

**Curriculum Vitae**

**Gerard J. Puccio, Ph.D.**

**Office:** International Center for Studies in  
Creativity  
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## I. EDUCATION

**Ph.D. in Organizational Psychology**, December 1990.

University of Manchester Institute of Science and Technology, Manchester, England.

Doctoral Thesis: *Person-Environment Fit and Its Effect on Creative Performance, Job Satisfaction, and Stress.*

Honors: Recipient of the Overseas Research Student Award.

**M.S. in Creativity and Innovation**, May 1988.

Buffalo State College, Buffalo, New York.

Master's Thesis: *The Effect of Cognitive Style on Problem-Defining Behavior.*

Grade Point Average: 4.0/4.0 overall.

Honors: Recipient Creative Education Foundation Research Fellowship Award; Recipient Creative Studies Alumni Foundation Achievement Award; Founder and President of the Association for Studies in Creativity (graduate and undergraduate student organization).

**B.A. in Psychology**, May 1985.

Buffalo State College, Buffalo, New York.

Grade Point Average: 3.63/4.0 overall, 3.81/4.0 in major.

Honors: Vice President PSI CHI (National Honor Society in Psychology); Recipient Honors Scholarship.

### **Advanced Training**

- Qualified user of the Myers-Briggs Type Indicator.
- Certified to use the Index of Emotional Intelligence
- Kirton Adaption-Innovation Inventory

## II. PROFESSIONAL EXPERIENCE

**Department Chair**, January 1997 to Present.

International Center for Studies in Creativity, Buffalo State – State University of New York (SUNY), Buffalo, New York.

- Responsible for all administrative matters.
  - Develop and implement strategic and tactical actions.
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- Spearhead new initiatives.
- Oversee departmental budget.
- Operate as administrative liaison to the Dean of the School of the Professions.
- Establish course schedules and teaching assignments.
- Supervise faculty, departmental secretary, graduate assistant, and other support staff.
- Conduct faculty meetings and retreats.
- Oversee all departmental programs (i.e., undergraduate minor, graduate certificate, master's degree, distance programs) and activities (i.e., conferences, training programs, banquets, etc.).

**Professor**, September 1990 to Present.

International Center for Studies in Creativity, Buffalo State – SUNY, Buffalo, New York.

- Design and deliver graduate courses focused on creativity theory, leadership theory, creativity assessment, research methodology, basic statistical analysis, individual application of the Creative Problem Solving process, and small-group facilitation of the Creative Problem Solving process.
- Conduct research on various facets of creativity, such as individual preferences for different stages of the creative process, perceptions of the development of creative products in the workplace, laypeople's implicit theories of creativity, and aspects of the work climate conducive to creativity and innovation.
- Collaborate with colleagues on various scholarly projects, such as books, articles, monographs and conference presentations.
- Provide advisement to graduate students involved in thesis and project work.
- Provide methodological and statistical support to graduate students engaged in research projects.

**Part-Time Lecturer**, October 1989 to June 1990.

School of Management and the Manchester Business School (University of Manchester), Manchester, England.

- Assisted in the design and delivery of a series of classes on Organizational Creativity for third-year psychology students.
  - Prepared and presented several sessions on creativity training for post-graduates in Organizational Psychology.
  - Assisted in planning, organizing, and presenting training programs in Creative Problem Solving for both full-time and part-time MBA students at the Manchester Business School.
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- Developed questionnaire to assess problem-solving behavior so that training could be focused more on business students' needs.
- Organized, analyzed and summarized data collected from training programs with business students for the purpose of presenting professional papers at national conferences.

**Private Consultant and Trainer**, November 1988 to August 1990.

Manchester, England.

- Established private consulting practice to finance portion of graduate education.
- Developed and delivered a series of workshops on Creative Problem Solving for the senior management team of the Manchester Airport.
- Facilitated problem-solving sessions on organizational problems for Procter & Gamble Limited, Manchester Airport, and British International Cable Company.
- Designed and delivered training programs on Effective Decision-Making to managers from Grand Metropolitan Brewing Plc.
- Trained engineers and scientists employed by the Atomic Energy Authority in the application of the Creative Problem-Solving process.

**Coordinator and Instructor**, June to August 1986, 1987, 1988 and 1989.

Educational Opportunity Program, Buffalo State – SUNY, Buffalo,  
New York.

- Designed and implemented Introduction to Creative Studies courses for underprivileged students.
- Supervised instructional staff and assistants.
- Organized and conducted residential weekend learning experiences in a rural setting for students on course.

**Adjunct Assistant Professor**, September 1987 to August 1988.

Center for Studies in Creativity, Buffalo State – SUNY, Buffalo,  
New York.

Center Research:

- Created database and used statistical packages (SPSS & SPSSX) to analyze information gathered through Center research initiatives.
- Co-authored several professional publications.

Internal Training:

- Designed a series of in-house training programs for professionals from both the public and private sectors.
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- In-house training programs focused on the acquisition of Creative Problem Solving skills and application to challenges associated with work.
- Managed all business facets of in-house programs including staff, resources, finances, marketing, and advertising.

External Training:

- Assisted in the creation of a long-term training and development relationship with the Procter & Gamble Company (U.S.).
- Designed and implemented a study to evaluate the effectiveness of a training course delivered for Procter & Gamble, and co-authored a summary report for this company.
- Organized and delivered over 20 presentations, workshops, and training programs between September 1987 and August 1988.

**Lecturer**, September 1986 to May 1987.

Center for Studies in Creativity, Buffalo State – SUNY, Buffalo, New York.

- Worked with instructional staff to design undergraduate courses.
- Responsible for the instruction of four Introduction to Creative Studies classes.
- Coordinated out-of-class experiences for undergraduate students.
- Developed and presented workshops on Creative Problem Solving.

### **III. PUBLICATIONS**

**Refereed Work**

Aslan, A. E., & Puccio, G. J. (2006). Developing and testing a Turkish version of Torrance's Tests of Creative Thinking: A study of adults. *The Journal of Creative Behavior*, 40, 163-178.

Puccio, G. J., Firestien, R. L., Coyle, C., & Masucci, C. (2006). A review of the effectiveness of Creative Problem Solving training: A focus on workplace issues. *Creativity and Innovation Management*, 15, 19-33. (Received Tudor Rickards best paper of the year award)

Puccio, G. J., Murdock, M. C., & Mance, M. (2005). Current developments in creative problem solving for organizations: A focus on thinking skills and styles. *The Korean Journal of Thinking & Problem Solving*, 15, 43-76.

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- Puccio, G. J., Wheeler, R. A., & Cassandro, V. J. (2004). Reactions to creative problem solving training: Does cognitive style make a difference. *The Journal of Creative Behavior*, 38, 192-216.
- Arbesman, M., & Puccio, G. J. (2001). Enhanced quality through creative problem solving. *Journal of Nursing Administration*, 31, 176-178.
- Puccio, G. J., & Chimento, M. D. (2001). Implicit theories of creativity: Laypersons' perceptions of the creativity of adaptors and innovators. *Perceptual and Motor Skills*, 92, 675-681.
- Puccio, G. J., Talbot, R. J., & Joniak, A. J. (2000). Examining creative performance in the workplace through a person-environment fit model. *The Journal of Creative Behavior*, 34, 227-247.
- Puccio, G. J. (1999). Creative Problem-Solving preferences: Their Identification and implications. *Creativity and Innovation Management*, 8, 171-178.
- Puccio, G. J., Joniak, A. J., & Talbot, R. (1995). Person-environment fit: Examining the use of commensurate scales. *Psychological Reports*, 76, 457-468.
- Puccio, G. J., Treffinger, D. J., & Talbot, R. J. (1995). Exploratory examination of relationships between creativity styles and creative products. *Creativity Research Journal*, 8, 25-40.
- Isaksen, S. G., Puccio, G. J., & Treffinger, D. J. (1993). An ecological approach to creativity research: Profiling for creative problem solving. *The Journal of Creative Behavior*, 27, 149-170.
- Puccio, G. J., Talbot, R., & Joniak, A. J. (1993). Person-environment fit: Using commensurate scales to predict student stress. *British Journal of Educational Psychology*, 63, 457-468.
- Puccio, G. J. (1991). William Duff's eighteenth century examination of original genius and its relationships to contemporary creativity research. *The Journal of Creative Behavior*, 25, 1-10.
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Isaksen, S. G., & Puccio, G. J. (1988). Adaption-innovation and the Torrance Tests of Creative Thinking: The level-style issue revisited. *Psychological Reports*, 63, 659-670.

### **Books and Monographs**

Puccio, G. J., Murdock, M. C., & Mance, M. (2007). *Creative leadership: Skills that drive change*. Thousand Oaks, CA: SAGE.

Puccio, G. J. (with Miller, B., & Thurber, S). (2002). *FourSight – Your Thinking Profile: A tool for Innovation*. Evanston, IL: THinc Communications.

Puccio, G. J., & Murdock, M. C. (Eds.) (1999). *Creativity assessment: Readings and resources*. Buffalo, NY: Creative Education Foundation.

Joyce, M., Isaksen, S. G., Puccio, G. J., Davidson, F., Coppage, C., & Maruska, M. (Eds.), (1997). *Introduction to creativity: An anthology for college courses on creativity which provides historical and current thinking from interdisciplinary perspectives* (2nd ed.). Acton, MA: Copley Publishers.

Joyce, M., Isaksen, S. G., Puccio, G. J., Davidson, F., & Coppage, C. (Eds.), (1995). *Introduction to creativity: An anthology for college courses on creativity which provides historical and current thinking from interdisciplinary perspectives*. Acton, MA: Copley Publishers.

Isaksen, S. G., Murdock, M. C., Firestien, R. L., Puccio G. J., & Treffinger, D. J. (Eds.) (1994). *The assessment of creativity: An occasional paper from the creativity based information resources project*. Buffalo, NY: Center for Studies in Creativity.

### **Chapters and Conference Proceedings**

Puccio, G. J., & Keller-Mathers, S. (2007). Enhancing thinking and leadership skills through creative problem solving (pp. 281-301). In A. G. Tan (Ed.), *Creativity: A handbook for teachers*. Singapore: World Scientific.

Puccio, G. J., Firestien, R. L., Coyle, C., & Masucci, C. (2005). Effectiveness of CPS training: A review of the impact on individuals in the workplace (pp. 199-212). Proceedings from the 1<sup>st</sup> Creativity and Innovation Management Community Workshop, Oxford, UK.

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- Puccio, G. J. (2004). Creativity in organizational: An imperative or a distraction. In W. Haukedal & B. Kuvaas (Eds.), *Creativity and problem solving in organizations* (pp. 105-128). Bergen, Norway: Fagbokforlaget.
- Puccio, G. J., & González, D. W. (2004). Nurturing Creative Thinking: Western Approaches and Eastern Issues. In S. Lau, A. N. N. Hui, & G. Y. C. Ng (Eds.), *Creativity: When East meets West* (pp. 393-428). Hong Kong: World Scientific.
- Puccio, G. J. (2001). The nature and nurture of creative thinking: A critical life skill. In L. Sing (Chair), *Creativity: a Moment of Aha! The Second International Symposium on Child Development*, Hong Kong Baptist University, Hong Kong.
- Puccio, G. J., & Murdock, M. C. (2001). Creative thinking: An essential life skill. In A. Costa (Ed.), *Developing minds: A source book for teaching thinking* (pp. 67-71). Alexandria, VA: ASCD.
- Puccio, G. J. (1999). Teams. In M. A. Runco & S. Pritzker (Eds.), *Encyclopedia of Creativity* (pp. 639-649). San Diego, CA: Academic Press.
- Murdock, M. C., & Puccio, G. J. (1999). Using an ecological approach: The choice and challenge. In G. J. Puccio & M. C. Murdock (Eds.), *Creativity assessment: Readings and resources* (pp. 479-494). Buffalo, NY: Creative Education Foundation.
- Puccio, G. J., & Murdock, M. C. (1999). Creativity assessment: An introduction and overview. In G. J. Puccio & M. C. Murdock (Eds.), *Creativity assessment: Readings and resources* (pp. 5-24). Buffalo, NY: Creative Education Foundation.
- Puccio, G. J. (1995). Why study creativity? In M. Joyce, S. G. Isaksen, G. J. Puccio, F. Davidson, & C. Coppage (Eds.), *Introduction to creativity: An anthology for college courses on creativity which provides historical and current thinking from interdisciplinary perspectives* (pp. 49-56). Acton, MA: Copley Publishers.
- Puccio, G. J., & Avarello, L. L. (1995). Links between creativity education and intervention programs for at-risk students. In K. W. McCluskey, P. A. Baker, S. C. O'Hagan, & D. J. Treffinger, (Eds.), *Lost prizes: Talent development and problem solving with at-risk populations* (pp. 63-76). Sarasota, FL: Center for Creative Learning.
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- Puccio, G. J. (1994). An overview of creativity assessment. In S. G. Isaksen, M. C. Murdock, R. L. Firestien, G. J. Puccio & D. J. Treffinger (Eds.), *The assessment of creativity: An occasional paper from the creativity based information resources project* (pp. 5-27). Buffalo, NY: Center for Studies in Creativity.
- Puccio, G. J., & Firestien, R. L. (1994). Conceptual and methodological references on creativity and assessment. In S.G. Isaksen, M.C. Murdock, R. L. Firestien, G. J. Puccio & D. J. Treffinger (Eds.), *The assessment of creativity: An occasional paper from the creativity based information resources project* (pp. 50-64). Buffalo, NY: Center for Studies in Creativity.
- Puccio, G. J., Isaksen, S. G., Treffinger, D. J. & Murdock, M. C. (1994). Future implications of an ecological approach: Using Profiling as a tool. In S.G. Isaksen, M.C. Murdock, R. L. Firestien, G. J. Puccio & D. J. Treffinger (Eds.), *The assessment of creativity: An occasional paper from the creativity based information resources project* (pp. 104-119). Buffalo, NY: Center for Studies in Creativity.
- Isaksen, S. G., & Puccio, G. J. (1993). Profiling creativity: Nature and implications of a new research approach. In S. S. Gryskiewicz (Ed.), *Discovering creativity: Proceedings of the 1992 international creativity and innovation networking conference* (pp. 163-166). Greensboro, NC: Center for Creative Leadership.
- Murdock, M. C., & Puccio, G. J. (1993). A contextual organizer for conducting creativity research. In S. G. Isaksen, M. C. Murdock, R. L. Firestien, & D. J. Treffinger (Eds.), *Understanding and recognizing creativity: The emergence of a discipline* (pp. 249-280). Norwood, NJ: Ablex.
- Isaksen, S. G., & Puccio, G. J. (1992). Profiling creativity: A position paper. In L. Novelli (Ed.), *Collected research papers: 1992 international creativity and innovation networking conference* (pp. 70-79). Greensboro, NC: Center for Creative Leadership.
- Rickards, T., & Puccio, G. J. (1992). Problem finding, idea finding, and implementation: An exploratory model for investigating small-group problem-solving. In P. Barrar & C. L. Cooper (Eds.), *Managing organizations in 1992: Strategic responses* (pp. 247-263). London, UK: Routledge.
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Puccio, G. J. (1987). Two dimensions of creativity: Level and style. *Proceedings of the Continuing Education Conference of State and Territorial Public Health Nutrition and Faculties of Graduate Programs in Public Health* (pp. 65-69). Chapel Hill, North Carolina.

### **Newsletter Articles & Letters to Editors**

Puccio, G. J. (2005, Jan-Feb). Creativity 101: An Introduction to Some Basic Concepts and the Field of Creativity Studies. *The Informal Learning Review*, 70, pp. 2,3, 7 & 9.

Puccio, G. J. (1999). Creative thinking: Fostering an essential workplace skill. *Network: Society for Human Resource Managers*, 13 (3), 1.

Puccio, G. J. (1999, October,). Creative thinking: Fostering an essential workplace skill. *Network (Society for Human Resource Management • Niagara Frontier Chapter*, 13, p. 1.

Puccio, G. J. (1998). Letters from the field. *Roeper Review*, 21, 85-86.

Puccio, G. J. (1997). Psychological diversity: Implications for teaching and learning. *Teaching Today*, 4, 1, 2, 7, 10.

Puccio, G. J. (1996, July-September). Applying Creative Problem Solving to school-based management: Tips from practice. *Creative Learning Today*, 6, pp. 2, 3, 9.

Lauer, K., & Puccio, G. J. (1994, January-March). Creativity Based Information Resources: 5000th entry added to database. *International Creativity Network Newsletter*, 4, 5.

Puccio, G. J. (1993, April-June). Profiling creative problem solving: Putting the puzzle together. *International Creativity Network Newsletter*, 3, 1, 6, 7.

Puccio, G. J. (1991, July-September). Creativity research dialogue continues. *International Creativity Network Newsletter*, 1, 1-2, 9.

Puccio, G. J. (1989). Rationale for the study of creativity: A review and summary. In T. Rickards & S. Moger (Eds.), *Creativity & Innovation Yearbook* (pp. 13-26). Manchester, UK: Manchester Business School.

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Puccio, G. J., & Dorval, K. B. (1988). Affirmative judgment for evaluating performance. *Creative Learning Today*, 2, 3.

**Technical and Unpublished Reports**

Puccio, G. J. (2002). *FourSight* technical manual. Evanston, IL: THinc Communications.

Puccio, G. J., & Lehrberger, R. (1999). Leadership Institute for Managers: Impact Study (research report prepared for the Times-Mirror Corporation).

Isaksen, S. G., Murdock, M. C., Lauer, K., Dorval, K. B. & Puccio, G. J., (1995). Situational Outlook Questionnaire: Understanding the climate for creativity and change (SOQ) – A technical manual. Buffalo, NY: The Creative Problem Solving Group – Buffalo.

Isaksen, S. G., & Puccio, G. J. (1996). Research development and dissemination at the Center for Studies in Creativity: 1996-97. Buffalo, NY: Center for Studies in Creativity.

Isaksen, S. G., & Puccio, G. J. (1995). Research development and dissemination at the Center for Studies in Creativity: 1995-96. Buffalo, NY: Center for Studies in Creativity.

Isaksen, S. G., & Puccio, G. J. (1994). Research development and dissemination at the Center for Studies in Creativity: 1994-95. Buffalo, NY: Center for Studies in Creativity.

Puccio, G. J. (2001). BCPI technical manual. Unpublished manual for the Buffalo Creative Process Inventory. Evanston, IL: THinc Communications.

Puccio, G. J., (1995). A review of the shared decision-making training and intervention program for the North Tonawanda City School District. A summary report presented to the North Tonawanda City School District.

Puccio, G. J. (1990). Person-environment fit and its effect on creative performance, job satisfaction, and stress. Unpublished doctoral dissertation, University of Manchester Institute of Science and Technology.

Rickards, T., & Puccio, G. J. (September, 1989). Pathfinding, decision making and implementation: A model and preliminary results from a study of team

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problem-solving behaviors. Paper presented at the British Academy of Management Conference, Manchester, England.

Isaksen, S. G., & Puccio, G. J. (1988). A report on the creative thinking skills evaluation research project (technical report prepared for the Procter & Gamble Company). Buffalo: Center for Studies in Creativity.

Puccio, G. J. (August, 1987). The effect of cognitive style has upon problem defining-behavior. Paper presented at the 1987 Annual Convention of the American Psychological Association, New York.

Puccio, G. J. (1987). The effect of cognitive style upon problem-defining behavior. Unpublished master's thesis, Buffalo State College.

### **Work in Progress**

Puccio, G. J., & Cabra, J. F. Creative problem solving: Past, present and future. In T. Rickards, M. Runco & S. Moger (Eds.), *The Routledge companion to creativity*. London: Routledge.

## **IV. PRESENTATIONS AT CONFERENCES AND PROFESSIONAL MEETINGS**

Puccio, G. J., & Murdock, M. C. (March, 2007). Creative leadership skills that drive change (keynote). American Creativity Association, Austin, Texas.

Puccio, G. J. (April, 2006). Creativity 101: Teaching creativity at the State University of New York (keynote). State University of New York's Conversation Across the Disciplines, Fashion Institute of Technology, New York City.

Barbero-Switalski, L., & Puccio, G. J. (April, 2006). Advanced tools and techniques. Creativity European Association Conference, Sestri Levante, Italy.

Puccio, G. J. (January, 2006). Introduction to creativity research and practice. The Indo-US Workshop on Design Engineering. Bangalore, India.

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Puccio, G. J. (October, 2005). Can creative intelligence be enhanced? (delivered as part of a panel presentation hosted by Dr. T. Lubart). Intelligence in child: Clinical and theoretical aspects, assessment issues – International Conference held in celebration of the 100<sup>th</sup> anniversary of Binet's work on intelligence. Federation Française des Psychologues et de Psychologie, Paris, France.

Barbero-Switalski, L., & Puccio, G. J. (April, 2005). Advanced tools and techniques. Creativity European Association Conference, Sestri Levante, Italy.

Puccio, G. J. (April, 2005). Does creative problem solving work? A Review of the Impact of Training on Individuals in the Workplace and an Overview of Current Developments. 1<sup>st</sup> Creativity and Innovation Management Community Workshop, Oxford, United Kingdom.

Puccio, G. J. (March, 2005). Driving innovation through deliberate creativity (keynote). Innovation Day: New Thinking Through Better Business, Dublin City University, Dublin, Ireland.

Puccio, G. J., & Miller, B. (June, 2004). Developing individual and team foresight through *FourSight*. 50th Annual Creative Problem Solving Institute, Buffalo, New York.

Puccio, G. J. (October, 2003). Creative thinking: An essential workplace and project management skill (keynote). Project Management Institute, Buffalo Chapter – Professional Day, Buffalo, New York.

Puccio, G. J. (October, 2003). Creativity tools for project management. Project Management Institute, Buffalo Chapter – Professional Day, Buffalo, New York.

Puccio, G. J. (September, 2003). *FourSight*: A new styles instrument. Mind Camp, Canadian Creative Education Foundation Chapter Conference, Toronto, Canada.

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- Puccio, G. J. (July, 2003). Creative problem solving: Past research and current developments. Creativity in the Workplace, Ministère de l'Éducation Nationale and Institut de Psychologie, Université René Descartes – Paris 5, Paris, France.
- Puccio, G. J. (April, 2003). *FourSight*: Looking at your personal approach to the creative process. Creativity European Association Conference, Sestri Levante, Italy.
- Puccio, G. J. (April, 2003). How creativity fuels leadership: Creativity a critical competence of change leaders. Creativity European Association Conference, Sestri Levante, Italy.
- Puccio, G. J., & Pietrzak, T. (June, 2002). The art of creativity: Shifting our paradigms. Creative Problem Solving Institute. 48th Annual Creative Problem Solving Institute, Buffalo, New York.
- Puccio, G. J. (October, 2002). Understanding our creative process: Pathway to well-being (Keynote). Conference on Creativity in Therapy: Enriching Clinical Work with Treatment Innovations. The Child and Adolescent Institute of Jewish Children's Bureau, Chicago, IL.
- Puccio, G. J., & Schoen, R. (January, 2002). Assessing individual differences with respect to problem solving. Creative Problem Solving Institute: Winterfest, San Diego, California.
- Puccio, G. J., Miller, B., & Schoen, R. (June, 2002). Getting to know yourself: Understanding your preferences within the creative process. 48th Annual Creative Problem Solving Institute, Buffalo, New York.
- Puccio, G. J., Miller, B., & Schoen, R. (2002). The Buffalo Creative Process Inventory: Advanced insights and tools. 48th Annual Creative Problem Solving Institute, Buffalo, New York.
- Puccio, G. J. (June, 2001). The nature and nurture of creative thinking: An essential life skill (keynote). The Second International Symposium on Child Development, Hong Kong Baptist University, Hong Kong.
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- Puccio, G. J., & González, D. (June , 2001). Principles for living a more creative and healthy life. Second annual expert-to-expert alumni conference, Center for Studies in Creativity, Buffalo State College, Buffalo, New York.
- Puccio, G. J., González, D., & Wright, C. (June, 2001). Enhancing facilitation skills: Becoming a reflective professional. 47th Annual Creative Problem Solving Institute, Buffalo, New York.
- Puccio, G. J., Miller, B., & Sedgwick, J. (June, 2001). Personal transformation through an improved understanding of your creativity style. 47th Annual Creative Problem Solving Institute, Buffalo, New York.
- Puccio, G. J. & Brunner, C. (May, 2001). Creative problem solving and learning styles: Proven strategies for enhancing student potential. 100 Years of Urban Education, State University College at Buffalo, Buffalo, New York.
- Puccio, G. J. (October, 2000). Creative problem solving: Tools for nurturing creative thinking. The Tri-Association Conference (Association of American Schools of Central America, Colombia, Caribbean and Mexico), Santo Domingo, The Dominican Republic.
- Lunken, H., & Puccio, G. J. (2000). What's creative about assessment. 46th Annual Creative Problem Solving Institute, Buffalo, New York.
- Puccio, G. J. (March, 2000). The essence of creativity (An invited presentation). Annual National Conference, The National Collegiate Inventors and Innovators Alliance, Washington, D.C.
- Puccio, G. J. (June, 2000). What's your style? Identifying how you approach problem solving. 46th Annual Creative Problem Solving Institute, Buffalo, New York.
- Puccio, G. J. (June, 1999). Understanding your style of problem solving: Implications for individuals and teams. 45th Annual Creative Problem Solving Institute, Buffalo, New York.
- Puccio, G. J., Sobey, E., & Swersey, B. (1999). Tool box for innovation (An invited presentation). Annual National Conference, The National Collegiate Inventors and Innovators Alliance, Washington, D.C.
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Puccio, G. J., & Brunner, C. (1999). *Creative Problem Solving and Learning Styles: Proven Strategies for Enhancing Student Potential*. Association for the Advancement of International Education, Houston, Texas.

Puccio, G. J. (June, 1998). *Styles of problem solving*. 44th Annual Creative Problem Solving Institute, Buffalo, New York.

Puccio, G. J. (May, 1997). *Using creative imagination in change (keynote)*. State University of New York Conference on Instructional Technologies, Brockport, New York.

Puccio, G. J. (May, 1997). *Embracing tomorrow: Training for first line supervisors*. Erie County Department of Social Services Conference on Embracing Tomorrow, Buffalo, New York.

Puccio, G. J. (April, 1997). *Kirton adaption-innovation theory*. International Conference on Understanding and Nurturing Creativity in People, Buffalo, New York.

Puccio, G. J., & Talbot, R. J. (April, 1997). *Adaptors and innovators: Matching individual preference to the demands of the task*. International Conference on Understanding and Nurturing Creativity in People, Buffalo, New York.

Puccio, G. J., & Joyce, M. (July, 1996). *Opening session*. Seventh National Conference on Creativity in American Colleges and Universities, Midland, Michigan.

Lauer, K., Dorval, K. B., Puccio, G. J. & Sparazenni, G. (June, 1996). *Process tools for convergence*. 42nd Annual Creative Problem Solving Institute, Buffalo, New York.

Puccio, G. J., & Miller, B. (June, 1996). *Process tools for convergence*. 42nd Annual Creative Problem Solving Institute, Buffalo, New York.

Puccio, G. J., & Miller, B. (June, 1996). *Targeting: Tool for evaluation and group consensus*. 42nd Annual Creative Problem Solving Institute, Buffalo, New York.

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Puccio, G. J., Lauer, K. J., & Wilson, G. (June, 1994). Accessing creativity resources: An introduction to creativity based information resources. 40th Annual Creative Problem Solving Institute, Buffalo, New York.

Isaksen, S. G., Murdock, M. C., Puccio, G. J., Lauer, K. J., & Dorval, K. B., (June, 1994). Research on the Climate for Innovation Questionnaire: A project update. 40th Annual Creative Problem Solving Institute, Buffalo, New York.

Puccio, G. J., & Miller, B. (June, 1993). Targeting: A new tool for evaluation and group consensus. 39th Annual Creative Problem Solving Institute, Buffalo, New York.

Isaksen, S. G., Puccio, G. J., & Dorval, K. B. (June, 1993). Some results from using the Climate for Innovation Questionnaire. 39th Annual Creative Problem Solving Institute, Buffalo, New York.

Puccio, G. J. (April, 1993). An ecological approach to creativity research: Profiling Creative Problem Solving. Scholarship and Creativity Day, Buffalo State College, Buffalo, New York.

Isaksen, S. G., & Puccio, G. J. (September, 1992). Profiling creativity: A position paper. International Creativity and Innovation Conference, Greensboro, North Carolina.

Murdock, M. C., & Puccio, G. J. (June, 1992). The emerging discipline of creativity: Data and discussion. 38th Annual Creative Problem Solving Institute, Buffalo, New York.

Puccio, G. J. (January, 1992). Person-environment fit and creativity. Colloquium Series Center for Creative Learning, Sarasota, Florida.

Puccio, G. J. (June, 1992). Understanding creativity through research on profiling. 38th Annual Creative Problem Solving Institute, Buffalo, New York.

Puccio, G. J. & Murdock, M. C. (June, 1992). Using and experiencing frameworks for understanding creativity. 38th Annual Creative Problem Solving Institute, Buffalo, New York.

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Puccio, G. J. (August, 1990). The stylistic fit between people and their work environments: Its impact upon creative performance, stress and job satisfaction. International Network Conference on Creativity, Buffalo, New York.

Puccio, G. J. (September, 1989). Person-environment fit: Implications for organizations. Association of Management Education and Development North West Network Meeting, Manchester, England.

Rickards, T., & Puccio, G. J. (September, 1989). Pathfinding, decision making and implementation: A model and preliminary results from a study of team problem-solving behaviors. British Academy of Management Conference, Manchester, England.

Puccio, G. J. (November, 1988). Creativity and innovation workshop. A meeting of the United Kingdom Creativity and Innovation Practitioners Group, Oxford, England.

Isaksen, S. G., & Puccio, G. J. (June, 1988). Some research findings on creativity style and climate. 34th Annual Creative Problem Solving Institute, Buffalo, New York.

Puccio, G. J. (August, 1987). The effect of cognitive style has upon problem defining-behavior. Paper presented at the 1987 Annual Convention of the American Psychological Association, New York.

Puccio, G. J. (June, 1987). The effect cognitive style has upon problem-defining behavior. KAI Tenth Anniversary International Conference, London, England.

Puccio, G. J., & McEwen, P. (June, 1987). Cognitive styles and problem-defining behavior. 33<sup>rd</sup> Annual Creative Problem Solving Institute, Buffalo, New York.

## **V. STUDENT ADVISEMENT**

**(\*Received Outstanding Thesis Award, Buffalo State)**

\*Ramos, S, J. (2005). Cross-cultural studies of implicit theories of creativity: A comparative analysis between the United States and the main ethnic groups in

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Singapore. Unpublished master's thesis, Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*

Stang, J. P. (2005). Comparing similarities and differences in creative problem solving preferences among married couples. Unpublished master's project, Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*

Young, M. (2005). Annotating and summarizing publications on creativity in education. Unpublished master's project, Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*

Yund, J. (2005). The relationship between *FourSight* and occupational groups: Examining creative problem solving preferences of chefs, engineers and nurses. Unpublished master's thesis, Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*

Alkeaid, A. A. (2004). Cross cultural perceptions of creativity: A sample from Saudi Arabia. Unpublished master's thesis, Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*

\*McClellan, E. M. (2004). Examining the relationship between individuals' creative products and their creativity styles. Unpublished master's thesis, State University of New York College at Buffalo, Buffalo, NY. *Principal Advisor*

Muneyoshi, H. (2004). Identifying how school teachers use creative problem solving. Unpublished master's thesis, Buffalo State, State University of New York, Buffalo, New York. *Principal Advisor*

González, M. (2003). Implicit theories of creativity across cultures. Unpublished master's thesis, Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*

Mann, M. C. (2003). Identifying the creative problem solving preferences of secondary educators and administrators. Unpublished master's project, Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*

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- Rolon, A. (2003). Understanding the relationship between Creative Problem Solving (CPS) and change leadership. Unpublished master's project, Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*
- \*Steele, D. M. (2003). The influence of cognitive style on insight problem solving. Unpublished master's thesis, Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*
- Balthazaar, T. (2002). Exploring the appropriate change theory: A new product development case study of James Cameron's 'Titanic'. Unpublished master's project, Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*
- Daley, K. E. (2002). The documentation and analysis of a change initiative at the Buffalo Museum of Science. Unpublished master's project, Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*
- Wirth, D. A. (2002). Capitalizing on creative potential in art education: Integrating creativity principles and methods into the art classroom. Unpublished master's project, Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*
- González, D. (2001). The art of solving problems: Comparing the similarities and differences between Creative Problem Solving (CPS), Lateral Thinking, and Syntectics. Unpublished master's project, Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*
- Rife, S. L. (2001). Exploring the personality composition of the four preferences measured by the Buffalo Creative Process Inventory. Unpublished master's thesis, Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*
- Segal, M. (2001). Linking creativity with psychological type. Unpublished master's project, Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*
- Wheeler, R. A. (2001). Improving the understanding of the impact of creative problem solving training through an examination of individual differences. An unpublished master's thesis, Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*
-

- Chimento, M. D. (2000). Assessing theories of creativity concerning the level of adaptors and innovators. An unpublished master's thesis, Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*
- Labno, D. (2000). A case history: Phase II of the Davis & Elkins College creativity and creative thinking infusion project. An unpublished master's project, Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*
- Pellitier, C. (2000). A content comparison of the Creative Problem Solving model against the problem-solving model used in community policing. An unpublished master's project, Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*
- Wright, C. (2000). Development of Creative Problem Solving facilitation case studies. Unpublished master's project, Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*
- Scrichfield, M. L. (1999). Assessing the transfer of creativity & CPS to the higher education context: Phase III of the Davis & Elkins College creativity and creative thinking infusion project. An unpublished master's thesis, Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*
- Danforth, D. (1998). An impact of the infusion of creativity and creative thinking across departments at a small college: Phase II of the Davis & Elkins College creativity and creative thinking infusion project. An unpublished master's project, Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*
- Aquilla-Rapport, G. (1997). Examining the process for planning, preparing, delivering, and following-up creativity programs: An internship experience. An unpublished master's project, Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*
- Franklin, J. (1997). A study of the relationship between cognitive style of creativity and the characteristics of creative products. An unpublished master's thesis, Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*
- Kopasz, K. (1997). Identifying, examining, and disseminating literature related to creative problem solving applications in education contexts. Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*
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Reid, D. (1997). Facilitating creative problem solving: A study of impact and needs – An internship experience. An unpublished master's project, Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*

Switalski, T. (1997). Using creative problem solving to facilitate community partnerships for positive youth development. Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*

Timko, L. (1996). Organizing and annotating faculty publications from the Center for Studies in Creativity using an ecological approach. An unpublished master's project, Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*

Hillis, P. M. (1996). The development of an illustrative, interdisciplinary bibliography of Creative Problem-Solving literature from 1985-1995. Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*

Wheeler, J. W. (1995). An exploratory study of preferences associated with Creative Problem Solving. Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*

Wilson, G. V. (1995). A comprehensive, bibliographic study of the Creative Studies Library: 1994. An exploratory study to determine the impact of a creative studies course on at-risk students. Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*

Dibenardo, D. (1994). Learning style and inventive thinking in an inclusion classroom. An unpublished master's project, Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*

Siew, C. K. (1994). Effects of motivation and time press on the production of original verbal images. Unpublished master's thesis, University of Malaya. *External Evaluator*

Avarello, L. L. (1993). An exploratory study to determine the impact of a creative studies course on at-risk students. Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*

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Hurley, C. A. (1993). The relationship between the Kirton adaption-innovation style and the use of creative problem solving. Unpublished master's thesis, Buffalo State, State University of New York, Buffalo, NY. *Principal Advisor*

Linderman, C. M. (1992). Incorporating creative and critical thinking skills into a holiday curriculum for elementary children. Unpublished master's thesis, Buffalo State, State University of New York, Buffalo, NY. *Co-Advisor*

## **VI. SERVICE, TRAINING, AND CONSULTING EXPERIENCES**

### International Center for Studies in Creativity:

Buffalo Public Schools Project, Facilitator Curriculum Development Day  
Faculty Evaluation Project, Project Manager  
Five-day Public Training Programs, Host, Trainer and Table Facilitator  
International Creativity Network, Contributor and Editor  
Search Committee, Co-chair

### Buffalo State College:

Administrative Council Meeting (i.e., president, vice-presidents, and deans), Facilitator  
Block Scheduling Instructor for Freshman Program  
Burchfield-Penney Art Center, Facilitated and Coordinated a Series of Focus Group Meetings Related to the New Museum Project  
Center for Excellence in Urban and Rural Education, Facilitated meeting on tutoring program research agenda  
College Council, Delivered information sessions to council on several occasions  
Community Building Week, Coordinated and Facilitated meeting for Office of Graduate Studies and Research  
Distinguished Lecturer Series, Committee Member  
Educational Opportunity Program, Staff Development Program Trainer  
Exceptional Education Department, Facilitated Strategic Planning Meeting  
Freshman Seminar Program Instructor  
Graduate School Advisory Council, Member and Chair of Awards Committee 2003-2006  
Honors Program, Guest Lecturer  
Honors Convocation, Keynote Speaker, 2005  
Interim Provost Screening Committee  
Institutional Distinctiveness Committee, Facilitator, 2003  
Judicial Board Member, 1992-1994  
Leadership Development, Committee Member, Program Designer and Trainer, 2005-Present  
Leadership Minor Oversight Committee, Chair, 2005-Present

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Middle States Accreditation, Chair Study Team IV (Graduate Education)  
Multidisciplinary Program, Academic and Project Advisor  
Office of Student Affairs, Facilitator Annual Retreat 1993, 1995, 1996, 1997  
Phi Beta Lambda, Presenter  
President's Advisory Group, Facilitator  
Professional Development Institute, Conducted Training Program  
Senior Seminar Design Class, Guest Lecture  
Search Committees:  
    Dean of the School of the Professions  
    Associate Vice-President for Enrollment Management  
Uncommitted Student Advisement  
Urban Consortium, Facilitator and Chair  
Vision & Mission Facilitation Team (facilitated a series of college wide meetings to  
    develop a vision, mission and core values for Buffalo State)  
Winterim IX, Workshop Presentation

### Education and Not-For-Profit Groups

#### ***Provided Training Services to:***

Alden Central Schools, Administrators' In-service Program  
American Association of State Universities and Colleges, Presidents and Chancellors  
    Annual Summit (keynote address)  
American Society for Quality, Western New York Chapter  
American Society for Training and Development, Western New York Chapter  
Blue Cross & Blue Shield  
Buffalo Dental Hygienists' Association  
Buffalo Parks and Recreation, Staff Development Program  
Buffalo Public Schools  
Catholic Youth Conference  
Corpus Cristi Church  
Country Parkway Elementary School, Williamsville Central Schools  
Davis & Elkins College  
Dickson State University  
Distributive Education Club of America, Regional Conference  
Ellicottville Central Schools  
Erie 1 BOCES, Two-Day Creativity Workshop  
Erie County Department of Social Services  
Erie County Community College, Student Leaders, City Campus  
Erie County Community College, Employees' Development Day, North Campus  
Erie County Community College, Honors Class, South Campus  
Fordham University  
Greater Buffalo Community Quality Council  
Kenmore School District Staff Development Center  
Hong Kong Baptist University, Center for Child Development, Hong Kong  
Indiana University Southeast  
Iroquois Central Schools, Child Development Teams  
Jamestown Community College, Commencement Speaker (2007)  
Leadership Buffalo, Alumni Retreat  
Leadership and Healthy Lifestyle Teen Institute - Five-Day Residential Program

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Leadership and Healthy Lifestyle Teen Institute - Student Reunion  
Manchester Business School, England  
Manchester Polytechnic, England  
National Collegiate Inventors and Innovators Alliance  
New Jersey Institute of Technology  
New Product Development Managers Association  
New York State Advisors Association Western Region, 15th Annual Student Leadership Conference  
New York State United Teachers, Western New York Regional Office  
New York Victim Assistance Academy  
NgeeAnn Polytechnic, Singapore  
Niagara County Community College  
North Tonawanda School District -  
    Drake Elementary School, Shared Decision Making Team  
    Gilmore Elementary School, Shared Decision Making Team  
    Grant Elementary School, Shared Decision Making Team  
    Lowry Middle School, Shared Decision Making Team  
    Meadow Elementary School, Shared Decision Making Team  
    North Tonawanda High School, Shared Decision Making Team  
    Ohio Elementary School, Shared Decision Making Team  
    Reszel Middle School, Shared Decision Making Team  
    Spruce Elementary School, Shared Decision Making Team  
Oxford Polytechnic, England  
Project Management International, Minneapolis/St. Paul Chapter  
Rochester City School District  
Rochester Institute of Technology  
Salisbury State University  
Society for Human Resource Management  
Special Educators Advisory Retreat, Erie I BOCES  
State University of New York, Western New York Professional Development Program  
State University of New York at Geneseo, Information Systems Technology Department  
Sweet Home School District, Child Study Teams  
Tonawanda School District Teachers' Union  
United States Air Force War College  
University at Buffalo -  
    Educational Leadership  
    Facilities Management  
    Human Resources  
    Information Systems Technology Department  
University of Binghamton  
University of Manchester School of Architecture, England  
University of Texas at Tyler  
Utah Valley State College  
Wells College, Problem Solving Across the Curriculum Conference  
Western New York Educational Services Council  
Western New York Technology Development Center  
West Seneca East High School  
Youth Leadership Erie County

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***Facilitated Meetings for:***

Alden High School, Environmental Project Team  
Buffalo and Erie County Historical Society  
Buffalo Museum of Science  
Buffalo Zoological Society  
Corporate Alliance Against Partner Violence  
Creative Education Foundation, Vision Development Sessions  
Creative Education Foundation, Program Department Team-Building Session  
Grand Island Central Schools  
Administration  
Huth Elementary School, Shared Decision Making Team  
Lord of Life Lutheran Church  
MusicalFare, Daeman College  
Niagara County Hospice  
State University College at Brockport, Department of Recreation and Leisure Studies.  
UNIFRAX, Fire Protection New Product Development Team  
University at Buffalo, Regional Rehabilitation Continuing Education Program  
Western New York Special Educators Advisory Council Meeting

**Business and Industrial Groups and Organizations**

***Provided Training Services to:***

3M  
American Axle and Manufacturing  
American Marketing Association  
BANAS Mortgage  
Bull Worldwide Industries  
Compu Mail/NTS  
Coopers & Lybrand  
Derrick Equipment Company  
Engineering Department  
Research and Development Department  
Dunlop  
Dupont  
Exxon  
Facilities Resource Management Company  
Fisher-Price Brands  
Harftord Steam & Boiler Insurance  
Kraft Foods  
General Mills  
General Motors  
Grand Metropolitan Brewing Plc. (UK)  
H&R Construction Incorporated  
IBM  
International Management Council  
International Masters Publishers  
Manchester International Airport  
M&T Bank, Trust Division  
Procter & Gamble (UK)

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Procter & Gamble (US)  
Royal Mail (UK)  
Simon Engineering Plc. (UK)  
Society for Human Resource Management  
Sun Life Insurance  
Synovate  
Times-Mirror Corporation  
United Auto Workers  
United Kingdom Atomic Energy Authority

***Facilitated Meetings for:***

AT Supply  
AT&T  
British International Cable Company  
Bull Worldwide Industries  
Corning  
Derrick Equipment Company  
    Engineering Department  
    Research and Development Department  
H&R Construction Incorporated  
ICON Direct Marketing  
International Masters Publishers  
Procter & Gamble (UK)

## **VII. Leadership & Service in the Field of Creativity**

- Advisory Board, *Creativity & Innovation Management Journal*
- Editorial Board, *Creativity & Innovation Management Journal*
- Board of Trustees, Creative Education Foundation, 2002-2003
- External Evaluator, Northwood University, Alden B. Dow Creativity Center, Summer Fellowship Program
- Review manuscripts for *the Journal of Creative Behavior* (ad hoc reviewer)
- External Evaluator, Research Grants Council, University Grants Committee, SAR Government of Hong Kong

## **VIII. Awards**

- The State University of New York Chancellor's Recognition Award for Exemplary Contributions in Research and Scholarship, 2005
  - State University College at Buffalo, President's Medal for Excellence in Research, Scholarship, and Creativity, 2007
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- Jamestown Community College Distinguished Alumnus Award, 2007