

Richard T. Creasy
Western Carolina University
School of Economics, Management and Project Management
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Education

DM, Case Western Reserve University, 2007.
Major: Management
Supporting Areas of Emphasis: Organizational Behavior / Organizational Change
Dissertation Title: EMPLOYEE LEVEL DYNAMICS WITHIN A MERGER OR ACQUISITION

MS, University of Memphis, 1989.
Major: Finance

MBA, University of Memphis, 1987.
Major: Production / Distribution Management

BBA, University of Memphis, 1985.
Major: Production / Distribution Management

Licensures and Certifications

Master Black Belt, Juran Institute. (May 10, 2003 - Present).

Black Belt - Six Sigma, Juran Institute. (April 25, 2002 - Present).

Professional Memberships

Member / Speaker, American Society of Quality. (January 1, 2014 - December 31, 2016).

Member / Speaker, Project Management International. (January 1, 2014 - December 31, 2016).

Development Activities Attended

Grant Training for Beginners – Asheville, NC July, 2019

Development of New Class Design, "Hybrid Offering of a MBA Course," Cullowhee, NC, USA.
(February 1, 2016 - August 8, 2016).

Institute, "Summer Institute for Teaching and Learning - WCU," Coulter Faculty Commons /
Hunter Library, Cullowhee, NC, USA. (May 17, 2016 - May 19, 2016).

Conference, "AACSB "Redesigning Your MBA"," AACSB, Indianapolis, IN, USA. (May 8, 2016 -
May 11, 2016).

Awards and Honors

Winner – College of Business – Creative and Innovative Teaching Award (April 2019)
Winner – College of Business – Business and Community Engagement Award (April 2019)
Winner – College of Business – Excellence in Research Award (April 2019)
Winner – College of Business - Graduate Teaching Award (April 14, 2016).
Finalist Graduate Teaching Award, College of Business - WCU. (April, 2015 & 2014 & 2013).

TEACHING

Teaching Experience

Western Carolina University

BA 133, Introduction to Business, 3 courses.
FIN 470, Portfolio Management, 1 course.
MBA 603, Hum Resource Mgt, 1 course.
MBA 631, Hum Resource Mgt, 3 courses.
MBA 635, Creating Bus Operations, 1 course.
MBA 682, Independent Study Project, 1 course.
MBA 683, MBA Internship, 8 courses.
MBA 693, Special Topics in Business Adm, 1 course.
MGT 306, Behavioral Sci in Orgniz, 1 course.
MGT 367, Intro to Proj Mgt in Practice, 6 courses.
MGT 404, Strategic Management, 3 courses.
MGT 480, Independent Research, 1 course.
PM 650, Fund of Project Mgt, 9 courses.
PM 652, Project Selection & Initiation, 5 courses.
PM 654, Project Planning, 6 courses.
PM 656, Project Planning & Implement, 1 course.
PM 658, Project Execution & Closeout, 4 courses.
PM 660, Adv Project Mgt Practices, 2 courses.
PMC 630, Mgt Skills for Project Teams, 5 courses.
PMC 640, Managing Procrmnt & Prj Envr, 1 course.

Academic Advising

All MBA students since January 2016.

RESEARCH

Published Intellectual Contributions

Journal Articles

Carnes, A. M., Creasy, R. T., Johnson, J. N. (2019). Teams Research in Project Management and Organizational Behavior: Leveraging One Discipline to Propel Another. *Journal of Modern Project Management*.

Creasy, R. T., Fan, Y. (2018). How Economic Theories Can Negatively Affect Subcontractor Selection. *International Journal of Business Performance Management*, 19(3), 19. <http://www.inderscience.com/jhome.php?jcode=IJBPM>

Creasy, R. T., Carnes, A. M. (2017). The Effects of Workplace Bullying on Team Learning, Innovation and Project Success as Mediated Through Virtual and Traditional Team Dynamics. *International Journal of Project Management*, 35(6), 964-977. <https://www.pmi.org/learning/publications/project-management-journal>

Creasy, R. T., Johnson, J. N., Fan, Y. (2017). Practitioners' Preference: Which Project Planning Components Offer the Most Promise? *International Journal of Project Organisation and Management*, 9(2), 20. <http://www.inderscience.com/jhome.php?jcode=ijpom>

- Creasy, R. T., Fan, Y. (2017). Who They Know and What They Know: Risk Management Implications of Subcontractors' Inter-firm Alliances and Service Scope. *Drake Management Review*, 6(2), 20. <http://faculty.cbpa.drake.edu/dmr/home.htm>
- Creasy, R. T. (2017). Hard Wired (The Importance of Communication Apprehension and Innovation in Manager Selection). *Quality Progress*, 50(3), 6. <http://asq.org/qualityprogress/index.html>
- Creasy, R. T. (2017). Subject to Review (Factors that Led to Success and Failure in Healthcare Process Improvement Projects). *Quality Progress*, 50(2), 6. http://asq.org/index.aspx?gclid=CMnK3M_qxsQCFdcRgQodrkkAdA
- Johnson, J. N., Creasy, R. T., Fan, Y. (2016). An Analysis of Recent Theoretical Trends in the Project Management Discipline. *Journal of Engineering, Project, and Production Management*, 6(1), 25-52.
- Johnson, J. N., Creasy, R. T., Fan, Y. (2015). Fifteen Years of Theory in Project Management. *International Journal of Construction Project Management*, 7(2).
- Creasy, R. T. (2014). Rock Solid - Combining Lean, Six Sigma and Theory of Constraints Creates a Process Improvement Powerhouse. *Quality Progress*, 47(12), 44-51. <http://asq.org/qualityprogress/information/AuthorGuidelines/index.htm>
- Creasy, R. T., Anantatmula, V. (2013). From Every Direction – How Personality Traits and Dimensions of Project Managers Affect Project Success. *Project Management Journal*, 44(6), 36-51. <http://onlinelibrary.wiley.com/doi/10.1002/pmj.21372/abstract?deniedAccessCustomisedMessage=&userIsAuthenticated=false>
- Creasy, R. T., Kinard, J. (2013). Healthcare Mergers and Acquisitions: Implications of Robbers Cove Realistic Conflict Theory and Prisoner's Dilemma Game Theory. *The Health Care Manager*, 32(1), 10. <http://journals.lww.com/healthcaremanagerjournal/pages/aboutthejournal.aspx>
- Creasy, R. T., Ramey, S. (2013). Don't Lose Patients: Hybrid Approach Helps Hospital. *Quality Progress*, 46(2), 42-49. <http://asq.org/qualityprogress/information/AuthorGuidelines/index.htm>
- Creasy, R. T., Wright, E., Kinard, J. (2012). An Employer's Guide to Controlling Healthcare Costs. *The Health Care Manager*, 31(2), 8. <http://journals.lww.com/healthcaremanagerjournal/pages/aboutthejournal.aspx>

Other

- Rogers, T., Creasy, T. (2016). *Four elements necessary for effective inter-team communication* (8th ed., vol. 77, pp. 3-7). Supervision. <http://www.supervisionmagazine.com/>

Presentations Given

- Creasy, T., Carnes, A. M., Appalachian Research in Business Symposium (ARBS), "Team Fracturing and Project Abandonment: The Results of Workplace Bullying as Mediated Through Organizational Citizenship Behavior," Western Carolina University, Cullowhee, NC, United States. (March 29, 2019).
- Creasy, T., Carnes, A. M., Appalachian Research in Business Symposium (ARBS), "Workplace Bullying and Its Ill-Effects on Project Outcomes as Mediated Through Affective Commitment," Cullowhee, NC, United States. (March 29, 2019).

- Creasy, R. T., Carnes, A. M., Appalachian Research in Business Symposium (ARBS), ""Team Fracking" - The Unintended Consequence of Bullying," East Tennessee State University, Johnson City, TN. (March 22, 2018).
- Creasy, R. T., Carnes, A. M., WCU College of Business Brown Bag Research Series, ""Bullying" within Project Teams," WCU College of Business, Cullowhee, NC. (March 14, 2018).
- Creasy, R. T. (Author Only), Carnes, A. M. (Presenter & Author), Appalachian Research in Business Symposium (ARBS) - 2017, "The Effects of Workplace Bullying on Team Learning, Innovation and Project Success as Mediated through Virtual and Traditional Team Dynamics," Appalachian State University, College of Business, Boone, NC. (March 30, 2017).
- Anantatmula, V. (Author Only), Creasy, R. T. (Presenter & Author), Appalachian Research in Business Symposium (ARBS) - 2017, "The Role of the Team Manager's Personality in Agile vs. Traditional Project Management," Appalachian State University, College of Business, Boone, NC. (March 30, 2017).
- Creasy, R. T., TPI International Conference, "New Developments in Human Resources - Recruitment, Selection and Development," Houston, TX. (February 5, 2016).
- Creasy, R. T., PMI Metrolina Chapter, "What Project Management Tools Offer the Most Promise?," Project Management Institute, Raleigh / Durham, NC. (April 23, 2015).
- Creasy, R. T., Trimble Dimensions 2014, "How Combining Lean, Six Sigma and the Theory of Constraints Offers New Possibilities for Mining Operations," Trimble, Las Vegas, NV. (November 5, 2014).
- Creasy, R. T., International Conference on Quality Improvement, "Don't Lose Patients - How a Hybrid Strategy Improved Patient Experience," American Society of Quality, Dallas, TX. (May 7, 2014).
- Creasy, R. T. (Author Only), Johnson, J. N. (Author Only), Fan, Y. (Presenter & Author), Appalachian Research and Business Symposium, "Practitioner's Preference: Which Project Planning Tools Offer the Most Promise?." (March 2014).
- Creasy, R. T., ConExpo, "Process Improvement - Out with the Old, In with the New; Case Study Provides Insights into New Methods," ConExpo, Las Vegas, NV. (March 7, 2014).
- Creasy, R. T., International Conference on Quality Improvement, "6toc" – The next evolution of Process Improvement," Quality Progress, Anaheim, CA. (May 21, 2012).

Contracts, Grants and Sponsored Research

Grant

- Creasy, R. T. (Investigator), Anantatmula, V. (Principal), "The effects of team dynamics and project manager personality dimensions toward successful project outcomes as mediated by Agile and traditional team compositions.," Sponsored by Project Management Institute, Private, \$0.00. (March 10, 2016 - April 20, 2016).
- Creasy, R. T. (Principal), Carnes, A. (Investigator), "The Effects of Workplace Bullying on Organizational Change, Innovation, and Strategic Initiatives as Mediated Through Virtual and Traditional Team Dynamics," Sponsored by Project Management Institute, Private, \$0.00. (February 20, 2016 - April 15, 2016).

Creasy, R. T., Anantatmula, V., "How Personalities of Project Managers Affect Project Outcomes," Sponsored by Project Management Institute, International, \$0.00. (January 5, 2013 - June 10, 2013).

SERVICE

University Service

School Director – AFIB (July 2019 – Present)

Program Organizer, MBA Director. (January 1, 2016 - Present).

Committee Member, COB Assurance of Learning. (August 15, 2018 - Present).

Committee Member, TPR Committee. (August 15, 2018 - May 10, 2019).

Committee Member, College of Business - Dean Search Committee. (January 10, 2018 - January 8, 2019).

Committee Member, MPM Faculty Search Committee. (September 15, 2017 - May 31, 2018).

Reviewer, Master of Science in Technology - Program Review Team. (February 1, 2018 - May 5, 2018).

Committee Member, COB Strategic Planning Committee. (August 1, 2016 - December 31, 2017).

Faculty Advisor, University Book Store Faculty Adviser. (March 15, 2015 - December 31, 2016).

Committee Member, Dean's Advisory Committee. (August 18, 2014 - December 31, 2016).

Committee Chair, Search Committee - (T. Rogers) PM Dept. (January 1, 2016 - March 1, 2016).

Task Force Chair, Stage and Screen Process Improvement Team Leader. (September 10, 2015 - November 15, 2015).

Attendee, Meeting, COB Open House. (October 31, 2015).

Committee Member, Graduate Council. (September 1, 2014 - June 30, 2015).

Committee Member, Search Committee - (D. Carnes) Mgt, Econ, PM Dept. (April 1, 2015 - June 15, 2015).

Attendee, Meeting, COB Open House. (February 14, 2015).

Committee Member, Graduate Level HR degree - COB. (August 18, 2014 - January 30, 2015).

Committee Member, Project Management Minor Degree On-line offering. (August 18, 2014 - January 30, 2015).

Committee Member, Management Minor On-Line. (August 18, 2014 - December 31, 2014).

Committee Member, Search Committee - (M. Ben) - Mgt, Econ & PM Dept. (June 10, 2014 - June 30, 2014).

Attendee, Meeting, Graduate Council - Advisory Board subcommittee. (January 15, 2014 - June 4, 2014).

Committee Member, Graduate Council. (September 1, 2013 - June 4, 2014).

Attendee, Meeting, Graduate Council - Program Director subcommittee. (September 1, 2013 - April 7, 2014).

Attendee, Meeting, COB Open House. (April 5, 2014).

Developed script and Power Point for video shoot, Video and Power Point for MPM program. (January 1, 2014 - March 31, 2014).

Graduate Council - Committee Member. (September 1, 2012 - May 7, 2013).

Committee Member, Search Committee - (N Johnson) PM Dept. (February 1, 2013 - April 1, 2013).

Attendee, Meeting, COB Open House. (February 16, 2013).

Committee Member, Search Committee - Dept Chair - Dept Glob Mgt Strat. (July 15, 2012 - August 10, 2012).

Committee Member, Search Committee - Distance Learning Director. (April 15, 2012 - June 30, 2012).

Committee Member, Proctoring Task Force. (March 8, 2012 - May 1, 2012).

Awards and Honors

Service, Professional

APICS - Volunteer of the Year, American Production Inventory Control Society. (April 16, 2014).