of appreciation as an organizational virtue: Any inquiry can be an appreciative inquiry if.... To be submitted to *Journal of Applied Behavioral Science*.

SCHOLARLY OR PEER-REVIEWED PRESENTATIONS AND APPEARANCES

1. **Bright, David S.** (2015) To be extraordinary is to practice virtuous positive deviance. Presentation given at the Academy of Management Annual Meeting, Vancouver, British Columbia, Canada.
2. **Bright, David S.** (2015) Dimensions of excellence: Developing leaders with both technical and virtuous competencies. Presentation given at the Academy of Management Annual Meeting, Vancouver, British Columbia, Canada.
3. **Bright, David S.** (2015) On being extraordinary: How the cultivation of virtues enables extraordinary moments. Presentation given at the 4th World of the International Positive Psychology Association, Orlando, Florida.
4. **Bright, David S.;** Stansbury, Jason; Kanov, Jason; Winn; Bradley A. (2015). What is a virtue? Exploring what it means to study the "positive" in social science. Paper presented at the 2015 Positive Organizational Scholarship Conference, Orlando, Florida.
5. **Bright, David S.** (2015) What is an organizational virtue? Exploring theoretical possibilities for the study of excellence in organizational life. Presentation given at the Case Western Reserve University, Weatherhead School of Management, Cleveland, OH.
6. **Bright, David S.** (2015) Exploring the virtue of appreciation. Presentation given at the David L. Cooperrider Center for Appreciative Inquiry at Champlain College, Burlington, VT.
7. **Bright, David S.** (2015) The virtue of being appreciative: Enabling excellence in organizational life. Presentation given at the Claremont Graduate School, Claremont, CA.
8. **Bright, David S.** (2015) Any inquiry can be an appreciative inquiry if... Presentation given at the Pepperdine University Graziado School of Business and Management, Dana Point, CA.
9. **Bright, David S.** (2015) What is an organizational virtue? Philosophical and grounded explorations. Presentation given at the University of Michigan, Ross School of Business, Center for Positive Organizations, Ann Arbor, MI.
10. **Bright, David S.** (2014) What is organizational excellence? Exploring the properties of collective-level virtue. Presentation given at Benedictine University, Center for Values-Driven Leadership, Lisle, IL.

11. **Bright, David S.** (2014) What is organizational excellence? Exploring the properties of collective-level virtues. Presentation given at the Case Western Reserve University, Weatherhead School of Management, Cleveland, OH.
12. **Bright, David S.** (2014) The meaning of excellence: Using dialogue to enable the virtue within. Symposium presented at the 2014 Academy of Management Annual Meeting in Philadelphia, PA.
13. **Bright, David S.**; Combs, Jason; Winn, Bradley A. (2014). Three forms of virtuous organizing: Conceptualizing virtue at the collective level. Paper presented at the 2014 Academy of Management Annual Meeting in Philadelphia, PA.
14. **Bright, David S.** (2014) Classroom as Organization and POS: An uber-experiential approach to teaching about high performance teams. Table presentation delivered at the 2014 Academy of Management Annual Meeting in Philadelphia, PA.
15. **Bright, David S.** (2014) Recovering virtue: Balance as an indicator of excellence in relational practices. Presentation delivered at the 2014 Positive Relationships at Work Conference in Philadelphia, PA.
16. **Bright, David S.**; Winn, Bradley A. (2013). Virtue at the organization level: Fact or fiction? Symposium presented at the 2013 Academy of Management Annual Meeting in Orlando, Florida.
17. Creary, S.J.; Feldman, E.R.; Rajashi, G.; Gibson, K.R.; Mannen, D.M.; **Bright, D.S.** (organizers). (2013) Professional Development Workshop, the 2013 Academy of Management Annual Meeting in Orlando, Florida.
18. **Bright, David S.** (2013). Classroom as organization meets POS: Teaching about highly effective teams through in-class service. Table presentation for a Professional Development Workshop, the 2013 Academy of Management Annual Meeting in Orlando, Florida.
19. **Bright, David S.**; Winn, Bradley A.; Kanov, Jason (2012). Virtues, Virtuousness, or Vice: Three conceptual tensions in Positive Organizational Scholarship. Paper presented at the 2012 Academy of Management Annual Meeting in Boston, Massachusetts.
20. **Bright, David S.**; Caza, Arran; Turesky, Elizabeth F.; Nelson, Eric; Putzel, Roger; Luechtefeld, Ray; Whitney, Carolyn (2012). Intellectual, psychological and social outcomes in the constructivist classroom. Paper presented at the 2012 Academy of Management Annual Meeting in Boston, Massachusetts.
21. Bower, Holly H.; Caza, Arran; **Bright, David S.**; Brown, Kenneth; Mintzberg, Henry (2012). Understanding and advancing the informal management curriculum. Symposium panelist at the 2012 Academy of Management Annual Meeting in Boston, Massachusetts.
22. Creary, S.J.; Feldman, E.R.; Rajashi, G.; Gibson, K.R.; Mannen, D.M.; **Bright, D.S.** (organizers). (2012) Professional Development Workshop presented at the 2012 Academy of Management Annual Meeting in Boston, Massachusetts.
23. Litchfield, R.; Johnson, M.D.; Leigh, J.S.A. (organizers & facilitators); **Bright, D.S.** (facilitator). (2012). OB Teaching Incubator. PDW presented at the 2012 Academy of Management Annual Meeting in Boston, Massachusetts.
24. **Bright, David S.**, Turesky, Elizabeth F., Stang, Stang, T. (2011) Professor as facilitator: Shaping an Emergent, living system in the classroom. Presented at the Academy of Management Annual Meeting in San Antonio, Texas.

25. Winn, Bradley S; **Bright, David S.** (Organizers). (2011). Virtues, Virtuosity, or Vice: Conceptual Tensions in the Study of Virtue in Positive Organizational Scholarship. Symposium organized for the 2011 Academy of Management Annual Meeting in San Antonio, Texas.
26. **Bright, David S.** (2011). Reconciling virtue perspectives: An integrative framework. Presented at the Academy of Management Annual Meeting in San Antonio Texas.
27. Taylor, Scott; **Bright, David S.** (2010). Exploring conditions for openness in multisource feedback assessment. Presented at the Academy of Management Annual Meeting in Montreal, Quebec, Canada. Published in *Best Paper Proceedings of the Seventieth Annual Meeting of the Academy of Management* (CD), ISSN 1543-8643.
28. **Bright, David S.**; Alzola, Miguel; Stavros, Jacqueline. (2010). An empirical exploration of the meaning of virtues. Presented at the Academy of Management Annual Meeting in Montreal, Quebec, Canada.
29. Turesky, E.F., **Bright, David S.** (2010). Professor as Gardner: Cultivating 21st century Leadership Practices in the Emergent Learning Classroom. Presented at the International Leadership Association, 12th Annual Global Conference in Boston, Massachusetts.
30. **Bright, David S.**; Turesky, Elizabeth. (2010). Fostering student-to-student feedback: A condition for emergent learning in the classroom. Presented at the Organizational Behavior Teaching Conference in Albuquerque, New Mexico.
31. **Bright, David S.**; Stansbury, Jason; Stavros, Jacqueline (2009). A framework for integrating a virtue ethics perspective in Positive Organizational Scholarship. Paper presented at the August 2009 Academy of Management annual meeting in Chicago, Illinois.
32. **Bright, David S.**; Turesky, Elizabeth; Putzel, Roger (2009). Professor as gardener: Creating the emergent learning classroom. Paper presented at the June 2009 Organizational Behavior Teaching Conference in Charlotte, South Carolina. **(Posted in the conference archive.)**
33. Petrick, Joseph; **Bright, David S.** (2009). Redesigning management education to transform global financial system integrity capacity and advance stakeholder sustainability. Paper presented at the June 2009 Global Forum for Business as an Agent of World Benefit, Cleveland, Ohio. **(Posted in the conference archive.)**
34. **Bright, David S.** (2009). Differences in the Meaning and Practice of Forgiveness in the Workplace: Contextual Factors. Symposium presented at the April 2009 Conference of the Society for Industrial/Organizational Psychology in New Orleans, Louisiana.
35. **Bright, David S.** (2008). Narrative Modes and the Meanings of Virtue. Working paper presented at the December 2008 Positive Organizational Scholarship Conference in Ann Arbor, Michigan.
36. **Bright, David S.** (2008) Managers as Forgivers? An Exploratory study of Forgiveness Tendencies in a Unionized Trucking Company. Paper presented at the August 2008 Academy of Management annual meeting in Anaheim, California.
37. **Bright, David S.**; Sekerka, Leslie K. (co-organizers). (2008) Flourishing and Excellence: Exploring Virtuosity in and through Organizations. Paper presented at the August 2008 Academy of Management Annual Meeting in Anaheim, California.

38. **Bright, David S.**; (2008) Stavros, Jacqueline. The Meaning of Virtues from the Perspective of Three Response Modes. Paper presented at the August 2008 Academy of Management annual meeting in Anaheim, California.
39. **Bright, David S.** (2008) A learner-centered classroom culture: Encouraging student participation through in-class service. Paper presented at the June 2008 Organizational Behavior Teaching Conference in Boston, Massachusetts. **(Posted in the conference archive.)**
40. Fry, Ron (Organizer), and **Bright, David S.** (2007). Virtuous Organizing in Tough Times: AI Amidst Down-sizing, Turn-around, and Organization Decline. Presented at the 3rd Annual Conference on Appreciative Inquiry, Orlando, Florida: September 2007.
41. **Bright, David S.** (2007). Forgiveness and Organizational Death. Symposium presented by Ian Walsh (Chair), Marc Lavine, Edward H. Powley; David S. Bright; and Kim S. Cameron. "Good Mourning: Positive Organizing in Response to Death in Organizational Life," at the August 2007 Academy of Management Annual Meeting in Philadelphia, Pennsylvania.
42. **Bright, David S.** (2007). Organizational virtuousness as an element of sustainability: Possible directions for research. Professional Development Workshop presented by Joseph Petrick, Leanne Krueger-Braneky, and David S. Bright, "Urban Sustainable Business Practices," at the 2007 Academy of Management Annual Meeting in Philadelphia, Pennsylvania.
43. **Bright, David S. (Chair)**; Worline, Monica; Lavine, Marc (2007). Building bridges from Positive Organizational Scholarship to Ethics: Research on virtuousness in organizations. Symposium presented at the 2007 Society for Business Ethics Annual Meeting, Philadelphia, Pennsylvania.
44. **Bright, David S.** (2006). Offense Aversion as an Aspect of the Virtue of Forgiveness. Working paper presented at the 2006 Positive Organizational Scholarship Conference: Empirical Currents in Ann Arbor, Michigan.
45. **Bright, David S.** (2006). High Quality Connection-Building in the Context of Planned, Participatory Organizational Change. Working paper presented at the 2006 Positive Organizational Scholarship Conference: Empirical Currents in Ann Arbor, Michigan.
46. **Bright, David S.**; Fry, Ronald E; Cooperrider, David L. (2006). The World Inquiry: Discovering transformative innovations for mutual benefit in business and society. Paper presented at the 2006 Global Forum for Business as an Agent of World Benefit: October 24, Cleveland, Ohio, U.S.A. **(Posted in the Conference Archive.)**
47. **Bright, David S.**; Godwin, Lindsey; Fry, Ronald E. (2006). Transformative innovations for mutual benefit: The role of business as an agent of benefit. Showcase Symposium presented at the August 2006 Annual Academy of Management Meeting in Atlanta, Georgia.
48. **Bright, David S.**; Fry, Ronald E; Cooperrider, David L. (2006). Transformative innovations for mutual benefit in business, society, and environment: An organizational change perspective. Paper presented in the SIM division at the August 2006 Annual Academy of Management Meeting in Atlanta, Georgia.
49. **Bright, David S.**; Powley, Edward H.; Fry, Ronald E. (2006). The engagement continuum: Exploring the impact of Appreciative Inquiry on high quality connections in interpersonal relationships. Paper presented in the ODC division at the August 2006 Annual Academy of Management Meeting in Atlanta, GA.

50. **Bright, David S.** (2005). Factors for sustaining the momentum for change after an AI Summit. Professional Development Workshop presented at the August 2005 Academy of Management: Honolulu, Hawaii.
51. Boyd, Neil M.; **Bright, David S.** (2005) Continuing the Discourse Between Organization Studies & Community Psychology I. Symposium presented at the 10th Biennial Conference of the Society for Community Research and Action, June, 2005: University of Illinois at Urbana-Champaign, Illinois.
52. **Bright, David S.** (2003). The forgiving condition as a potential moderator to organizational effectiveness. Showcase symposium presented at the August 2003 Academy of Management: Seattle, Washington.
53. Powley, Edward H. (Co-chair); **Bright, David S. (Co-Chair)**; Cooperrider, David L; Fry, Ron E. (2003). Inquiry into the good: Relationships, meaning, and method for positive organizational scholarship. Showcase Symposium presented at the August 2003 Academy of Management: Seattle, Washington.
54. Barrett, Frank J. and **Bright, David S.** (2003). Introducing participatory democracy and empowerment in machine bureaucracy: The case of the US Navy. All-Academy Symposium presented at the August 2003 Academy of Management: Seattle, Washington.
55. **Bright, David S.** (2003). The propensity to forgive in the workplace. Presented at the conference for Scientific Findings about Forgiveness. Sponsored by A Campaign for Forgiveness Research in Atlanta, Georgia: October 25, 2003.
56. Cameron, Kim S.; **Bright, David S.**; Caza, Arran; Kachorek, Lauren; Kanov, Jason; and Worline, Monica (2002). Organizational virtues: Implications for performance. Symposium presented at the August 2002 Academy of Management Conference: Denver, Colorado.
57. Laidlaw, William L.; **Bright, David S.** (2002). Trends in executive education: The objectives of programs for management training. Poster board presented at the January 2002 Annual Symposium for EDM Scholars, Weatherhead Executive Education: Cleveland, Ohio.

PROPOSALS WRITTEN

Bright, David S. (2014) Professional Development Leave Proposal. Wright State University. 1-yr Salary support (proposal granted).

Caza, Arran; Cameron, Kim S.; **Bright, David S.** (2014). Virtuous, high performing organisations: The role of employee wellbeing. Submitted to the Australian Research Council (ARC). (Approximately \$300,000 Australian, application denied)

Petrick, Joseph A.; **Bright, David S.**; Suazo, Mark M.; Gruys, Melissa; & Back, Donna. (2012) Teaching innovation grant proposal: Student engagement in learning. Proposal submitted to the Wright Sate University Center for Teaching and Learning. \$20,000 (grant awarded).

Bright, David S.; Cooperrider, David L; Fry, Ronald E; Chatterjee, Sayan; Whitehouse, Peter; Carlsson, Bo (2006). Factors shaping transformative innovations in business for the benefit of society and environment. \$749,730 proposal submitted to the National Science Foundation, SBE Division, competition on Human and Social Dynamics, NSF 06-509. (funding denied).

INVITED PRESENTATIONS OR APPEARANCES

1. **Bright, David S.** (2012). Featured faculty at the Doctoral Institute. Organizational Behavioral Teaching Conference. Brock University, St. Catherine's, Ontario, Canada.
2. **Bright, David S.** (2010). From surviving to thriving: Practicing Positive Organizational Development. Presentation given at the ODNetwork for the Miami Valley, Dayton, Ohio.
3. **Bright, David S.** (2009). Emergent learning: A systems perspective on the classroom as an organization. Presentation given to the Department of Psychology, Wright State University.
4. **Bright, David S.** (2009). Creating an Alignment of Strengths. Presentation and workshop given for the Lake Campus Staff, Wright State University, Celina, Ohio. Later presented at Cooper Farms in Celina, Ohio.
5. **Bright, David S.** (2008). The Dynamics of Positive Organizing. Presentation given for the OD Network of Greater Dayton, Dayton, Ohio.
6. **Bright, David S.** (2008). An Introduction to Positive Organizational Scholarship. Presentation given in January and repeated in June at Lawrence Technological University, Detroit, Michigan.
7. **Bright, David S.** (2007) An Introduction to Positive Organizational Scholarship. Presentation given to the faculty of the Raj Sooin College of Business, Wright State University, October 2007.
8. **Bright, David S.** and the Center for Business as an Agent of World Benefit. (2006). Business as an Agent of Mutual Benefit: Research Agenda and Initial Findings. Booth Presentation at the Annual Research ShowCase, Case Western Reserve University, April 5-6, 2006: Cleveland, OH.
9. **Bright, David S.**; Fry, Ronald E.; Cooperrider, David L.; Frick, Cindy (2004). Managing the expectations of "destiny." Presentation given at the 2004 Second International Conference on Appreciative Inquiry, September 20, 2004: Miami, FL.
10. **Bright, David S.** (2003). Appreciative Inquiry. Presentation given at the 2003 Organizational Behavior Alumni Annual Conference: Brigham Young University, Provo, UT.
11. Neville, Mary Grace; **Bright, David**; Powley, Edward H.; Puerta, Mauricio (2002). New directions of research for human and global dimensions of change: Emerging propositions from a world dialogue. Presentation given at the 2002 Spirit in Business Conference: New York.
12. **Bright, David S.** (2001). How to deal with those difficult people in your teams! Address presented to the Women's City Club of Cleveland, September 24, 2001: Cleveland, OH.

POPULAR, TRADE OR OTHER MEDIA

- Bright, David S.** (2009) The positive potential of turbulent times. *The LIFT Blog*. Posted September 11. <http://www.leadingwithlift.com/blog/2009/09/11/>.
- Bright, David S.** (2007) Any business is good business? Invited editorial written for *The Guardian: The Independent Student Newspaper of Wright State University*. January 3.
- Bright, David S.** (2004) *The Information Professional Appreciative Inquiry Summit* (Script Writer). A video produced for the United States Navy. Naval Postgraduate School: Monterey, CA.

METHODOLOGY INTERESTS

Topical Areas: Action Research, Grounded Theory, thematic analysis, ethnography, measurement, multivariate analysis, mixed methods research

Tools: ATLAS-ti, NVivo, NVivo Merge, Inspiration, SPSS, AMOS

TEACHING INTERESTS

Organizational behavior, leadership development, organizational development and change, research methods

TEACHING AT WRIGHT STATE UNIVERSITY

UNDERGRADUATE COURSES

High Performance Teams (MGT 4720) – Spring 2016, Fall 2015, Summer 2015, Summer 2014, Spring 2014, Fall 2013 (2 sections), Summer 2013, Spring 2013 (2 sections), Fall 2012 (2 sections)

Positive Organization Development (MGT 4200) – Spring 2106, Fall 2015

Leadership, Management and Organizational Behavior (MGT 3100) – Fall 2012

Introduction to Management and Organizational Behavior (MGT 304) – Spring 2012, Intersession 2010, Fall 2010, Spring 2010 (2 sections), Fall 2009, Summer 2009, Spring 2009, Intersession 2008, Summer 2008, Winter 2008, Fall 2007, Spring 2007, Winter 2007 (2 sections), Fall 2006.

Organizational Development (MGT 410) – Spring 2012, Winter 2012 (2 sections), Fall 2011, Spring 2011, Winter 2011 Fall 2010, Spring 2010, Winter 2010 (2 sections), Spring 2009, Spring 2008, Winter 2008

Leadership and Effective Teams (MGT 411) – Fall 2009, Spring 2008

International Management (MGT 485) – Fall 2007

GRADUATE COURSES

Organizational Development & Change (MBA 7060, MBA 706, MBA 680) – Spring 2015, Summer 2011, Fall 2008, Fall 2007

Leading Teams and Organizations (MBA 750) – Fall 2011, Fall 2009, Summer 2008 (Chinese Program)

Innovation and Creativity (MBA 766) – Summer 2012, Winter 2012, Summer 2010, Winter 2009, Spring 2007

PROFESSIONAL AFFILIATIONS

Academy of Management: Member of the following divisions

- Organization and Management Theory
- Organization Development and Change
- Management Education
- Positive Organizational Scholarship (informally organized interest group)

Organizational Development Network

- **Member** of the national association
- **Past President** and **Board Member**, the ODNetwork-Miami Valley

International Positive Psychology Association

- **Member** of the Work and Organizations Division

Community of POS Scholars

- Center for Positive Organizations, University of Michigan Ross School of Business

Weatherhead Executive Coaching Group

- **Member**
- Certified in the Emotional and Social Competency Inventory

PROFESSIONAL SERVICE

Leadership Positions in the Community

2011-2014, 2016- **Organizing Committee**, Organizational Effectiveness Lecture Series (Chair from 2011-2014)

2008 – 2014 **President and Past President**, ODNetwork-Miami Valley
Executive Board Member, ODNetwork-Miami Valley.

Activity in Professional Capacities

2015- **Member, Advisory Board**, Physician Leadership Development Program, Wright State University

2012-2014 **Member, New Educator Award Selection Committee**, OBTS Teaching Society for Management Educators

2012-2013 **Organizer**, Professional Development Workshop on Positive Relationships, Annual meeting of the Academy of Management

2002-2015 **Organizer**, Symposium presentations, Annual meeting of the Academy of Management

2011, 2013 **Nominated**, Election for a position on the board of the ODC Division of the Academy of Management.

Editorial Board Member

- 2011—** Journal of Applied Behavioral Science
2012— Journal of Leadership and Organizational Studies
2015— Frontiers Journal of Organization Studies

Other Editorial Service

- 2015** **Reviewer**
Academy of Management Annual Meeting (3 papers)
Journal of Community Practice
Journal of Business Ethics (3 papers)
Journal of Management and Organization
Journal of Applied Behavioral Science (2 papers)
Frontiers in Psychology
- 2014** **Reviewer,**
Human Relations
Contemporary Nurse
Academy of Management Annual Meeting (3 papers)
Organizational Behavior Teaching Conference (3 papers)
- 2013** **Reviewer**
Social Sciences and Humanities Research Council of Canada Grant Submission
Human Relations
Journal of Applied Behavioral Science
Annual meeting of the Academy of Management, OMT Division (3 submissions)
Organizational Behavior Teaching Conference (1 proposal)
Journal of Business Ethics (2 articles)
- 2012** **Special Issue Editor,** Journal of Applied Behavioral Science (15 papers, 5 accepted)

Reviewer
Annual Meeting of the Academy of Management
Management Education Division (3 papers)
Organizational Development and Change Division (2 papers)
Academy of Management Journal
Academy of Management Review
Journal of Business Ethics
Journal of Management Education
Journal of Management Inquiry
Organizational Behavior Teaching Conference (3 proposals)

- 2011** **Reviewer**
Organizational Behavior Teaching Conference (3 papers)
Journal of Applied Behavioral Science (3 papers)
Textbook, Bridgeport Education
Academy of Management Journal
Academy of Management Review
Annual Meeting of the Academy of Management, Organization & Management Theory
Division (2 papers), Organization Development and Change Division (2 papers)
Journal of Business Ethics
Academy of Management Review
Academy of Management Journal
- 2010** **Reviewer**
Wiley, Textbook review
Academy of Management Annual Meeting (6 papers)
Human Resource Management Journal
Organizational Behavior Teaching Conference (3 papers)
The International Journal of Training and Development
- 2009** **Reviewer**
Stanford University Press, Text on Resistance to Change
Sage Publishing, Textbook on Creativity and Innovation
Annual Meeting of the Academy of Management (4 papers)
Organizational Behavior Teaching Conference (3 papers)
- 2008** **Reviewer**
Annual Meeting of the Academy of Management (5 papers)
Journal of Asia-Pacific Business
Stanford University Press, Textbook proposal
Academy of Management Review
Business as an Agent of World Benefit Interactive Working Paper Series
Pearson Prentice-Hall textbooks on experiential OB.
Organizational Behavior Teaching Conference (3 papers)
- 2007** **Reviewer**
Sage Textbook Publishing (2 chapters)
Houghton-Mifflin Textbook Publishing
Academy of Management Review
Journal of Applied Behavioral Science
Annual Meeting of the Academy of Management (5 papers)
- Assistant Editor**
Global Forum joint conference between the U.N. Global Compact and the Academy of
Management to be held at Case Western Reserve University, October 2006 (300+ papers to
process, select, and organize)
- 2006** **Reviewer**, Global Leadership Institute Summit
Annual Meeting of the Academy of Management

Current University Committees

- 2015** **Graduate Programs Committee**, Wright State University
Mgt Major Curriculum Committee, Wright State University
New Faculty Selection Committee, Dept of Management & Int'l Business, WSU

Past University Committees

- 2013-2014** **Member**, Faculty Executive Committee, Raj Soin College of Business, Wright State University
- 2013-2014** **Chair**, New Faculty Search Committee, Department of Management and International Business, Wright State University
- 2013-2014** **Member**, Steering Committee for Interfaith Dialogue, Division for Multicultural Affairs and Community Engagement, Wright State University
- 2013-2014** **Member**, Curriculum Advisory Committee, Ed.D. Program, Department of Leadership Studies, Wright State University
- 2012-2014** **Co-Chair**, Steering Committee, Wright State University Higher Learning Commission Academy for Assessment of Student Learning, Wright State University
- 2010-2014** **Chair**, Assurance of Learning Committee, Raj Soin College of Business, Wright State University
- 2009-2014** **Member** and **Chair** (2011-2013), Undergraduate Programs Committee, Raj Soin College of Business, Wright State University
- 2007-2014** **Member**, Management Department Strategy Subcommittee, Raj Soin College of Business
- 2010-2012** **Member**, By-Laws Committee, Department of Management and International Business
- 2010-2012** **Member** (One year as **Chair**), Advisory Board, University Center of Excellence for Human-Centered Innovation
- 2010-2011** **Member**, University Honors Committee
- 2010** **Member**, Selection committee search for new department faculty member
- 2008-2010** **Member**, Information Technology Committee, Raj Soin College of Business, Wright State University
- 2008-2009** **Member**, Department Course Assessment Committees (MGT 304, MBA 750), Raj Soin College of Business, Wright State University
- 2008** **Member**, *ad hoc* MBA Advisory Committee, Raj Soin College of Business, Wright State University
- 2007** **Member**, Selection Committee search for new department faculty member
- 2004** **Chair**, Committee for Developing a Culture of Scholarship, Department of Organizational Behavior, Case| Weatherhead School of Management
- 2001, 2002** **Member**, Ph.D. Selection Committee, Department of Organizational Behavior, Case| Weatherhead School of Management

GRANTS & OTHER AWARDS

- 2014** **Professional Development Leave (Sabbatical)**, Wright State University
- 2012** **Teaching Innovation Grant**, Wright State University, \$16,000

- 2010** **Summer Support Grant**, Raj Soin College of Business, Wright State University, \$5000
- 2008** **Summer Support Grant**, Raj Soin College of Business, Wright State University, \$5000
- 2003** **Dissertation Grant**, Case| Weatherhead School of Management, \$2000
- 1997** **Oma and Stan Wagstaff Graduate Scholarship**, Brigham Young University (part tuition)
- 1993** **Maeser Scholarship**, Brigham Young University (1 year tuition +stipend)
- 1989** **Trustees Scholarship**, Brigham Young University (4 years tuition)
- 1988** **Eagle Scout**, Boy Scouts of America

CONSULTING & ACTION RESEARCH

Division of Business and Administration, Wright State University, 2012-ongoing Change Management facilitation

Mid USA Credit Union, Middletown, OH, 2010-ongoing. Facilitation consultation for Board-Administrator strategic retreats and employee engagement programs.

Wright-Patt Credit Union, Beavercreek, OH. Leadership development coaching, team development facilitation

Support EXP, Centerville, OH, 2014-ongoing, Data validation services, process consultation, and educational services

Office of the Registrar, Wright State University, 2013. Facilitation of organizational excellence improvement program.

Division of Multicultural Affairs and Community Engagement, Wright State University, 2012 facilitation

Raj Soin College of Business, Wright State University, 2012, Facilitation of vision, mission, and values review.

Center for Human Centered Innovation, Wright State University, 2010-2012 Facilitation for strategic planning processes and various community building events

Family Health, Greenville, Ohio, 2009. Data collection and facilitation of strategic planning retreat

Wapakoneta School District, Wapakoneta, Ohio 2008. Facilitation consultation for a Board-Administrators retreat

New Bremen School District, New Bremen Ohio 2007-2008. Facilitation consultation for a Board-Administrators retreat

Voices and Choices, Northeast Ohio Visioning Project, 2006 – Research consultant on ATLAS-ti

Office of Research and Development (ORD), United States Environmental Protection Agency, 2004-2005 – Action research and intervention evaluation

Roadway Express, 2002-2004 – Action research and intervention evaluation

Interfaith Hospitality Network, 2004 – Action research

Richard Boyatzis, 2002-2004 – Development of coder training software for managerial assessment

United States Navy, 2002-2003 – Appreciative Inquiry Summit analysis, facilitation assistance, and production consulting

LUCENT, 2003 – Leadership assessment and evaluation

Case Western Reserve University, Weatherhead Executive Education, 2000 – Strategic assessment and design

INTEL, 1998 – Interpersonal communication improvement program

PREVIOUS EMPLOYMENT

Instructional Developer, Trainer, and Training Supervisor 1992 to 1994, 1996 to 1999 – Brigham Young University (MTC) – Provo, UT

Accountant, 1995 – International Business Machines (IBM) – Endicott, NY and Hawkins, Cloward & Simister – Orem, UT.

NOTABLE COMMUNITY SERVICE

2004-2006 Venture Crew Advisor – Boy Scouts of America unit sponsored by the Kirtland Ward, Church of Jesus Christ of Latter-day Saints (LDS) – Kirtland, Ohio.

1989-1991 Volunteer Missionary Representative, 1990 to 1991 – Church of Jesus Christ of Latter-day Saints (LDS) – Madrid, Spain

LANGUAGES SPOKEN

Spanish – conversational, reading, and writing