

DAVID L. HARKINS, D. ODC

Summer 2023

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ACADEMIC POSITIONS

Belmont University
Jack C. Massey College of Business
Nashville, Tennessee

Assistant Professor of Social Entrepreneurship
August 2022 –

Georgia Southern University
Parker College of Business
Statesboro, Georgia

Visiting Instructor of Management
August 2021 – July 2022

Bowling Green State University
BGSU Firelands
Bowling Green, Ohio

Adjunct Instructor
January 2021 – May 2022

Western Carolina University
College of Business
Cullowhee, North Carolina

Adjunct Instructor
January 2020 – May 2022

American Public University
College of Business
Charles Town, West Virginia

Part-time Faculty
March 2019 – January 2022

EDUCATION

Doctor of Organization Development and Change August 2022
Bowling Green State University
Bowling Green, Ohio

Dissertation: *Exploring the conditions under which collective empathy forms, embeds, and sustains in an organization: A grounded-theory case study.* Chair: Deborah A. O'Neil, June 2022

Master of Entrepreneurship December 2018
Western Carolina University
Cullowhee, North Carolina

Bachelor of Business Administration November 2016
American Public University
Concentration: Entrepreneurial and Small Business Management
Charles Town, West Virginia

ARTICLES IN REFEREE JOURNALS

Harkins, D. L. (2021). The Boy Scouts of America: How society's changing attitudes affect nonprofit culture. *Organization Development Journal*, 39(2), 83-96

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 IN DEVELOPMENT AND PREPARATION

Harkins, D. L., How collective empathy informs business ethics: A case study. *Manuscript in development*.

Harkins, D. L., Classroom Culture: Exploring factors to improve participation and engagement among first-year students. *Research complete; data analysis underway*.

Harkins, D. L., All change is personal: Exploring how values misalignment in nonprofit organizations impacts volunteerism. *Research is underway*.

PRESENTATIONS, PROCEEDINGS, AND WORKSHOPS

Harkins, D. L. (2023, May 18). The Impact of Collective Empathy on Organizational Performance. *International Society for Organization Development and Change*, University of South Alabama, Mobile, Alabama

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.

MEDIA APPEARANCES, PODCASTS, INTERVIEWS

Brenegar, E. (2023). David Harkins and Social Entrepreneur Students. <https://youtu.be/t6qYNXHU8KE>.

Eames, T., & Vaggalis, M. (2021). A conversation with David Harkins (No. 37). <https://open.spotify.com/episode/7BswP43pMohtiarJRnxlGI>.

ACADEMIC AWARDS AND HONORS

- Sigma Nu Tau Entrepreneurship Honor Society, 2023
 - Inducted through Belmont University
- Beta Gamma Sigma Business Honor Society, 2023
 - Inducted through Bowling Green State University
- Organization Development and Change Division, Academy of Management (AoM)
 - Doctoral Consortium Fellow, 2020.

SERVICE AND PROFESSIONAL DEVELOPMENT

Institutional Service

- Data Fellow, *Belmont University*, 2023 -
- Member, Industry Advisory Council Committee for the Department of Customer/Employee Relationships, Boston School of Business, *American Public University*, 2021 – 2022

Other Service

- Ad Hoc Review. (2023 -). International Society of Organization Development and Change
- Ad Hoc Review. (2020 -). Academy of Management (AoM) Annual Conference.
- Ad Hoc Review. (2019 -). American Journal of Entrepreneurship.

Continuing Education

- Radical Histories and Futures for Human Relations, immersion workshop(s). The Tavistock Institute for Human Relations, Kerstin Junge, Ph.D., Juliet Scott, Rebecca Swift, Eliat Aram, Ph. D., 2022
- Recognizing and Reconciling Cultural Differences: Applying the Dilemma Reconciliation Theory, workshop. Fons Trompenaars, Ph.D., 2022
- Servant-Leadership Across Cultures, workshop. Sylvia van de Bunt, Ph.D., Servant-Leadership Centre for Research and Education at Vrije Universiteit Amsterdam, 2022
- Academy of Management Annual Conference, 2020, 2021
- 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
- Sustainable Development Goals, workshop. International Council for Small Business (ICSB), 2020
- International Society for Organization Development and Change Annual Conference, 2020

Affiliations

- Academy of Management (AoM)
 - Organization Development and Change Division
 - Entrepreneurship Division
- International Society for Organization Development and Change (ISODC)
- International Council for Small Business (ICSB)

TEACHING EXPERIENCE

Belmont University

- Radical Champions: Leading Change through Social Entrepreneurship Spring 2023 –
- Intro to Social Entrepreneurship Fall 2022 –
- Entrepreneurial Mindset Fall 2022 –
- First-year Seminar Fall 2022

Georgia Southern University

- Fundamentals of Entrepreneurship Fall 2021 – Spring 2022
- Introduction to Business Fall 2021 – Summer 2022
- Principles of Management Summer 2022

Bowling Green State University

- Public Relations for Small Business Spring 2021 –
- Foundations of Social Entrepreneurship Fall 2021 – Fall 2022

Western Carolina University

- Introduction to Entrepreneurship Spring 2020 – Spring 2021
- New Venture Creation Fall 2021 – Spring 2022

American Public University

- Business Plan Foundations 2019 - 2021
- Marketing the Successful Small Business 2019 - 2021
- Innovation Design and Prototyping 2019 - 2021
- Service Innovation and Delivery 2019 - 2021
- Idea Generation 2019 - 2021
- Fundamentals of Marketing 2019 - 2021

Teaching Interests:

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

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

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
- Stacy Garcia, Inc.
- Special Olympics

OTHER PROFESSIONAL EXPERIENCE

1995 -	Consultant and Executive Coach , David Harkins Company, LLC, Nashville TN
2021 – 2022	Partner , F4 CoSolutions, LLC, Black Mountain, NC
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

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. (Author). (2023 -) [*The Human Equation*](#). Substack

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

SELECTED PROFESSIONAL CONFERENCES, PRESENTATIONS, AND WORKSHOPS

Harkins, D. L. (2023, June 8). Crafting meaningful stories for connection. [Online Workshop], Thistle Farms Global Partners Network, Nashville, TN

Harkins, D. L. (2023, March 21). Fundamentals of Inventory Management. [Online Seminar], Thistle Farms Global Partners Network, Nashville, TN

Harkins, D. L., Scott, W., & Severson, A. (2021, October 22). Closing Plenary: Harvesting Fruits, Gathering Seeds [Closing Plenary Facilitation]. Evolve 2021: Collaborating for Change, Online.

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

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

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

Harkins, D. L. (2015, February) 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).

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

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

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

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

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

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

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

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

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

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

RECENT COMMUNITY SERVICE AND VOLUNTEERING

- Thistle Farms, Global Partner Mentor, 2023 -
- Venture Asheville, Startup Mentor, 2020 – 2022.
- OD Network, Pro Bono Social Impact Consultant, 2021.