

curriculum vitae
Christopher M. Barlow, Ph.D.

EDUCATION

Doctor of Philosophy in Organizational Behavior, Case Western Reserve University, Cleveland, Ohio, September 1982 - January 1990. Dissertation topic: Successful interdisciplinary ad hoc creative teams.

Masters of Science in Creative Studies, State University of New York College at Buffalo, Buffalo, New York, September 1980 - June 1982.

Graduate Work in education, mathematics, computer science, and business (entire MBA core) at University of Akron, Marquette University, University of Wisconsin-Milwaukee.

Bachelor of Arts in Psychology, University of Notre Dame, Notre Dame, Indiana, September 1966 - June, 1970. National Merit Finalist. Army ROTC Scholarship.

Professional History

Stuart School of Business, Illinois Institute of Technology: Chicago

Assistant Professor of Organizational Behavior 1996-2003

Visiting Assistant Professor of Organizational Behavior 1994 -1996

Adjunct Assistant Professor: Nov 93 - July 94

Nature of responsibilities: Teaching organizational behavior, leadership, statistics, strategy, business policy, and creative thinking to MBA and Ph.D. students

The Co-Creativity Institute (1995-Present) / Appleseed Associates (1980-1995):

Buffalo, New York; Beachwood, Ohio; Glen Ellyn, Illinois.

Consulting Partnership with Janet E. Finley

Nature of responsibilities: Developing, marketing, and delivering of facilitative leadership services for cross functional team projects, including hiring of technical experts and editing of reports of complex technical recommendations. Projects in United States, Europe, and Asia developed improvements to the design of products, services, buildings, facilities, organizations, and strategies.

Major accomplishments:

- } Led a team that developed a way to save the City of New York \$100 million in new school construction costs
- } Adapting methods and training to fit changed circumstances of leading teams from Germany, India, China, Poland, and South Africa
- } Applied the facilitative leadership methods in a variety of project types including design of buildings and facilities such as waste water treatment plants, manufacturing plants, schools, training facilities, police stations; design of products such as radio microphones, pH meters, medical testing equipment, fitness equipment; organization building with nurse managers of manufacturing medical clinics and marketing executives of construction equipment manufacturer.
- } Delivered culturally tailored leadership and entrepreneurship courses in Chicago to members of the Young Entrepreneurs Association of China selected for intensive training in the United States.
- } Developed culturally tailored leadership and strategic planning training to marketing executives in Poland.

The University of Findlay, Findlay Ohio. 1991-1993

Director of MBA Program and Assistant Professor of Management

Nature of responsibilities: Lead and manage MBA program development through accreditation. Teach courses in management, marketing, economics, business statistics.

Major accomplishments:

- } Designed, developed, and gained State of Ohio accreditation for new MBA program.
- } Convened a joint academic/practitioner conference on Creative Leadership and Manager Graduate Education.
- } Departed when administration refused to honor commitments to hiring required number of qualified faculty

Case Western Reserve University. Cleveland Ohio 1983-1985.

Graduate and teaching assistant in the Management Information and Decision Systems department.

Nature of responsibilities: Research support for faculty. Teaching assistant entirely responsible for full courses.

Major accomplishments: Organized and delivered an educational program to teach all MBA's how to use IBM PC's when they were acquired for the school. Taught computer programming to undergraduate business students..

Medical Mutual Blue Cross/Blue Shield of Ohio. Cleveland Ohio 1982-83.

EDP Training Coordinator

Nature of responsibilities: Select and train experienced insurance operations managers to serve as business systems analysts for software development. Also assisted strategic planning department.

Major accomplishments: Designed and delivered intensive development program for people with no systems background.

State University of New York College at Buffalo Buffalo New York 1980-82

Graduate teaching assistant in the Management Information Systems department.

Nature of responsibilities: Teaching assistant with full course responsibility.

Major accomplishments: Teaching introductory courses in FORTRAN programming.

Johnson Controls: Milwaukee, Wisconsin

Manager of Corporate Value Management 1978 - 1980

Nature of responsibilities: Reported to the Corporate Vice President of Research, leading innovation teams redesigning products and organizational structures

Major accomplishments: Established program and position from within the systems department. Conducted six major cross functional team projects per year, increasing profits from products and operations, and assisting the development of new organizational structures.

Senior Systems Analyst 1976-1978.

Nature of responsibilities: Designing and developing business software systems.

Major accomplishments: Leading program to place computers in all branch offices. Introduced basics of database approach to department. Also led two Value Engineering projects for corporate to improve design of new networking hardware for building control systems and pneumatic damper motors.

J. C. Penney Catalog Division Milwaukee Wisconsin

Systems Analyst. 1975-76

Nature of responsibilities: Developing COBOL and JCL for catalog business operations

J. C. Penney Corporate Information Management New York City

Point of Sale Installation Team 1973-75

Nature of responsibilities: Supporting the initial installation and continuing operations of electronic registers and backroom computers in retail stores. Developing ways to increase capacity and reliability of software systems.

St. Vincent's High School Akron Ohio 1970 - 1972

Mathematics Teacher

Nature of responsibilities: Teaching algebra and geometry.

Conference Leadership

Organized National Science Foundation funded international conference: *Collaborating Across Professional Boundaries: From Education to Practice*, November 2000 at Illinois Institute of Technology. Individually recruited all presenters and papers to fit the theme and organized on-line collaborative website for publishing proceedings: <http://www.stuart.iit.edu/ipro/symp/>

Grants

Co-Principal Investigator on National Science Foundation Grant Number DUE-9850064 for establishment and expansion of undergraduate program for Inter Professional projects. Grant was used to fund faculty and student development, data gathering, faculty committee to improve program, and international conference on interprofessional education.

Publications.

Books

Value Engineering Text and Reference. Appleseed Associates, 1992. Textbook for engineering or technology course in Value Engineering.

Conducting a Value Management Study: A Basic Guidebook. Appleseed Associates, 1982.

Why and How: An Introduction to the Concepts of Function Analysis Appleseed Associates, 1981.

Team Leaders Guidebook. Published by Johnson Controls and other clients as text material, 1979.

Book Chapters

"Following and Accelerating The Design Evolution Curve in Health Care" In Geisler, E. Et al *Technology, Healthcare, and Management in the Hospital of the Future*, Quorum Books; ISBN: 1567206239; (March 2003)

"National Culture and the Design of Complex Medical Systems" In Geisler, E. Et al *Technology, Healthcare, and Management in the Hospital of the Future*, Quorum Books; ISBN: 1567206239; (March 2003)

Following and Accelerating the Design Evolution Curve in Telecommunicated Multimedia, with Dr. George Kraft, in *Multimedia Information Systems in Practice* Wing S. Chow, Editor. Singapore, Springer-Verlag, 1999. pages 173-191.

"Value Engineering" section in A. B. VanGundy *Techniques of Structured Problem Solving*, Revised Edition. New York: Van Nostrand Reinhold, 1988. pages 312-317.

Articles and Papers

"Elements of a Human Centered Perspective on Collaboration Support Systems" *The International Journal of Healthcare Technology and Management*. Accepted, under revision.

"Deliberate Creativity for IT: Better Box Thinking". *Information Technology Professional (IEEE)*. In review.

“The Complexity of Creativity and Leadership in Entrepreneurship” Keynote paper for *International Conference on Creativity and Leadership in Entrepreneurship* July 2002 University of Greenwich Business School, London, England. July 2002.

“Exploring a human centered perspective on collaboration and knowledge management systems”. SSGRR 2001 International Conference on Advances in Infrastructure for Electronic, Business, Science, and Education on the Internet (Invited Paper) L'Aquila - Italy July 2001

- **Citation** Motorola Labs website: <http://www.motlabs.com/user/references.htm>
- **Citation** New Jersey Institute of Technology citation database
<Http://citeseer.nj.nec.com/barlow01exploring.html> :

“What would educationalists and students expect within an educational framework at master’s level?” Special academic conference of SAVE - The Value Society: Towards a Value Management and Value Engineering Educational Framework at Masters Level. May 2001. Fort Lauderdale, Florida. Online publication: <http://www.brookes.ac.uk/other/veamac/VM-EdDoc.pdf>

“Following and Accelerating The Design Evolution Curve in Health Care” Hospital of the Future Conference April 2001, Enschede Netherlands

“Insight or Ideas: Escaping the Idea Centered "Box" Defining Creativity”, Hawaii International Conference on Systems Science (IEEE) January 2001.

- **Citation:** University of Trier, Germany Knowledge management reference database: <http://www.informatik.uni-trier.de/~ley/db/conf/hicss/hicss2001-8.html>
- **Citation:** Chungnam National University Korea
<http://dblab.comeng.cnu.ac.kr/~dolphin/db/conf/hicss/hicss2001-8.html>
- **Citation:** IICM - Institute for Information Processing and Computer Supported New Media of the Graz University of Technology (Austria) Knowledge Management Bibliography <http://www2.iicm.edu/herwig/kmbib.pdf>
- **Citation:** San Andres University (Buenos Aires, Argentina) Conference on the Art of Innovation
<http://www.udesa.edu.ar/deptodeadministracion/catedrakarelsteuerdeentrepeneurship/actividades/conferencias2001/artedeinnovar.htm>
- **Citation:** Design Research References Faculty of Architecture University of Sydney
<http://www.arch.usyd.edu.au/~rsos7705/references.doc>

“Creativity and Complexity in Cross Functional Teams” Collaborating Across Professional Boundaries: From Education to Practice, November 2000.

- **Citation:** Managing Multimedia Resource Links Page ATSF Media Development Consultancy, London, England. <Http://www.atsf.co.uk/manmult/manlinks.html>
- **Citation:** Creativity Resource Citations: Innovation and Quality Circles, Singapore Government Development Agency http://www.iqc.org.sg/default.asp?ID=02_01_01
- **Citation:** Online Paper *Educating Architects at the Rural Studio: Exploring New Models of Design Education in the Rural South*, David W. Hinson and Andrew Freear, Auburn University
http://www.arch.auburn.edu/beyond/docs/hinson-freear_ACSA-SW_11-01.doc

"Deliberate insight in team creativity" *Journal of Creative Behavior* 2nd qtr 2000 pages 101-117.

- **Abstracted:** Product Development & Management Association July 2001
<http://www.pdma.org/members/jpim/story/jul01/08.jsp>
- **Citation:** San Andres University (Buenos Aires, Argentina) Conference on the Art of Innovation
<http://www.udesa.edu.ar/deptodeadministracion/catedrakarelsteuerdeentrepneurship/actividadades/conferencias2001/artedeinnovar.htm>
- Citation: Bibliography of Creativity in Students and Professionals. Connecticut State Department of Education <http://www.ctserc.org/library/actualbibs/Creativity.pdf>

"Following and Accelerating the Design Evolution Curve in Telecommunicated Multi-Media"
CoAuthored. *Multimedia Information Systems in Practice*, Wing S. Chow, Ed. Singapore: Springer-Verlag, 1999.

- **Citation** New Jersey Institute of Technology citation database
<http://citeseer.nj.nec.com/430126.html>

"An Alternate Perspective on Team Creativity". Proceedings of 1994 International Creativity and Innovation Networking Conference, Quebec.

"Teaching creativity to construction technology students" with David J. Hanna.. International Proceedings of the Associated Schools of Construction, 1994.

- Online at: <Http://asceditor.unl.edu/archives/1994/hanna94.htm>

"A comparison of underground storage tank site assessment efficiency and effectiveness using immunoassay and methods for 418.1." Co-authored. *Proceedings of the Third International Field Screening Symposium, February 24-26, 1993.*

"The Role of Shifting Models in Systems Creativity" in Lasker, George E. *Advances in Systems Research and Cybernetics*, Windsor, Ontario: International Institute for Advanced Studies in Systems Research and Cybernetics, 1989

"Problem Solving, Creativity, and General Systems: Some Relevant Research" *Proceedings of the Society for General Systems Research*, 1983

Professional Papers

"Why They Don't Listen to Your Creative Ideas" *Innovative Leader*, Winston J Brill & Associates January 2002, #544.

"Resolving the definition of Value Engineering" *Annual Proceedings of the Society of American Value Engineers* (SAVE), Northbrook, Illinois., 1990.

- Abstracted in Design For Competitive Advantage
<http://www.dfca.org/cos/abstsave.txt>

"Key Ingredients of Value Study Success: A preliminary report to value practitioners" 1990 *Proceedings of the National Conference of the Society of Indian Value Management*, Bangalore, India: Society of Indian Value Management, 1990.

"Learning Style and Value Leadership Style" *Annual Proceedings of the Society of American Value Engineers* (SAVE), Northbrook, Illinois., 1986.

"Why Value Management Works: Some Relevant Research" *Annual Proceedings of the Society of American Value Engineers* (SAVE), Northbrook, Illinois., 1981.

- Abstracted in Design For Competitive Advantage
<http://www.dfca.org/cos/abstsave.txt>

"Value Management: Definition and Model" *Annual Proceedings of the Society of American Value Engineers* (SAVE), Northbrook, Illinois., 1980.

- **Abstracted** in Design For Competitive Advantage
<http://www.dfca.org/cos/abstsave.txt>

"Improving Profit: Taking Value Management Back to the Job" Society of Automotive Engineers, 1980.

"Organizing for Acceptance: Value Management as a Corporate Resource" *SAVE Proceedings*, 1979.

- **Citation:** Carlos Fallon, *Value Analysis*, 2nd Revised Edition Society of American Value Engineers; (October 1980)

Professional Outreach

As part of cross-field efforts to increase the use of and research into complex collaboration tools:

Organized and co-delivered conference tutorial on complex creativity at IEEE's Hawaii International Conference on Systems Sciences (HICSS) 2001

Repeated tutorial on complex creativity at Hospital of the Future Conference 2001 at University of Twente Netherlands, and Conference 2002 IIT-Stuart School of Business.

Delivered tutorial on Complex Team Creativity to International Conference on Creativity and Leadership in Entrepreneurship July 2002 University of Greenwich Business School, London, England. July 2002.

Delivered invited tutorial on Complex Team Creativity to senior Communist Party bureaucrats of Beijing Zhongxin Service Center at request of Deputy Director Wu Xiaoguang, Beijing, China December 1997

Delivered two day course on Complex Team Creativity and Entrepreneurship to study tour from Young Entrepreneurs Association of China, Chicago 2001

Professional activities.

Visiting research fellow at The Centre for Entrepreneurship, University of Greenwich, London England, 2002-2003. Assisting in the development of the centre and its programs in London and in South Africa.

Reviewed two book proposals on Teamwork for Southwestern Publishing.

Reviewed one book proposal on engineering creativity for Cambridge University Press.

Faculty member of the Annual Creative Problem Solving Institute, Buffalo. 1975-2001. Earned *Colleague* status and *Service and Commitment Award* from Creative Education Foundation.

Served six years on the Certification Board of the Society of American Value Engineers, developing new certification programs and evaluating credentials of individuals and organizations globally.

Consulting editor for the Journal of Creative Behavior since 1988

Served as Track co-chair for IEEE's HICSS 2002 Conference

Reviewed conference papers for Academy of Management's Management Cognition Division 2000 & 2001

Serve on editorial committee for “Creativity’s Global Correspondents” an annually compiled report of ongoing activity and ideas about creativity from academics and practitioners around the world. Contributed reports annually since 1997.

Contributions to administration and university service.

Presented “Strategic Teams – Cross Cultural, Cross Functional” and “Networking – How to Effectively Network” As part of Marmon Group Global Trade Institute for Junior Achievement International, June 2002 at IIT.

Presented “Doing Business in Different Cultural Settings, Conflict Resolution, Negotiating, The Art of "Deal Making." As part of Marmon Group Global Trade Institute for Junior Achievement International, June 2001 at IIT.

Delivered various lectures and seminars to undergraduate students as part of the Introduction to the Professions course and the Interprofessional Projects program.

Department committees: Ph.D., Environmental Management, Communications Management, etc.

Member, Downtown Faculty Committee Sept 96 - Jun 98 (Chair, Sept 97 - Jun 98)

President’s Special Committee on Provost Structure Jan - Mar 97

Business School Dean Search Committee Jan 00 - 02

Doctoral Dissertation Committee Member Design (4), Construction Management (2), Computer Science (1)

Deeper involvement in content development for:

- } Institute of Design: Sakol Teeravarunyou -- “Knowledge Lifecycle for User-Centered Product Development”
- } Institute of Design: Izabel Barros -- “Design Case Study Methods”
- } Institute of Design: Youn-kyung Lim -- “Modeling Design Knowledge for User-Centered Interactive System Design”