

DAVID S. BRIGHT

DEPARTMENT OF MANAGEMENT AND INTERNATIONAL BUSINESS
PROFESSOR OF MANAGEMENT AND ORGANIZATION DEVELOPMENT
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APPOINTMENTS

Professor, 2014-present – Wright State University, Dayton, Ohio

Chair, 2016-2021 – Department of Management and Int'l Business, 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

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

SIGNIFICANT RECOGNITIONS

2023-2025 Senior Research Associate, Institute of Coaching, McLean Hospital (Affiliate of Harvard Medical School)

2022- Associate Editor, Journal of Applied Behavioral Science

2021-2025 Division Operations Officer, ODC Division, Academy of Management

2016-2021 Division Chair/5-year Executive Board, ODC Division, Academy of Management (PDW Chair-Elect, PDW Chair, Program Chair, Chair Elect, and Division Chair)

2022-2023 Outstanding Teacher, Department of Management and International Business, Raj Soin College of Business, Wright State U.

2021-2022

2015-2016

2011-2012

2009-2010

2007-2008

2024-2025 Professional Development Leave (Sabbatical), Raj Soin College of Business, Wright State U.

2014-2015

2018-2019

Outstanding in Service, Raj Soin College of Business, Wright State U.

2012-2013

2011-2012

2011 **New Educator Award**, OBTS Teaching Society for Management Educators

2019 **Best Reviewer**, *Management Teaching Review*

2010 **Best Reviewer**, Organization Development & Change Division, Academy of Management

1999 **Commencement Address**, Marriott School of Management, Brigham Young University

ADDITIONAL TRAINING

2023 **IPEC Executive Coach**

2015 **Korn Ferry ECSI 360-Certification**

2003 **Weatherhead School of Management Leadership Development Coach**

RESEARCH INTERESTS

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

[Google Scholar Citation Count](#) (September 2024) =3,234; h-index=19; i10-index=22.

Research Gate [Research Interest Score](#) = 1,191 (90th percentile)

CURRENT PUBLICATIONS AND PROJECTS (PAST THREE YEARS)

Research Program on ODC: Foundations of Human-Centered Change

- Study in partnership with Bowling Green State University and the Organizational Development and Change (ODC) Division of the Academy of Management.
- A multi-year effort to propose a unified framework of foundational knowledge required for the field of ODC.
- Leading a research team with participants from the U.S., Europe, and South America (Steve Cady, Bowling Green State University; Ignacio Pavez, Pontificia Universidad Católica de Chile; Danny Montfort, Nyrode University, Netherlands).
- Phase 1 included 49 interviews with thought leaders in the field of ODC.
- Phase 2 includes focused interviews with 16 thought leaders and scholars in the field of ODC.
- The long-term goal is to establish an open-source dynamic database for scholars and practitioners of ODC.

Peer Reviewed Publications

1. **Bright, David S.**; Stansbury, Jason; Winn; Bradley A. (2025) We need deep theories of virtues: Four Necessary Attributes: Principles for Developing Deep Virtue Theory in Positive Social Science. *International Journal of Applied Behavioral Science*, 16(10). ([Top 20% in the discipline of Psychology](#)). (Peer-reviewed article – equivalent to B level on the ABDC list)
2. **Bright, David S.** (2025) Unpacking virtues: Helping students uncover their assumptions about character excellence. *Journal of Leadership Education*. (Peer-reviewed article – equivalent to a C-level on the ABDC list)

Book Chapter in a Scholarly Publications

3. Cady, Steve; **Bright, David S.**; Otto, Shawn; Shoup, Zachary (invited chapter, in press for 2026). Toward a Unified OD&C Competency Framework. *Practicing organization development: A guide for consultants* (5th Edition). San Francisco: Pfeiffer.

Edited/ Authored Scholarly Book

4. **Bright, David S.** (Chief Editor and author); Walker, Patricia; Donovan, Loretta; Pawlson, Greg (co-editors and authors) (in press for 2026). *Dynamic Leadership and Coaching: A Handbook for Developing Exceptional Leaders in Turbulent Times*. Dansburry, CT: ReInvive (in partnership with Institute of Coaching at McLean Hospital, an affiliate of Harvard Medical School and member of Mass General Brigham), Boston. (Chief editor and an author for five of the 12 chapters.)

Presentations

5. **Bright, David S.** (2025) Scholarly Foundations of ODC: Report on 1st Year Study. Annual Meeting of the Academy of Management in Copenhagen, Denmark.
6. **Bright, David S.** (2025) Discussant: Bridging the gap between research and the practice of change. Annual Meeting of the Academy of Management in Copenhagen, Denmark.
7. **Bright, David S.** (2025) Exploring virtues through theories-in-use: A coaching protocol. Annual Meeting of the Academy of Management in Copenhagen, Denmark.
8. **Bright, David S.** (2025) Operationalizing virtues in organizations: A process for defining and living values. ThinkTank 2024 Webinar Series on **Human**-Centered Change, Bowling Green State University
9. **Bright, David S.** (2025) Reviewers workshop. Webinar sponsored by the ODC Division of the Academy of Management.
10. **Bright, David S.** (2025) How to successfully prepare a paper or proposal. Webinar sponsored by the ODC Division of the Academy of **Management**.
11. **Bright, David S.** (2024) Bridging the Gap: Aligning Academic Insights with Practical Excellence in Organizational Change. Annual Meeting of the Academy of Management in Chicago, Illinois.
12. **Bright, David S.** (2024) Scholarly Foundations of Organization Development and Change. Annual Meeting of the Academy of Management in Chicago, Illinois.
13. **Bright, David S.** (2023) Advancing OD&C through Doctoral Education. Annual Meeting of the Academy of Management in Boston, Massachusetts.
14. **Bright, David S.** (2023). Positive Approaches to Management Education: Enhancing Relationships and Building on Strengths, Annual Meeting of the Academy of Management in Boston, Massachusetts.

PUBLICATIONS IN PROGRESS

Bright, David S. (3rd R&R). Building and Sustaining Healthy, Vibrant, Flourishing Human Systems: A Moral Purpose for the Field of ODC. In Noumair, D.A.; Shani, Abraham B. (Rami); Zandee, Danielle P. *Research in Organizational Change and Development*, 32 (invited chapter, Working on 3rd Revision). Bingley, UK: Emerald Publishing.

CURRENT PROFESSIONAL SERVICE

Years	Role	Context
2021-2025	Division Operating Officer , Organization Development and Professional development Change Division, Academy of Management	
2021-present	Associate Editor , <i>Journal of Applied Behavioral Science</i>	Editorial service
2023-present	Chief Book Editor , Institute of Coaching Fellows program	Editorial service

2021-2025	FEC Chair , Raj Soin College of Business, Wright State University (two terms)	University service
2020-2024	Graduate Programs Committee , Raj Soin College of Business, Wright State University	University service
2016-ongoing	MGT Club Advisor , Department of Management, School of SCMM	University service
2024-2025	New Faculty Search Committee , School of Supply Chair, Marketing, & Management	University service
2012-ongoing	Mgt Major Curriculum Committee , Wright State University	University service
2016-ongoing	International Business Curriculum Committee , Wright State University	University service
2021-2024	Department Promotion and Tenure Committee , Member and Chair (2023-2024)	University service
2023-2025	College Promotion and Tenure Committee , Member	University service

PREVIOUS PUBLICATIONS AND PROJECTS

BOOKS

1. Thomas, Debby; Chappell, Stacie; **Bright, David S.** (2020) *Classroom as Organization* in Teaching Methods in Business Series, Edward Elgar Publishing. (In press.)
2. Quinn, Robert E.; **Bright, David S.** Sturm, Rachel (2020) *Becoming a Master Manager* (7th Edition). San Francisco: Wiley.
3. **Bright, David S.** (2019) Organizational Structure and Change. Chapter 10 in OpenStax, *Organizational Behavior*. OpenStax CNX. Jul 12, 2019
<http://cnx.org/contents/2d941ab9-ac5b-4eb8-b21c-965d36a4f296@5.7>.
4. Quinn, Robert E.; **Bright, David S.** Faerman, Sue; Thompson, Michael P.; McGrath, M.; (2015) *Becoming a Master Manager* (6th Edition). San Francisco: Wiley.

PEER REVIEWED ARTICLES

1. **Bright, David S.** (2019) ProHealth or HealthCore: Teaching Students about Reality-Creation in Organizational Life. *Management Teaching Review*, 5(1), 59-69.
<https://doi.org/10.1177/2379298119883273>
2. **Bright, David S.**; Caza, Arran; Turesky, Elizabeth; Putzel, Roger; Nelson, Eric; Luechtefeld, Ray (2016). Constructivist Meta-practices: When Students Design Activities, Lead Others, and Assess Peers. *Journal of Leadership Education*, 15(4), 75-99.

3. **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. (A)
4. 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.
5. **Bright, David S.**; Fry, Ronald E. (2013) Introduction: Building ethical, virtuous organizations. *Journal of Applied Behavioral Science*, 49 (1), 5-12. (B)
6. **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.
7. **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. (B)
8. 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.) (B)
9. 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>.
10. 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.
11. **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.
12. **Bright, David S.** (2009) Appreciative Inquiry and Positive Organizational Scholarship: A philosophy of practice for turbulent times. *OD Practitioner*, 41(3): 2-7.
13. 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.
14. **Bright, David S.** (2006). Virtuousness is necessary for genuineness in corporate philanthropy. *Academy of Management Review*, 31 (3): 752-756. (A*)
15. **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.
16. **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.

17. **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. (B)
18. 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.)
19. Cameron, Kim S.; **Bright, David S.**; Caza, Arran (2004). Exploring the relationship between organizational virtuousness and performance. *American Behavioral Scientist*, 47 (6): 766-790. (B)
20. 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. (A)
21. **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.

BOOK CHAPTERS AND OTHER WORKS

1. **Bright, David S.** and Lavine, Marc (2017). Kim Cameron changing the study of change: From effectiveness to positive organizational scholarship. In D.B. Szabla et al. (eds.), *The Palgrave Handbook of Organizational Change Thinkers*, 269-283.
2. **Bright, David S.** (2016). Positive Organizational Scholarship and Virtue Ethics. 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. 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, 2013). 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.

SCHOLARLY OR PEER-REVIEWED PRESENTATIONS AND APPEARANCES

1. **Bright, David S.** (2024) Bridging the Gap: Aligning Academic Insights with Practical Excellence in Organizational Change. Annual Meeting of the Academy of Management in Chicago, Illinois.
2. **Bright, David S.** (2024) Scholarly Foundations of Organization Development and Change. Annual Meeting of the Academy of Management in Chicago, Illinois.
3. **Bright, David S.** (2023) Advancing OD&C through Doctoral Education. Annual Meeting of the Academy of Management in Boston, Massachusetts.
4. **Bright, David S.** (2023). Positive Approaches to Management Education: Enhancing Relationships and Building on Strengths, Annual Meeting of the Academy of Management in Boston, Massachusetts.
5. **Bright, David S.** (2022) A virtue- based approach to defining organizational values. Positive Organizational Scholarship Research Conference, University of Michigan.
6. **Bright, David S.** (2017) What Makes a Virtue Good. Showcase paper symposium presented at the Academy of Management Annual Meeting, Atlanta, GA.

7. **Bright, David S.**, White, Rachel; Ames, Justin; Combs, Jason; Bowers, Kimberly; Arther, Sylvia (2017). Unpacking perceptions of organizational virtue. Paper presented at the Academy of Management Annual Meeting, Atlanta, GA.
8. **Bright, David S.** (2017) Teaching reality creation processes. Workshop presented at the Academy of Management Annual Meeting, Atlanta, GA.
9. **Bright, David S.** (2016) Classroom as Organization meets POS. Workshop presented at the at the Academy of Management Annual Meeting, Annaheim, CA.
10. **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.
11. **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.
12. **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.
13. **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.
14. **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.
15. **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.
16. **Bright, David S.** (2015) The virtue of being appreciative: Enabling excellence in organizational life. Presentation given at the Claremont Graduate School, Claremont, CA.
17. **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.
18. **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.
19. **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.
20. **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.
21. **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.

22. **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.
23. **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.
24. **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.
25. **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.
26. 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.
27. **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.
28. **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.
29. **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.
30. 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.
31. 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.
32. 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.
33. **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.
34. Winn, Bradley S; **Bright, David S.** (Organizers). (2011). Virtues, Virtuousness, 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.
35. **Bright, David S.** (2011). Reconciling virtue perspectives: An integrative framework. Presented at the Academy of Management Annual Meeting in San Antonio Texas.

36. 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.
37. **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.
38. 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.
39. **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.
40. **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.
41. **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.)**
42. 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.)**
43. **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.
44. **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.
45. **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.
46. **Bright, David S.**; Sekerka, Leslie K. (co-organizers). (2008) Flourishing and Excellence: Exploring Virtuousness in and through Organizations. Paper presented at the August 2008 Academy of Management Annual Meeting in Anaheim, California.
47. **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.
48. **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.)**

49. 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.
50. **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.
51. **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.
52. **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.
53. **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.
54. **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.
55. **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.)**
56. **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.
57. **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.
58. **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.
59. **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.
60. 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.

61. **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.
62. 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.
63. 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.
64. **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.
65. 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.
66. 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.

INVITED PRESENTATIONS OR APPEARANCES

1. **Bright, David S.** (2023). Let's do a 180 on 360s. Featured webinar guest for Research Dose. Institute of Coaching.
2. **Bright, David S.** (2023). Exploring Human-Centered Leadership. Featured speaker. Institute of Coaching Leadership Forum, San Diego California.
3. **Bright, David S.** (2012). Featured faculty at the Doctoral Institute. Organizational Behavioral Teaching Conference. Brock University, St. Catherine's, Ontario, Canada.
4. **Bright, David S.** (2010). From surviving to thriving: Practicing Positive Organizational Development. Presentation given at the ODNetwork for the Miami Valley, Dayton, Ohio.
5. **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.
6. **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.
7. **Bright, David S.** (2008). The Dynamics of Positive Organizing. Presentation given for the OD Network of Greater Dayton, Dayton, Ohio.
8. **Bright, David S.** (2008). An Introduction to Positive Organizational Scholarship. Presentation given in January and repeated in June at Lawrence Technological University, Detroit, Michigan.

9. **Bright, David S.** (2007) An Introduction to Positive Organizational Scholarship. Presentation given to the faculty of the Raj Soin College of Business, Wright State University, October 2007.
10. **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.
11. **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.
12. **Bright, David S.** (2003). Appreciative Inquiry. Presentation given at the 2003 Organizational Behavior Alumni Annual Conference: Brigham Young University, Provo, UT.
13. 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.
14. **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, mixed methods research

Tools: ATLAS-ti, SPSS, AMOS

TEACHING INTERESTS

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

COMMITTEE WORK FOR DOCTORAL STUDENTS

Erin Lunday, Ed.D., Wright State University (Committee Co-Chair)
Kelly Rabah, Ed.D., Wright State University (Committee Co-Chair)

Amber Daniels, Ed.D, Wright State University (Committee)
Ignacio Pavez, Ph.D., Case Western Reserve University (Committee)
Phillip Maxton, Ph.D., University of Pretoria (Reader)

TEACHING AT WRIGHT STATE UNIVERSITY

GRADUATE COURSES

Organizational Development & Change (MBA 7060, MBA 706, MBA 680) – 2025, 2024, 2023, 2022, 2021, 2020, Spring 2019, Spring 2018, Fall 2017, Spring 2017, Spring 2015, Summer 2011, Fall 2008, Fall 2007

Innovation and Creativity (MBA 7660) – Fall 2016, Summer 2012, Winter 2012, Summer 2010, Winter 2009, Spring 2007

Leading Teams and Organizations (MBA 7500) – 2026, 2022, 2021 Fall 2011, Fall 2009, Summer 2008 (Chinese Program)

History of Organization Theory and Organizational Behavior (DOS 9010) – Spring 2017

UNDERGRADUATE COURSES

Applied Managerial Skills (MGT 3900) – 2018-2025 (Primary Course Developer)

Leadership Character & Competence (MGT 4900) – 2021-2025 (new prep)

High Performance Teams (MGT 4720) – (Primary Course Developer) Spring 2020, Fall 2016, 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) – Fall 2016, Spring 2106, Fall 2015 (Primary Course Developer)

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

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)

Institute of Coaching

- Senior Scientist

Community of POS Scholars

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

Organizational Development Network

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

International Positive Psychology Association

- **Member** (lapsed) of the Work and Organizations Division

Weatherhead Executive Coaching Group

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

PROFESSIONAL SERVICE – PAST AND PRESENT

Activity in Professional Capacities

2021-2025	Division Operating Officer , Organization Development and Change Division, Academy of Management
2016-2021	Executive Board Five-Year Track , Organization Development and Change Division, Academy of Management
2015-2020	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.

Leadership Positions in the Community

2011-2014, 2016-2019	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.

Editorial Board Member

2011— Journal of Applied Behavioral Science

2012—2017 Journal of Leadership and Organizational Studies

Other Editorial Service

Specific review service available upon request

University & College Committees

Current Committees

2021-2025 **FEC Chair**, RSCOB, Wright State University (two terms)

2020-2024 **Graduate Programs Committee**, Wright State University

2012-present **Mgt Major Curriculum Committee**, Wright State University

2016-present **International Business Curriculum Committee**, Wright State University

2020-2025 **Member**, FEC, Raj Soin College of Business, Wright State University

2013-2014

2021-2024 **Department Promotion and Tenure Committee**, Member and Chair (2023-2024)

2023-2025 **College Promotion and Tenure Committee**, Member

2016-2020 **Faculty Senator**, Representing the RSCOB, Wright State University (two terms)

2015-2016 **Chair**, New Faculty Search Committee, Department of Management and International Business, Wright State University

2013-2014

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 , <i>ad hoc</i> 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

2024 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)

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.

OTHER NOTABLE COMMUNITY SERVICE

2022-present	Stake President – Dayton Ohio Stake (region) - The Church of Jesus Christ of Latter-Day Saints (LDS) – volunteer pastoral responsibility for 3,800 members in Dayton and Western Ohio
2019-2022	Bishop – Centerville Ward - The Church of Jesus Christ of Latter-Day Saints (LDS) – volunteer pastoral responsibility for 450 members in Centerville Ohio
2004-2006	Venture Crew Advisor – Boy Scouts of America unit sponsored by the Kirtland Ward, The Church of Jesus Christ of Latter-day Saints (LDS) – Kirtland, Ohio.
1989-1991	Volunteer Missionary Representative , 1990 to 1991 – The Church of Jesus Christ of Latter-Day Saints (LDS) – Madrid, Spain

LANGUAGES SPOKEN

Spanish – conversational, reading, and writing