

EDUCATION

Ph.D. in Organizational Psychology (2006) • MANCHESTER BUSINESS SCHOOL • UNIVERSITY OF MANCHESTER – UK
Dissertation: An exploratory examination of creative climate expectations among Colombian managers, supervisors and front-line employees and subsequent development of a measure to assess creative climate

M.S. Study of Creativity and Change Leadership (1996) • STATE UNIVERSITY OF NEW YORK, BUFFALO STATE
Dissertation: Examining the reliability and factor structure of the Climate for Innovation Questionnaire.
Honors: Graduate Minority Fellowship Award

B.S. in Business Studies (1988) • STATE UNIVERSITY OF NEW YORK, BUFFALO STATE
Honors: Buffalo State Presidents Award Finalist; Who's Who in American Universities

ACADEMIC POSITIONS HELD

STATE UNIVERSITY OF NEW YORK, BUFFALO STATE, CENTER FOR STUDIES IN CREATIVITY – Buffalo, NY
Professor (2006 to present)

Design and deliver graduate courses focused on creativity theory, leadership theory, creativity assessment, research methodology, basic statistical analysis, emotional intelligence theory, design thinking, appreciative inquiry, individual application of the Creative Problem Solving process, and small-group facilitation of the Creative Problem Solving process.

Director and Founder, Myanmar Service Learning and Civic Engagement Program

Responsible for developing and implementing initiatives that align service learning and civic engagement programming in Myanmar with the State University of New York's academic objectives, mission, and vision for building a more informed and inclusive global society. Partnering with faculty, staff, and senior administrators to deepen the students' academic experience through curricular integration of international opportunities in the cities of Yangon, Mandalay, and Naypyidaw.

Sample Publications:

Burnett, C., & Cabra, J. (2016). Designed and Co-delivered a Massive Open Online Course (MOOC): Igniting Your Everyday Creativity. Coursera.

Cabra, J. F., & Uribe, D. (2013). Creative Behavior. In E. Carayannis, I. Dubina, N. Seel, D. F. J. Campbell, and D. Uzunidis' (Eds.). Springer Encyclopedia on Creativity, Invention, Innovation, and Entrepreneurship. (pp. 267-271). New York, NY: Springer.

Cabra, J. F., & Joniak, A.J. (2008). Application of Proportional Reduction Loss Formula to distinguish Adaptive and Innovative Products and Services. Submitted: Creativity Research Journal, 20(20), 231-233.

Puccio, G. J., Cabra, J. F., & Schwagler, N. (2018). Organizational Creativity: A practical guide for innovators and entrepreneurs. Thousand Oaks, CA: SAGE Publications.

Puccio, G. J., & Cabra, J. F. (2010). Organizational creativity: A systems approach. In J. C. Kaufmann, and R. J. Sternberg (Eds.). The Cambridge Handbook of Creativity. (pp. 145-173). New York, NY: Cambridge University Press.

Publication Summary

4 Books

5 Book Chapters

10 Journal Articles

6 Conference Papers

UNIVERSIDAD AUTÓNOMA DE BUCARAMANGA (UNAB), COLOMBIA

Fulbright Scholar and Distinguished Visiting Professor – (2015 to present)

Designed and presented undergraduate, graduate, and professional development courses in Spanish that are focused on creativity theory, change leadership theory, design thinking, individual and group application of the Creative Problem Solving (CPS) process. Presented public programs on organizational creativity. Helped found UNAB's Center for Creativity, Innovation and Entrepreneurship. Facilitated UNAB's organizational culture change process to become a creative campus. Launched a creativity book collection for UNAB's library. Aiding the launch of UNAB's Creativity Center in Bogotá that offers an environment of innovation and creativity that inspires people to explore new ways of thinking in across disciplines.

NON-ACADEMIC POSITIONS HELD

KNOWINNOVATION INC.

Associate (Consultant/Trainer) – (2010 to present)

KnowInnovation is a global company dedicated to accelerating scientific innovation through the application of deliberate creativity. In essence KnowInnovation helps smart people have interesting conversations about complex questions. KnowInnovation works in the realm of creativity, problem solving, leadership, managing change, research, and technology. This includes sandpits and idea labs, capacity development in Creative Problem Solving and Appreciative Inquiry, and building collaborative communities. knowinnovation.com

AMERICAN AIRLINES – various locations and positions

1996 to 2001

Operations Manager, Buffalo, NY (2000 to 2001)

Supervise 25 passenger and ramp service staff in all aspects of operations, customer service and airport security. Processed purchase orders and tracked department expenses. Oversaw maintenance and repair of company equipment. Conducted investigations on company rule violations. Coached general manager on ways to handle disciplinary problems. Addressed and resolved customer issues related to flight delays and service.

Labor Relations Specialist, Miami, FL (1998 to 2000)

Provided counsel to airline managers on HR topics. Conducted interviews and facilitated employee screening. Monitored compliance with equal opportunity and non-discriminatory laws. Facilitated staff training, conducted performance evaluations and counseled employees. Administered airline's progressive disciplinary program. Conducted investigations involving harassment and discrimination. Resolved workplace conflicts and examined dispute resolution and conflict management in both union and nonunion settings. Interacted with all levels of staff and management.

Training & Organizational Development Manager, Miami, FL (1996 to 1998)

Planned and managed Miami, Caribbean, and Latin American division training department. Facilitated strategic-planning, problem-solving and intervention sessions. Designed and delivered performance-management seminars. Developed divisional performance-evaluation process. Served as strategic business partner with division Vice President in managing directors and general managers.

FISHER-PRICE TOYS – East Aurora, NY

Leadership and Organizational Development Manager (1990 to 1991)

Planned and delivered various leadership-development courses to manufacturing companies across Mexico. Facilitated new product development sessions to toy designers that embedded components of the Creative Problem Solving process with Design Thinking steps. Facilitated creativity courses and problem-solving meetings. Assisted in delivery of influence-management courses. Interacted with plant and department managers.