

DAVID L. HARKINS

Summer/Fall 2021

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ACADEMIC POSITIONS

Bowling Green State University

BGSU Firelands
Bowling Green, Ohio

Adjunct Instructor
January 2021 – Present

Western Carolina University

College of Business
Cullowhee, North Carolina

Adjunct Instructor
January 2020 – Present

American Public University

College of Business
Charles Town, West Virginia

Part-time Faculty
March 2019 – Present

EDUCATION

Bowling Green State University

Doctoral Student, Organization Development and Change, GPA 4.0/4.0

Bowling Green, Ohio
Expected, July 2022

Western Carolina University

Master of Entrepreneurship, GPA 4.0/4.0

Cullowhee, North Carolina
December 2018

American Public University

Bachelor of Business Administration, GPA 3.84/4.0, with Honors
Concentration: Entrepreneurial and Small Business Management

Charles Town, West Virginia
November 2016

ARTICLES IN REFEREED JOURNALS

Rogers, B. Q., O'Brien, K. I., **Harkins, D. L.**, Mitchell, T. G., & O'Neil, D. A. (2021). COVID-19 and OD: Unplanned disruption and the opportunity for planned talent development. *Organization Development Review*, 53(2), 61–67.

MANUSCRIPTS SUBMITTED AND ACCEPTED

Harkins, D. L. (in press). The Boy Scouts of America: How society's changing attitudes affect nonprofit culture. *Organization Development Journal*.

MANUSCRIPTS IN DEVELOPMENT

Harkins, D. L. Organizational empathy: A conceptual exploration. Manuscript in development.

Harkins, D. L. What are volunteers for? Strengthening culture and social impact with open systems thinking. Manuscript in development.

Lahm, R. J., Jr., Schauer, A. H., Harkins, D. L. (2021) A Guide to Online Tools for Entrepreneurs (grant-funded project on behalf of the Small Business and Technology Development Center).

PRESENTATIONS, PROCEEDINGS AND WORKSHOPS

Harkins, D. L. (2021, April 28). How society's changing attitudes affect nonprofit culture [Video]. *OD&C Online Symposia*, Bowling Green State University, Bowling Green, Ohio.
<http://bit.ly/ODCS-Harkins-042821>.

Harkins, D. L. (2019, October 17). Building Sustainable Revenue Generation for Creative Careers with Licensing. *Society for Arts Entrepreneurship Education*. Iowa State University, Ames, Iowa.

ACADEMIC AWARDS AND HONORS

- Organization Development and Change Division, Academy of Management (AoM)
 - Doctoral Consortium Fellow, 2020.

PROFESSIONAL DEVELOPMENT

Service

- Ad Hoc Review. (2020 -). Academy of Management (AoM) Annual Conference.
- Ad Hoc Review. (2019 -). American Journal of Entrepreneurship.

Continuing Education

- Gestalt 101, Gestalt Institute of Cleveland, 2021
- Design Thinking for Public Good, University of North Carolina, Chapel Hill, 2021
- MIT Venture Mentoring Service (VMS) Outreach Training Program, 2020
- International Council for Small Business (ICSB) Sustainable Development Goals Workshop, 2020
- Academy of Management Annual Conference, August 2020
- International Society for Organization Development and Change Annual Conference, 2020

Affiliations

- Academy of Management (AoM)
 - Organization Development and Change Division
 - Entrepreneurship Division
 - Management Consulting Division
- International Society for Organization Development and Change (ISODC)
- International Council for Small Business (ISCB)
- Organization Development Network (ODN)
- Society for Arts Entrepreneurship Education (SAEE)

TEACHING EXPERIENCE

Bowling Green State University

- Public Relations for Small Business Spring 2021
- Foundations of Social Entrepreneurship Fall 2021

Western Carolina University

- Introduction to Entrepreneurship Spring 2020 – Spring 2021
- New Venture Creation Fall 2021

American Public University

- Business Plan Foundations Fall 2019 – Present
- Marketing the Successful Small Business Fall 2019 – Present
- Innovation Design and Prototyping Summer 2019 – Present
- Service Innovation and Delivery Summer 2019 – Present
- Idea Generation Spring 2019 – Present
- Fundamentals of Marketing Spring 2019 – Present

Teaching Interests:

Teaching interests include specific organization behavior areas that influence or impact a business or organization's ability to innovate: leadership, culture, group processes, social influence, and motivation.

- Organization Behavior
- Design Thinking
- Strategic Management
- Business Strategy and Planning
- Leadership in Organizations, Innovation Leadership
- Use of Self | Power and Politics
- Arts Entrepreneurship
- Social Entrepreneurship | Social Enterprise

CERTIFICATIONS AND SPECIALIZED TRAINING

- Certified Professional Coach. (2019 -). American Public University, Center for Teaching and Learning.

SELECTED LIST OF CONSULTING AND COMPANY WORK

Consulting / Advising Clients

- Alzheimer's Association
- Bob Moog Foundation
- Disabled American Veterans
- Girl Scouts of the USA
- Microsoft
- National 4-H Council
- National FFA Organization
- Source Toad
- Special Olympics

OTHER PROFESSIONAL EXPERIENCE

2019 – 2020	Division Business and Operations Executive , Arts For Life, Asheville, NC
2016 – 2018	Vice President, Marketing and Licensing , Uware Brands, Salisbury, NC
2004 – 2015	Associate Director, Business Development , Boy Scouts of America, Charlotte, NC
2010 – 2014	Founder and Lead Strategist , Blue Ridge Consulting Group, Charlotte, NC
2003 – 2004	Vice President, Director of Strategic Services , Jackson Group, Charlotte, NC
2001 – 2003	Co-Founder/Lead Consultant , Taylor-Harkins Group, Chicago, IL
2001 – 2002	Executive Vice President, Marketing (Interim), Colman Brohan Davis, Chicago, IL
2000 – 2001	Chief Marketing Officer , Geneer Corporation, Chicago, IL
1999 – 2000	Vice President, Marketing & Product Dev , Nykamp Consulting Group, Chicago, IL
1995 – 1999	Sr. Project Manager , Florida Blue, Jacksonville, FL
1991 – 1995	Founder and CEO , PinPoint Marketing, Charleston, WV
1989 – 1991	Media Director , The Arnold Agency, Charleston, WV
1988 – 1989	Marketing Director , Silver Creek Ski Resort, Snowshoe, WV
1986 – 1988	Managing Director , Capitol Plaza Theatre, Charleston, WV

OTHER PUBLICATIONS

Business and Trade Publications

- Harkins, D. L. (2014, April). Beyond short-term royalty potential. *Bottomline Newsletter*. International Licensing Industry Merchandisers Association.
- Harkins, D. L. (2012, December). How to find and qualify new licensees. *Bottomline Newsletter*. International Licensing Industry Merchandisers Association.

Harkins, D. L., Mathews, R.J. (2007, April). Managing BSA marks for future generations. *ProSpeak Newsletter*. Boy Scouts of America National.

Harkins, D. L. (2006, January). Successful programs begin with a plan. *ProSpeak Newsletter*. Boy Scouts of America National.

Harkins, D. L. (2005, August). Recruiting for a strong committee. *ProSpeak Newsletter*. Boy Scouts of America National.

Harkins, D. L. (2003, July). Customers are Channel Neutral: The truth about multi-channel marketing. [Corporate Whitepaper]. The Jackson Group.

Harkins, D. L. (2000, March). Building for CRM Success. *Direct Magazine* (Now Chief Marketer).

Online Publications

Harkins, D. L. (Ed). (2020 -) *ODC Factor*. Medium.

Harkins, D. L. (Contributor). (2019 -) *The Startup*. Medium.

SELECTED PROFESSIONAL CONFERENCES, PRESENTATIONS AND WORKSHOPS

Harkins, D. L. (2018). Mastering the five domains of productivity: How to get your life back. *Military Spouse Project*. Wilmington, NC. Online Workshop. (2018, March 15).

Harkins, D. L. (2015). Seven secrets for successfully licensing your idea. *Amazon Inventions Tour*. Atlanta, GA. General Session. (2015, September 26).

Harkins, D. L. (2015). Licensing concepts: Introduction to licensing for artists. *Savannah College of Art and Design*. Savannah, GA. Career Day General Session. (2015, February 27).

Harkins, D. L. (2014). Making your mission matter again: How to tell a story that connects with today's culture. *West Virginia Society of Association Executives*. Daniels, WV. Opening Keynote. (2014, September 15).

Gordon, N., Harkins, D. L., McCarthy, K., Reily, S. & Slicklen, S. (2014). When things go wrong: Best practices in licensing. *LIMA Licensing University*. Las Vegas, NV. General Session. (2014, June 18).

Harkins, D. L. & Carciano, D. (2013). Pivoting your business model. *Keen Digital Summit*. Nashville, TN. General Session. (2013, October 25).

Harkins, D. L. (2013). Empowering possibility: How to rethink the "impossibles" of life. *Patti Digh's Life is a Verb Camp*. Atlanta, GA. General Session. (2013, October 5).

Harkins, D. L. (2013). How to be an everyday superhero. *Boy Scouts of America Licensee Summit*. Atlanta, GA. Closing Keynote. (2013, March).

Harkins, D. L. (2012). Doing business with the Boy Scouts of America: Opportunities for small business. *FDIC/Tamarack Foundation Small Business Resource Conference*. Beckley, WV. General Session. (2012, November 5).

Harkins, D. L. (2012). Identifying & leveraging a brand's hidden assets. *International Licensing Industry Merchandising Association*. New York, NY. Webinar. (2012, September 19).

Harkins, D. L. (2012). Help! My marketing's not working! Now what?! *Boy Scouts of America Licensee Summit*. La Jolla, CA. General Session. (2012, March).

Harkins, D. L. (2011). The choice to make a difference. *Boy Scouts of America Licensee Summit*. Louisville, KY. Closing Keynote. (2011, March).

Harkins, D. L. (2010). The importance of unlikely heroes. *Boy Scouts of America Licensee Summit*. Asheville, NC. Closing Keynote. (2010, March).

Harkins, D. L. (2010). Making your mission matter again: How a changing culture will impact nonprofit organizations. *NextGen: Charity*. New York, NY. Break-out Session. (2010, November).

RECENT COMMUNITY SERVICE AND VOLUNTEERING

- OD Network, Pro Bono Social Impact Consultant, 2021 – present.
- Venture Asheville, Startup Mentor, 2020 – present.
- Habitat for Humanity. Ad hoc project volunteer. 2003 – 2020.