

JOHN FITZGERALD CABRA, PH.D

State University of New York, Buffalo State
International Center for Studies in Creativity
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EDUCATION

Ph.D. in Organizational Psychology (2006) • MANCHESTER BUSINESS SCHOOL • UNIVERSITY OF MANCHESTER – UK
Dissertation: An exploratory examination of creative climate expectations among Colombian managers, supervisors and front-line employees and subsequent development of a measure to assess creative climate

M.S. Study of Creativity and Change Leadership (1996) • STATE UNIVERSITY OF NEW YORK, BUFFALO STATE
Dissertation: Examining the reliability and factor structure of the Climate for Innovation Questionnaire.
Honors: Graduate Minority Fellowship Award

B.S. in Business Studies (1988) • STATE UNIVERSITY OF NEW YORK, BUFFALO STATE
Honors: Buffalo State Presidents Award Finalist; Who's Who in American Universities

Advanced Training

- Appreciative Inquiry (2016)
- DeBono Six Thinking Hats (2011)
- StrategicPlay Certification, based on Lego Serious Play (2011)
- Cultural Orientation Indicator Certification (2007)
- *FourSight* Measure Certification: Preferences to Problem-Solving Approaches (2006)
- Emotional Intelligence Certification (2006)
- William Bridges, Managing Transition Process Certification (1998)

ACADEMIC POSITIONS HELD

STATE UNIVERSITY OF NEW YORK, BUFFALO STATE, CENTER FOR STUDIES IN CREATIVITY – Buffalo, NY
Associate Professor - (2005 to present)

Design and deliver graduate courses focused on creativity theory, leadership theory, creativity assessment, research methodology, basic statistical analysis, emotional intelligence theory, design thinking, appreciative inquiry, individual application of the Creative Problem Solving process, and small-group facilitation of the Creative Problem Solving process

Presented the following graduate courses:

- Principles of Creative Problem Solving (campus-based)
- Principles of Creative Problem Solving (synchronous and distance 3D virtual world on-line)
- Creativity Methods and Assessment (campus-based)
- Creativity Methods and Assessment (distance)
- Organizational Creativity and Innovation (synchronous 3D virtual world on-line course)
- Social Innovation: Creativity for a Cause (synchronous 3D virtual world on-line course)
- Cross-Cultural Issues in Creativity held in Sestri Levante, Italy
- Advanced Facilitation in Creative Problem Solving (service learning)
- Current Issues in Creativity
- Master's Thesis

Presented the following undergraduate course:

- Introduction to Creative Studies
- Designed and Co-delivered a Massive Open Online Course (MOOC): Igniting Everyday Creativity
 - 40,182 enrolled, 185 countries represented, 200 signature tracks

UNIVERSIDAD AUTÓNOMA DE BUCARAMANGA, COLOMBIA

Fulbright Scholar and Visiting Professor – (2015)

Design and present undergraduate and professional development courses in Spanish that are focused on creativity theory, leadership theory, design thinking, individual and group application of the Creative Problem Solving (CPS) process. Present public programs on Organizational Creativity

UNIVERSIDAD DE LA SABANA, INTERNATIONAL BUSINESS SCHOOL OF MANAGEMENT, COLOMBIA

Visiting Professor – (2009 to 2013)

Design and present undergraduate and professional development courses focused on creativity theory, leadership theory, design thinking, individual and group application of the Creative Problem Solving (CPS) process. Present public programs on Organizational Creativity

NON ACADEMIC POSITIONS HELD

KNOWINNOVATION INC.

Associate (Consultant/Trainer) – (2010 to present)

KnowInnovation is a global company dedicated to accelerating scientific innovation through the application of deliberate creativity. In essence KnowInnovation helps smart people have interesting conversations about complex questions. KnowInnovation works in the realm of creativity, problem solving, leadership, managing change, research, technology. This includes sandpits and idea labs, capacity development in Creative Problem Solving and Appreciative Inquiry, and building collaborative communities. knowinnovation.com

- Moderated a scoping session to support a multidisciplinary group at Purdue University to identify research questions that might address smart agriculture during complex times.
- Facilitated and coordinated a scoping session to identify research questions and multidisciplinary ways to study stress biology. Staff from The National Aeronautics and Space Administration (NASA), the National Science Foundation, and top scientists from universities across the United States were in attendance.
- Team building through the use of *FourSight* theory. National Science Foundation. Division of Integrative Organismal Systems.
- Enhancing team science through the exploration of what works within the Center for Applied Plant Science, The Ohio State University.

BLAIR MILLER AND ASSOCIATES

Associate (Consultant/Trainer) – (2003 to present)

Blair Miller is a training and organizational development organization that is committed to improving the ability of companies to innovate. To this day they remain on the cutting edge of leveraging creativity to solve problems, maximize business opportunities, and build productive teams. Their teams work closely with Human Resources and Organizational Development departments, or directly with managers and executives, to customize a blend of training, consulting and facilitation that provides the mindset, the toolset and the skill set required to embrace change and lead innovation. www.blairmiller.com

AMERICAN AIRLINES – various locations and positions

1996 to 2001

Operations Manager, Buffalo, NY (2000 to 2001)

Supervise 25 passenger and ramp service staff in all aspects of operations, customer service and airport security. Monitored employee scheduling and attendance. Processed purchase orders and tracked department expenses. Oversaw maintenance and repair of company equipment. Conducted investigations on company rule violations. Coached general manager on ways to handle disciplinary problems. Addressed and resolved customer issues related to flight delays and service. Interacted with staff, customers and upper management

Human Resource Consultant, Miami, FL (1998 to 2000)

Provided counsel to airline managers on HR topics. Conducted interviews and facilitated employee screening. Monitored compliance with equal opportunity and non-discriminatory laws. Facilitated staff training, conducted performance evaluations and counseled employees. Administered airline's progressive disciplinary program. Conducted investigations involving harassment and discrimination. Developed illustrative reference booklets to assist managers with employee communication. Interacted with all levels of staff and management.

- Presented discipline and discharge cases before an arbitrator.
- Facilitated grievance resolution sessions between union and management groups; Advised Miami hub vice-president on HR issues and company policy interpretation

Training & Organizational Development Manager, Miami, FL (1996 to 1998)

Planned and managed Miami, Caribbean, and Latin America division training department. Led process mapping and analysis initiatives. Facilitated strategic-planning, problem-solving and intervention sessions. Designed and delivered performance-management seminars. Developed divisional performance-evaluation process. Served as strategic business partner with division Vice President in managing directors and general managers.

- Successfully facilitated over 30 three-day courses of *Seven Habits of Highly Effective People* in English and Spanish throughout the Caribbean, Central and South America, Europe, and the US
- Delivered four-day courses of *Day-in-The-Life of an American Airlines Front-Line Leader* on how to coach and counsel, conduct meetings, manage performance and conflict
- Coached airport general manager in Paraguay through a HR staffing and scheduling change initiative, which increased on time performance by 15% with maximum employee cooperation
- Designed intervention using an appreciative-inquiry process to increase employee sensitivity in Peru to customer needs, resulting in improved customer-service rating and feedback
- Designed quality of work life intervention to improve working conditions at the Dominican Republic Airport in response to the aftermath of a destructive hurricane

FISHER-PRICE TOYS – East Aurora, NY

Bilingual Leadership and Organizational Development Manager (1990 to 1991)

Planned and delivered various leadership-development courses to manufacturing companies in Mexico. Developed training content, course materials and evaluation procedures. Facilitated creativity courses and problem-solving meetings. Assisted in delivery of influence-management courses. Interacted with plant and department managers.

- Played a key role in start-up of Latin American division training department including the design and delivery of Spanish language leadership courses to management employees
- Instrumental in establishing and facilitating quality circles at 4 manufacturing sites in Mexico using creative problem solving to develop new product concepts

CLIENT LIST

University	Food	Service
<ul style="list-style-type: none"> • Adolfo Ibáñez University, Chile • California State University at Fullerton • Consortium of College and University Media Centers • Drexel University • Fashion Institute of Technology • Harvard Business School • Oxford College • Purdue University • Sheridan College, Canada • The Ohio State University • Tunghai University, Taiwan • Universidad Autónoma de Bucaramanga, Colombia • Universidad de La Sabana, Colombia • Universidad Jorge Tadeo, Colombia • Universidad Popular Autónoma del Estado de Puebla, Mexico • University of Nebraska • South Dakota University • Penn State University 	<ul style="list-style-type: none"> • Cadbury–Schweppes • Coca Cola • ConAgra Foods • Grupo Bimbo • Kraft Foods • Quaker Oats <p>Manufacturing</p> <ul style="list-style-type: none"> • AcuMed • Boehringer Mannheim • Fisher-Price Toys • IBM • Intel • Mattel Toys • Pfizer • Sage Publications • Transitions Optical <p>Government</p> <ul style="list-style-type: none"> • British Home Office • NASA • National Science Foundation • SUNY, Center for Development of Human Services. 	<ul style="list-style-type: none"> • American Airlines • Center for Minorities and People with Disabilities in Information Technology • Continental Airlines • Creative Education Foundation • Developmental Dimensions International • El Dorado Airport Authority • Infotec • Kenmore Presbyterian Church • ManPower • Sodexo • Taca Airlines • United Airlines <p>Societies</p> <ul style="list-style-type: none"> • American Society for Microbiology • American Society of Training and Development • SACNAS

AWARDS AND RECOGNITION

- Returning Fulbright Scholarship (2017) Colombia
- SUNY Chancellor’s Award for Excellence in Teaching (2016)
- Educational Opportunity Program Faculty Merit Award (2016)
- Fulbright Scholarship (2015) Colombia
- State University of New York (SUNY) Innovative Instruction Technology Grant--\$20,000 (2015)
- State University of New York, Buffalo State President’s Award for Excellence in Teaching (2014)
- National Science Foundation’s Division of Environmental Biology Grant \$182,838. Broadening Participation in Environmental Biology: Examining what works. This grant is designed to help the scientific community identify, and amplify, activities that are contributing to the broadening of participation within the field (2014-2016). Cabra, J. F. and Burnett, A., of KnowInnovation, Inc, co-PIs.
- Latin American Communication Award for Best Illustrated Book design (2013)

- State University of New York (SUNY) Innovative Instruction Technology Grant--\$10,000 (2012)
- State University of New York Buffalo State's Emerging Scholar Leader Award (2012)
- Campus Life Faculty Appreciation Award (2011)
- State University of New York Research Foundation Incentive Award (\$7,000) to develop a global service learning Social Innovation course that would include student travel to Chile, South America (2011)
- State University of New York Research Foundation Incentive Award (\$7,000) to develop 3D virtual classrooms in Second Life to teach and facilitate Creative Problem Solving (2009)
- Outstanding Faculty Commitment to Service-Learning Award (2007)
- Service Learning Fellowship (2007)
- Award for the Promotion of Respect for Diversity and Individual Differences in the Classroom (2007)
- Carnegie Academy for the Scholarship of Teaching and Learning (CASTL) Fellowship Award (2007)

PUBLICATIONS

REFEREED PUBLICATIONS

- Puccio, G. J., Burnett, C., Acar, S., Yudess, J., Hollinger, M., & Cabra, J. F. (submitted). Creative Problem Solving in Small Groups: The Effects of Training on Idea Generation, Solution Creativity, and Leadership Effectiveness. *Journal of Applied Psychology*.
 - Acar, S., Burnett, C., & Cabra, J. (submitted). Ingredients of Creativity, Originality and More.
 - Cabra, J. F., & Sanchez, J. (2012). Estudio Exploratorio del Clima Creativo en Compañías Colombianas Seleccionadas. *Panorma*, 9, 163 – 179.
 - Puccio, G. J., Cabra, J. F., Fox, M. J., & Cahen, H. (2010). Creative Problem-Solving. History and future. *Artificial Intelligence for Engineering Design, Analysis and Manufacturing*, 24, 153-159.
 - Uribe, D. E., & Cabra, J. F. (2010). Creative Problem-Solving in Second Life: An action research study. *Creativity & Innovation Management*, 19(2), 167-179.
 - Cabra, J. F. (2008). An exploratory study of factors that help and hinder creativity in the workplace. Conference proceedings paper for the 2nd annual community meeting of the *Creativity and Innovation Management Journal*.
 - Cabra, J. F., & Joniak, A.J. (2008). Application of Proportional Reduction Loss Formula to distinguish Adaptive and Innovative Products and Services. Submitted: *Creativity Research Journal*, 20(20), 231-233.
 - Cabra, J. F., Talbot, R. J., Joniak, A. J. (January--June, 2007). Potential explanations of climate factors that help and hinder workplace creativity. Submitted: *Cuadernos de Administración*, Bogotá, Colombia, 20(33), 273-301.
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- Cabra, J. F., Talbot, R. J., Joniak, A. J. (January--June, 2005). Exploratory Study of Creative Climate: A Case from Selected Colombian Companies and its implications on Organizational Development. *Cuadernos de Administración*, Bogotá, Colombia, 18(29), 53-86.
- Cabra-Vidales, J. F. (2004). Complementary Application of Appreciative Inquiry and Organizational Creative Problem Solving. *Revista Escuela de Administración de Negocios* [Journal of Business School of Administration], Bogotá, Colombia, 53, 96-100.

BOOK CHAPTERS

- Cabra, J. F., & Uribe, D. (2013). Creative Behavior. In E. Carayannis, I. Dubina, N. Seel, D. F. J. Campbell, and D. Uzunidis' (Eds.). *Springer Encyclopedia on Creativity, Invention, Innovation, and Entrepreneurship*. (pp. 267-271). New York, NY: Springer.
- Uribe-Larach, D., & Cabra, J. F. (2011). The opportunities and challenges of technology driven collaborations. In Mesquita, A. (Ed.), *Technology for creativity and innovation: Tools, techniques and applications*. (pp. 325-342). Hershey, PA: IGI Publishing.
- Puccio, G. J., & Cabra, J. F. (2011). Idea generation and idea evaluation: Cognitive skills and deliberate practice. In M. D. Mumford's (Ed.), *Handbook for Organizational Creativity*. (pp. 187-213). New York, NY: Elsevier.
- Puccio, G. J., & Cabra, J. F. (2010). Organizational creativity: A systems approach. In J. C. Kaufmann, and R. J. Sternberg (Eds.). *The Cambridge Handbook of Creativity*. (pp. 145-173). New York, NY: Cambridge University Press.
- Puccio, G. J., & Cabra, J. F. (2009). Creative problem solving: Past, present and future. In T. Rickards, M. A. Runco, and S. Moger (Eds.). *The Routledge Companion to Creativity*. (pp. 327-337). Oxford: Routledge.

BOOKS

- Puccio, G. J., Cabra, J. F., & Schwagler, N. (due January 2017). *Creativity and Innovation in Organizations: A personal guide for 21st Century Innovators*. SAGE Publications.
- Cabra, J. F., Figliotti, J., & Burnett, A. (2015). *What works: Weaving Mentoring into teaching, research, and service*. United Kingdom: KnowInnovation Press.
- Uribe, D., & Cabra, J. F. (2014). *TRYCycle: Creative Behavior*. Santiago, Chile: *IdeMax*.
- Uribe, D., & Cabra, J. F. (2012). *TRYCycle: El Comportamiento Creativo [Creative Behavior]*. Santiago, Chile: *IdeMax*.

CONFERENCE PAPER AND PROCEEDINGS

- Burnett, C., & Cabra, J. F., & Burnett, A. (September, 2013). Towards frictionless collaboration: Teaching creativity in a 3D virtual world. Conference Proceedings paper for the 1st annual Marconi Institute for Creativity, Bologna, Italy.

- Mance, M., Colvin, D., Puccio, G. J., & Cabra, J. F. (2008). A creative approach to Leadership: A case study in higher education. Conference Proceedings paper for the 2nd annual community meeting of the Creativity Management Journal.
- Puccio, G., Burnett, C., Cabra, J, Fox, J.M., Keller-Mathers, S., Murdock, M. & Yudess, J. (2008) (Eds.), Integrating inquiry and action: International conference on creativity and innovation management second community meeting conference proceedings Book 1. Buffalo, NY: International Center for Studies in Creativity, Buffalo State.
- Puccio, G., Burnett, C., Cabra, J, Fox, J.M., Keller-Mathers, S., Murdock, M. & Yudess, J. (2008) (Eds.), Integrating inquiry and action: International conference on creativity and innovation management second community meeting conference proceedings Book 2. Buffalo, NY: International Center for Studies in Creativity, Buffalo State.
- Cabra, J. F. (2006). Estudio Exploratorio de Clima Creativo de Compañías Colombianas Seleccionadas [Exploratory Study of Creative Climate among Selected Colombian Companies]. CREA Conference, Sevestri Levante, Italy.

PRODUCT

- Developing a creative environment measure called Creativity and Innovation: Measure of Situational Environment (CIMSE). This measure has been successfully piloted in several organizations.

PROFESSIONAL SERVICE

- Editorial board member, *Creatividad y Sociedad, Madrid, Spain.*
- Ad-hoc reviewer, *Creativity and Innovation Management Journal*
- Ad-hoc reviewer, *Journal of Creative Behavior*
- Ad-hoc reviewer, *Education Research*

NON PUBLISHED MONOGRAPHS

- Cabra, J. F. (2007). Making Coding Rigor-Visible: A Case from Selected Colombian Companies on what helps and hinders workplace creativity. Article has served as an aid to conducting Grounded Theory.
- Cabra, J. F. (2009). The Relative Efficacy of Java Applets on Students' Recall of and Reactions to Psychometric Statistics. A documentation to aid in the use of Java applets.

KEYNOTE PRESENTATIONS

- Cabra, J. F. (2014). *Innovación y entorno de las empresas colombianas* [Innovation and Creative Climate in Colombian Organizations]. Art, Innovation and Business Conference. Universidad de Bogotá Jorge Tadeo Lozano, Colombia.
- Cabra, J. F. (2014). *The Opportunities and Challenges of emerging technology in Higher Education: Managing the emotional side of change*. New York State Association of College Music Programs Annual Meeting.
- Cabra, J. F., & Burnett, A. (June, 2011). Keynote speakers at Mattel Toy's DigiCON Conference in East Aurora, New York. *Trends in virtual collaboration. Exploring business-meeting opportunities in Teleplace*.
- Cabra, J. F. (October, 2010). Consortium of College and University Media Centers post conference workshop on *Creative Problem Solving Tools and Cognitive Style Approaches to Creativity*.

CONFERENCE PRESENTATIONS

- Burnett, C., Cabra, J. F., & Pereira, M. (June, 2016). Ignite Your Everyday Creativity MOOC: The Spark, The Fire, and the Toasted Marshmallows. State University of New York (SUNY) Conference on Instruction & Technology (CIT), Potsdam, New York.
- Cabra, J. (2015). Mentoring-Exploring what works among underrepresented students. Conference development session. SACNAS National Conference: The Diversity in STEM Conference, Washington, D.C.
- Cabra, J., & Burnett, A. (2015). What Works: Weaving mentoring into teaching, research, and service. Pre-conference workshop. SACNAS National Conference: The Diversity in STEM Conference, Washington, D.C.
- Cabra, J. (2015). Proposing Appreciative Inquiry to supplement applied learning. Invited panelist to discuss utilizing experiential learning to engage underrepresented minority students in the environmental and natural resources fields. Association for Environmental Studies and Sciences Conference, University of California San Diego.
- Cabra, J. (2015). Broadening Participation in Environmental Biology – Exploring What Works. Association for Environmental Studies and Sciences Conference, University of California San Diego.
- Cabra, J. (2014). Center for Applied Plant Science (CAPS) offsite retreat. Presented results from a Qualitative study that examined what works in CAPS Team Science. The State University.
- Cabra, J. (2014). An introduction to Appreciative Inquiry. KnowInnovation Conference, Cambridge, U.K.
- Cabra, J. F. (June, 2014). An introduction to TRYCycle® a new model and metaphor of creative behavior to experiment, explore possibilities, pursue dreams, and to discover new horizons at the Creative Problem Solving Institute, Buffalo, New York.
- Cabra, J. F., Figliotti, J., & Burnett, A. (May, 2014). Towards frictionless collaboration: Teaching creativity in a 3D virtual world. State University of New York (SUNY) Conference on Instruction & Technology (CIT).

- Burnett, C., & Cabra, J. F., & Burnett, A. (September, 2013). Towards frictionless collaboration: Teaching creativity in a 3D virtual world. Conference Proceedings for the 1st annual Marconi Institute for Creativity, Bologna, Italy.
- Cabra, J. F. (May, 2013). An introduction to TRYCycle® a new model and metaphor of creative behavior to experiment, explore possibilities, pursue dreams, and to discover new horizons at the Center for Studies in Creativity Expert Exchange conference, Buffalo, New York.
- Puccio, G.J., Cabra, J. F., & Schwagler, N. (May, 2013). Teaching Creative Problem Solving Skills: Proven Tools, Principles and Methods. Conference presentation for the 50th Annual Meeting of the Eastern Academy of Management, Baltimore, Maryland.
- Cabra, J. F. (April, 2013). Presenter at the 2nd Annual Conference on Virtual Creativity, Universidad Popular Autónoma del Estado de Puebla, Mexico. *The Opportunities and Challenges of Technology Driven Creative Collaboration*. Presentation was made from a distance.
- Cabra, J. F., & Sanchez, J. (May, 2012). Co-presented a workshop on StrategicPlay based on Lego Serious Play at the Center for Studies in Creativity Expert Exchange conference, Buffalo, New York.
- Cabra, J. F. (February, 2011). Presented at a two-day conference sponsored by the British home office. *Overview of Creativity Constructs*, London, United Kingdom.
- Cabra, J. F. (October, 2010). Keynote speaker at Consortium of College and University Media Centers annual conference hosted by the University of Buffalo. *The Opportunities and Challenges of Technology Driven Creative Collaboration*, Buffalo, New York.
- Cabra, J. F. (2008). *An exploratory study of factors that help and hinder creativity in the workplace*. Conference proceedings paper for the 2nd annual community meeting of the Creativity and Innovation Management Journal, Buffalo, New York.
- Mance, M., Colvin, D., Puccio, G. J., & Cabra, J. F. (2008). *A creative approach to leadership: A case study in higher education*. Conference presentation for the 2nd annual community meeting of the Creativity Management Journal, Buffalo, New York.
- Cabra, J. F., Barbero, L., & Switalski, T. (May, 2007). Co-presented a workshop on *Building Cross-Cultural Competency* at the Center for Studies in Creativity Expert-to-Expert conference, Buffalo, New York.
- Cabra, J. F. (2005). Presented doctorate research results *Exploratory Study of Creative Climate: A Case from Selected Colombian Companies and its implications on Organizational Development* at the Creativity European Association conference, Sestri-Levante, Italy.

SERVICE

SERVICE TO THE INTERNATIONAL COMMUNITY

- Cabra, J. F., & Burnett, C. (May, 2016). Presented a one-day workshop on Creative Learning Models and Methods. This workshop was provided to Faculty members from **Sheridan College, Mississauga Canada.**
- Puccio, G. J., & Cabra, J. F. (May, 2016). Provided coaching and facilitation support for a three-day workshop on creative problem solving. This workshop was provided to Faculty members at **Sheridan College, Oakville Canada.**
- Puccio, G. J., & Cabra, J. F. (January, 2016). Provided coaching and facilitation support for a three-day workshop on creative problem solving. This workshop was provided to Faculty members at **Sheridan College, Oakville Canada.**
- Cabra, J. F., & Switalski, L. (October, 2015). Presented a two-day module in Spanish for the **Centro de Certificación de Creatividad in Mexico City.** The workshop was titled, “GPS for CPS.”
- Cabra, J. F., & Burnett, C. (May, 2015). Presented a one-day workshop on Creative Learning Models and Methods. This workshop was provided to Faculty members from **Sheridan College, Mississauga Canada.**
- Cabra, J. F. (January, 2015). Presented a three-day workshop on creative problem solving. This workshop was provided to staff from the **Office of Technology Transfer from Bucaramanga, Colombia.**
- Cabra, J. F. (January, 2015). Presented a three-day workshop on creative problem solving. This workshop was provided to faculty members from **Universidad Autónoma de Bucaramanga, Colombia.**
- Cabra, J. F. (2014). *Creative Problem Solving and Innovation.* Creativity Conference Symposium. **Universidad Autónoma de Bucaramanga, Colombia.**
- Cabra, J. F. (August, 2014). Presented a session for the **Universidad Autónoma de Bucaramanga, Colombia.** The session was presented in Spanish to university staff and students. The session was titled Organizational Creativity.
- Cabra, J. F. (August, 2014). Presented a session for the **Universidad Autónoma de Bucaramanga, Colombia.** The session was presented in Spanish to university staff and students. The session was titled Creativity in K-12 education.
- Cabra, J. F. (June, 2014). Presented a two-day module in Spanish for the Centro de **Certificación de Creatividad in Mexico City.** The workshop was titled, “Transforming Ideas to Workable Solutions.”
- Cabra, J. F. (May, 2014). Presented a one-day workshop on Creative Learning Models and Methods. This workshop was provided to Faculty members from **Sheridan College, Mississauga Canada.**
- Cabra, J. F. (April, 2014). Presented a three-day workshop on creative problem solving. This workshop was provided to Deans, Associate Deans and Faculty members from **Sheridan College, Mississauga Canada.**
- Puccio, G. J., & Cabra, J. F. (March, 2014). Provided coaching and facilitation support for a three-day workshop on creative problem solving. This workshop was provided to Deans, Associate Deans and Faculty members at **Sheridan College, Oakville Canada.**

- Cabra, J. F. (November, 2013). Presented a three-day workshop on creative problem solving. This workshop was provided to Deans, Associate Deans and Faculty members from **Sheridan College, Mississauga Canada**.
 - Puccio, G. J., & Cabra, J. F. (October, 2013). Provided coaching and facilitation support for a three-day workshop on creative problem solving. This workshop was provided to Deans, Associate Deans and Faculty members at **Sheridan College, Mississauga Canada**.
 - Cabra, J. F., Switalski, L., & Kluk, C. (September, 2013). Designed and presented a two-day module in Spanish for the **Centro de Certificación de Creatividad in Mexico City**. The workshop was titled, “GPS for CPS.”
 - Myo Thant, & Cabra, J. F. (August, 2013). Designed a 4-hour Conflict Resolution using Creative Problem Solving session. Coached a once personal assistant to **Aung Sun Suu Kyi, a Noble Peace Prize winner from Burma**. The session was presented to retired medical doctors and political figures as a way to support a National League of Democracy convention.
 - Cabra, J. F., & Kluk, C. (June, 2013). Presented a two-day module in Spanish for the **Centro de Certificación de Creatividad in Mexico City**. The workshop was titled, “Organizational Climate and Culture of Creativity.”
 - Puccio, G. J., & Cabra, J. F. (April, 2013). Provided coaching and facilitation support for a three-day workshop on creative problem solving. This workshop was provided to Deans, Associate Deans and Faculty members at **Sheridan College, Mississauga Canada**.
 - Cabra, J. F. (November, 2012). Presented a two-day workshop in Spanish for **Pfizer in Colombia**. The course was titled “Innovation for Results.”
 - Cabra, J. F., & Andrés Mejía (June, 2012). Co-presented with a faculty member from the **Universidad de La Sabana**, Colombia, a five-day elective course in Spanish for the University’s International School of Economic and Administrative Sciences. In attendance were entrepreneurs, students, and faculty. The course was titled “Creatividad e innovación al descubierto: técnicas y herramientas para la solución creativa de problemas” [Creativity and Innovation Uncovered: Skills and Tools to Facilitate Creative Problem Solving].
<http://www.unisabana.edu.co/carreras/administracion-de-empresas/escuela-internacional-de-verano/creatividad-e-innovacion-al-descubierto-tecnicas-y-herramientas-para-la-solucion-creativa-de-problemas/>
 - Cabra, J. F. (June, 2012). Presented a five-day public program in Spanish for the **Universidad de La Sabana’s** International School of Economic and Administrative Sciences, in Colombia. In attendance were entrepreneurs, students, and faculty. The course was titled “Técnica avanzada de administración de procesos creativos para la innovación” [Advanced Technical management of creative processes for innovation].
<http://www.unisabana.edu.co/carreras/administracion-de-empresas/escuela-internacional-de-verano/tecnica-avanzada-de-administracion-de-procesos-creativos-para-la-innovacion/>
 - Cabra, J. F., Puccio, G. J., Ryan, L. (May, 2012). Presented an Executive MBA course for Taiwanese students from **Tunghai University** on the topic of Creativity, Creative Leadership and Creative Problem Solving.
 - Burnett, A., & Cabra, J. F. (January, 2012). Facilitated a new product develop initiative for a Fortune 500 toy manufacturing company using a 3D virtual world platform. In attendance were designers from around the globe. As a result, a product was launched into the marketplace.
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- Presented creativity research agenda at the International Center for Studies in Creativity (ICSC) to a officials and stakeholders from a **Adolfo Ibáñez University, Chile**
- Cabra, J. F. (August 2011). Presented creativity research agenda at ICSC to a officials and stakeholders from a **Adolfo Ibáñez University, Chile**
- Cabra, J. F. (June 2009, 2010). Presented a five-day elective course in Spanish for **the Universidad de La Sabana's** International School of Economic and Administrative Sciences, in Colombia. In attendance were entrepreneurs, students, and faculty. The course was titled "Creativity and Innovation Uncovered: Skills and Tools to Facilitate Creative Problem Solving."
- Cabra, J. F., & Kluk, C. (May, 2010). Presented a two-day workshop in Spanish for **Infotec, Inc. in Mexico City**. The workshop was titled, "Innovation at Infotec."
- Cabra, J. F., & Kluk, C. (May, 2010). Presented a two-day workshop in Spanish for **Grupo Bimbo, Inc.** in Mexico City. The workshop was titled, "Innovation at Grupo Bimbo."
- Cabra, J. F. (August, 2009). Presented a two-day workshop in Spanish for **ManPower, Inc. in Mexico City**, a Fortune 500 company. The workshop was titled, "Innovation at Manpower."
- Cabra, J. F. (June 2009). Presented a five-day elective course in Spanish for the **Universidad de La Sabana's** International School of Economic and Administrative Sciences, in Colombia. In attendance were entrepreneurs, students, and faculty. The course was titled "Creativity and Innovation Uncovered: Skills and Tools to Facilitate Creative Problem Solving."
- Cabra, J. F. (February, 2008). Creativity and Innovation Training Course **Taca Airlines**, Frequent Flyer Program Group, El Salvador, Central America.

SERVICE TO THE NATIONAL COMMUNITY

- Burnett, A., & Cabra, J. F. (June, 2016). Facilitated and coordinated a 2-day Microbiome strategy workshop to engage Deans, Directors and Faculty members from **Penn State University's** College of Agricultural Sciences and the Huck Institutes of the Life Sciences to encourage microbiome research and to support development of biological tools for improving human health and enhancing plant and animal health and productivity.
- Cabra, J.F, Mamnoon, I., & Swiatek, E. (May, 2016). Facilitated South Dakota University's National Science Foundation's Experimental Program to Stimulate Competitive Research (EPSCoR) all investigators meeting.
- Burnett, A., & Cabra, J. F. (May, 2016). Facilitated and coordinated a 3-day Jumpstart session to discuss the big challenge of "Building Intensive, Resilient Agro-ecosystems". Agricultural and Social scientists from the **University of Nebraska** were in attendance. An output of this retreat is to create proposals for funding.
- Cabra, J. F., & Dunne, T. (February, 2016). Facilitated and coordinated a 3-day scoping session to identify research questions and multidisciplinary ways to study transformative food technologies to enhance sustainability. Scientists from the **University of Nebraska** and other universities across the United States were in attendance. An output of this retreat was a white paper that was submitted to the National Science Foundation proposing several research proposals for potential funding.

- Burnett, A., & Cabra, J. F. (February, 2016). Facilitated and coordinated a 1-day scoping session to identify research questions and multidisciplinary ways to address societal challenges at the intersection of food, energy, and water systems for the **University of Nebraska**. In attendance were 150 scientists. An output of this retreat was a white paper that was submitted to the National Science Foundation proposing several research proposals for potential funding.
- Burnett, A., & Cabra, J. F. (January, 2016). Moderated a 3-day Ideas Lab retreat to support a multidisciplinary group at **Purdue University** to identify research proposals that might address seed technology during complex times.
- Cabra, J. F., & Dunne, T. (January, 2016). Facilitated an all day strategic planning offsite retreat for **Oxford College** in Atlanta, Georgia.
- Cabra, J., & Burnett, A. (October, 2015). Presented a webinar on the introduction of Appreciative Inquiry and the exploration of mentoring. **SACNAS** preconference workshop orientation.
- Cabra, J. F., & Burnett, A. (2015). Moderated a scoping session to support a multidisciplinary group at **Purdue University** to identify research questions that might address smart agriculture during complex times.
- Cabra, J. (2015). Presented a session titled Appreciative Leadership. **Creative Problem Solving Institute**, Buffalo, New York.
- Cabra, J. F. (2014). Presented a webinar on the introduction of Appreciative Inquiry and the exploration of mentoring. **The American Society for Microbiology**.
- Burnett, A., & Cabra, J. F. (December, 2013). Facilitated and coordinated a scoping session to identify research questions and multidisciplinary ways to study stress biology. Staff from The National Aeronautics and Space Administration (**NASA**), the National Science Foundation, and top scientists from universities across the United States were in attendance.
- Cabra, J. F. (July, 2013). Team building through the use of *FourSight* theory. **National Science Foundation**. Division of Integrative Organismal Systems.
- Puccio, G. J., & Cabra, J. F. (September, 2012). **Coca Cola**. Creativity training consultation. Provided models and frameworks that supported the overall purpose of the new creativity-training course; provided information on research studies that support the goals of the new creativity-training course.
- Burnett, A., & Cabra, J. F. (July, 2012). Facilitated and coordinated the Primarily Undergraduate Research Institute (PUI) Research Conference for **California State University at Fullerton**. Enhancing biological science research opportunities at primarily undergraduate institutions: Advancing discovery while training the next generation of students.
- Cabra, J. F. (June, 2012). Innovation through Inclusion Conference in Washington, D.C. Meeting Facilitation for **Center for Minorities and People with Disabilities in Information Technology (CMD-IT)**. The primary goal of this workshop was to bring together different constituencies to collectively identify how programs, which seek to increase the participation of students/professionals from underrepresented groups into computing, can use that opportunity to foster innovative projects that impact the underrepresented communities.

- Burnett, A., & Cabra, J. F. (April, 2012). Meeting Facilitation to prepare for a National Science Foundation (NSF) site visit. A grant was submitted proposing for a multi-million dollar Center that bridges, Creativity, Technology and the Arts. **Drexel University**.
- Cabra, J. F. (December, 2011). Staff meeting presentation for **Sage Publications**' sales force on *Organizational Trends in Creativity and innovation*.
- Cabra, J. F., & Burnett, A. (July, 2011). Provided a Teleplace (3D Virtual World) demonstration to executive-level staff at a Fortune 500 toy manufacturing company.
- Cabra, J. F. (October, 2010). **Consortium of College and University Media Centers** post conference workshop on *Creative Problem Solving Tools and Cognitive Style Approaches to Creativity*.
- Cabra, J. F. (March, 2010). Board Development Sessions. Development by way of discovery: Exploring Exceptional Follow Through. Consortium of College and University Media Centers.
- Cabra, J. F. (January, 2009). Panelist at the Olmsted School in Buffalo. Discussion panel theme included creativity in schools.
- Cabra, J. F., & Uribe, D. (2009). **IBM** Creative Problem Solving facilitation session in Second Life.
- Cabra, J. F. (January, 2008). Creativity and Innovation Training Course **Intel Global/Marketing Sales Group**, Las Vegas, Nevada.
- Puccio, G. J., & Cabra, J. F. (February, 2007). Designed and presented a Webinar for 46 **Developmental Dimensions International** (DDI) account executives on, "The Innovation Imperative: How Creative Thinking and Leadership Drive Innovation.
- Cabra, J. F. (February, 2007). Innovation course for **Kraft Foods** in New Jersey. Attended by 15 brand and marketing managers.
- Cabra, J. F. (March, 2007). Innovation course to **Kraft Foods** in Illinois. Attended by 15 brand and marketing managers.
- Puccio, G. J., & Cabra, J. F. (November, 2006). Designed instructor and participant manuals on, "The Innovation Imperative: How Creative Thinking and Leadership Drive Innovation for the consulting firm **Developmental Dimensions International**.
- Puccio, G. J., Murdock, M., Cabra, J. F., Argona, C., Fox, M., Keller-Mathers, S. (2006). Assisted the International Center for Studies in Creativity faculty in facilitating a breakout group on applying an idea development tool for the "Getting to Aha!" **Fashion Institute of Technology** conference in New York City.
- Cabra, J. F. (2005). Presented a *Leadership Courage* session in Spanish at the **Transitions Optical** Academy Conference in Orlando, Florida.
- Cabra, J. F. (2005). Coached a manager from the **Sodexo Corporation** on how to analyze and report qualitative data generated by call center customers, Buffalo, New York.
- Cabra, J. F. (1998). Presented a *7 Habits of Highly Effective People* overview session in Spanish to Bogotá Colombia's **El Dorado Airport Authority**

- Cabra, J. F. (1998). Facilitated a *Teambuilding Intervention* for the **Creative Education Foundation** to help its group maintain unity, clarify roles and identify expectations
- Reid, D., & Cabra, J. F. (1995). Delivered a two-day *New Product Ideation Sessions* delivered for **Boehringer Mannheim** in Indianapolis.
- Cabra, J. F. (1995). Facilitated cross-functional teams to build prevention and education strategies that can be translated into programs and aid in *Prevention of Domestic Violence in Chicago*.
- Cabra, J. F. (1995). Facilitated a *Creative Problem-Solving Process* for client participants to resolve Kenmore Presbyterian Church's financial situation.
- Isaksen, S. G., Puccio, G. J., Lauer, K., Dorval, K. B. Murdock, M., Raknes, S., Cabra, J. F., Dutcher, A., Sobiak, M. (1994). Assisted in the presentation of results from using the *Climate for Innovation Questionnaire*. 40th Annual Creative Problem-Solving Institute, Buffalo, New York.
- Miller, B., & Cabra, J. F. (1994). Assisted in the delivery of a five-day course in *Facilitating Creative Problem Solving*, Grand Island, New York.
- Cabra, J. F. (2005). Presented a session on *Cross-cultural Issues in Creativity* at the International Center for Studies in Creativity Expert-to-Expert Conference, Buffalo, New York.

SERVICE TO THE COLLEGE AND REGIONAL WESTERN NEW YORK

- Cabra, J. F., & Switalski, T. (April, 2016). Presented *Leveraging Diversity* for the Creative Leadership program hosted by the Strategic Planning Group to support teacher growth on campus.
- Cabra, J. F. (2016). Facilitated a strategic planning meeting for the Chair of the Committee for Online Strategic Enrollment Planning.
- Cabra, J. F. (2016). Facilitated a strategic planning meeting for Buffalo State's Dean of the School of Profession.
- Cabra, J. F. (2016). Facilitated a strategic planning meeting for Buffalo State's Dean of Art and Humanities.
- Cabra, J. F. (2016). Committee Member for Online Strategic Enrollment Planning.
- Cabra, J. F., & Creative Studies Department (December, 2015). Facilitated small group strategic planning sessions to support Buffalo State's year-long strategic planning process.
- Cabra, J. F. (2015). Honorary Degree Advisory Committee Member.
- Burnett, C., & Cabra, J. F., & Bedell, G. (April, 2015). A peek behind the curtain: A MOOC in Everyday Creativity. Association for Talent Development.

- Burnett, C., & Cabra, J. F., & Acar, S. (2015). Measuring creativity and its influence on the EOP orientation program.
- Cabra, J. F. (May, 2014). Provided project-based assignment support 75 advanced placement students enrolled at Sweet Home High School.
- Cabra, J. F., & Switalski, T. (May, 2014). Presented Creative Methods and Models for Teaching at the Pedagogical Institute to improve the quality of educational experiences for both students and faculty.
- Cabra, J. F. (March, 2014). “Creative Problem Solving process,” for the Emerging Leaders training program hosted by the Strategic Planning Group to support student and teacher growth.
- Cabra, J. F., & Burnett, C. (March, 2013). Introduction to Qube, A virtual teaching environment. Professional Development Workshop presented to the Buffalo State College community to support student and teacher growth.
- Cabra, J. F., & Burnett, C. (February, 2013). Advancing a virtual teaching environment. Two online working sessions were held for Buffalo State College community to support student and teacher growth.
- Cabra, J. F. (2013). Chair of the Search Committee for the International Center for Studies in Creativity.
- Cabra, J. F. (December, 2013). Presented 2 two-day workshops on Creative Thinking for 75 advanced placement students enrolled at Sweet Home High School.
- Cabra, J. F. (May, 2012). “Creative problem solving tools,” for the Emerging Leaders training program hosted by the Strategic Planning Group to support student and teacher growth.
- Cabra, J. F., & Mance, M. (February, 2012). “Managing Transitions,” for the Emerging Leaders training program hosted by the Strategic Planning Group to support teacher growth on campus.
- Cabra, J. F. (2012). Chair, Welfare Committee. International Center for Studies in Creativity.
- Cabra, J. F. (2012). Teach and share: Interdisciplinary classroom visits. Opened classroom for colleagues from other department to observe to support teacher development on campus.
- Gounard, J., Cabra, J. F., & Bratsberg, H. (April, 2012). Embracing Buffalo State College’s International Community: A Seminar on Cross Cultural Awareness to support student and teacher development.
- Gounard, J., Cabra, J. F., & Bratsberg, H. (March, 2012). Embracing Buffalo State College’s International Community: A Seminar on Cross Cultural Awareness to support student and teacher growth.
- Cabra, J. F. (March, 2012). Qube: 3D Virtual Collaborative Teaching Space. “The Gadget Gathering.” A collaborative effort of faculty development, information commons, and instructional resources to support student and teacher growth.
- Cabra, J. F. (January, 2012). “Opportunities and Challenges of Technology-Driven Creative Collaborations.” BSC Emerging Scholar Series.
- Cabra, J. F. (January, 2012). “Creative problem solving tools,” for the Emerging Leaders training program hosted by the Strategic Planning Group to support student and teacher growth.

- Cabra, J. F. (2011). Chair, Welfare Committee. International Center for Studies in Creativity.
- Cabra, J. F., & Zientik, R. (January-May, 2011). Research Foundation Risk Exposure Audit of the Center for Development of Human Services.
- Gounard, J., Cabra, J. F., Bratsberg, H., & Castela, A. (December, 2011). “Increasing cross cultural awareness” for Resident Assistant professional development to support student development on campus.
- Gounard, J., Cabra, J. F., Bratsberg, H., & Castela, A. (November, 2011). “Increasing cross cultural awareness” for Resident Assistant professional development to support student development on campus.
- Cabra, J. F. (May, 2011). “Creative problem solving tools,” for the Emerging Leaders training program hosted by the Strategic Planning Group to support teacher growth on campus.
- Cabra, J. F. (May, 2010). “Creative problem solving tools,” for the Emerging Leaders training program hosted by the Strategic Planning Group to support teacher growth on campus.
- Cabra, J. F. (2010). Chair, Research Foundation Task Force.
- Cabra, J. F. (2010). Global Issues Faculty Forum How Second Life is used to teach courses for distance students to support teacher growth on campus.
- Cabra, J. F. (2010). Carnegie Academy of Scholarship and Teaching (CASTL) Advisory Committee Member
- Cabra, J. F. (May, 2009). “Creative problem solving tools,” for the Emerging Leaders training program hosted by the Strategic Planning Group to support teacher growth on campus.
- Cabra, J. F. (2009). Presented at the Fall Creativity Research Forum. Relative Efficacy of Java Applets on Students’ Recall of and Reactions to Psychometric Statistics.
- Cabra, J. F., & Uribe, D. (2009). Coordinated and Hosted a Second Life Conference and Poster Session for World Creativity Day.
- Cabra, J. F., & Uribe, D. (2009). Presented a documentary on ICSC Second Life activity and trends in IT and education. Research Foundation Off-Site Retreat.
- Cabra, J. F., & Uribe, D. (2009). Conducted a Second Life Orientation Session for ICSC faculty and alumni.
- Cabra, J. F., & Uribe, D. (2009). Briefing President Muriel Howard: Second Life Activity on Buffalo State College’s virtual campus.
- Cabra, J. F. (2009). CASTL Advisory Committee Member
- Cabra, J. F. (2009). Teaching with Technology. Faculty-to-Faculty Presentation. Using Java Applets.
- Cabra, J. F. (2009). BSC Panellist on Service Learning applications forum.

- Cabra, J. F. (2008). CASTL Advisory Committee Member
- Cabra, J. F. (January, 2008). Served on Buffalo State College President's Diversity Council.
- Cabra, J. F. (January, 2008). "Creative problem solving tools," for the Emerging Leaders training program hosted by the Strategic Planning Group to support teacher growth on campus.
- Cabra, J. F. (2007). CASTL Advisory Committee Member
- Cabra, J. F., & June-Button, V. (May, 2007). Co-presented a mini-session on a FourSight cognitive style model and FourSight research at the International Center for Studies in Creativity E2E conference.
- Cabra, J. F. (May, 2007). "FourSight Measure: Preferences for Approaching Problem Solving," Presented an Emerging Leaders professional development workshop for faculty and staff to support the college's strategic initiative to support teacher growth on campus.
- Cabra, J. F. (May, 2007). "Creative Problem Solving tools," Presented an Emerging Leaders professional development workshop for faculty and staff to support the college's strategic initiative.
- Cabra, J. F. (January, 2007). Presented "Creative problem solving tools," for the BSC Emerging Leaders training program to support the college's strategic initiative.
- Cabra, J. F. (February, 2007). Served on a search committee for the Center for Studies in Creativity
- Cabra, J. F. (February, 2007). Served on a search committee for Instructional Resources
- Cabra, J. F. (January, 2007). "Creative problem solving tools," for the Emerging Leaders training program hosted by the Strategic Planning Group to support teacher growth on campus.
- Committee Member: President's Award for Service to the College (2007).
- Committee Member: President's Award for Research, Scholarship, and Creativity (2006).
- Cabra, J. F. (2006). "How to make difficult decisions," Presented a workshop for Student Life's LEAD Center, Buffalo State, New York.
- Cabra, J. F. (2006). "FourSight Measure: Preferences for Approaching Problem Solving," Presented an Emerging Leaders professional development workshop for faculty and staff to support teacher growth on campus.
- Cabra, J. F. (2006). "Creative problem solving tools," for the Emerging Leaders training program hosted by the strategic Planning Group.
- Cabra, J. F. (November, 2006). Presented a session on *Cross-cultural Issues in Creativity* at a C4 session, Buffalo, New York.
- Cabra, J. (November 2006). Provided Emotional Intelligence 360 feedback interpretations to Buffalo State College (BSC) department chairs for the Emerging Leaders program to support the college's strategic initiative.

- Cabra, J. F. (2006). Presented research findings on *Creative Climate in select Colombian companies* at the International Center for Studies in Creativity Expert-to-Expert Conference, Buffalo, New York.

MEDIA

- Goldhill, O. (March 6, 2016). Feeling secure is “so dangerous” for creativity: Jhumpa Lahiri learned a new language to write her latest book. Quartz. Quartz is a digitally native news outlet, born in 2012, for business people in the new global economy. Retrieved from <http://qz.com/632104/feeling-secure-is-so-dangerous-forcreativity-jhumpa-lahiri-learned-a-new-language-to-write-her-latest-book/>
- Tokasz, J. (March 28, 2015). Tens of thousands take first Massive Open Online Course offered in Western New York. Buffalo Evening News. Retrieved from <http://www.buffalonews.com/city-region/tens-of-thousands-takefirst-massive-open-online-course-offered-in-western-new-york-20150328>
- Miner, D. (January 21, 2015). Buffalo State MOOC sign-up tops 6K, plenty more wanted. Retrieved from Business First. Retrieved from <http://www.bizjournals.com/buffalo/news/2015/01/21/buffalo-state-mooc-signup-tops-6k-plenty-more.html>
- Watson, S. T. (March 5, 2010). Bringing a world of avatars to Buffalo State. Buffalo News (New York). Retrieved from http://www.buffalonews.com/Bringing_a_world_of_avatars_to_Buff_State___Second_Life_thrives_with_virtual_reality.html
- Caracol Radio. Interview by a Colombian radio station. The topic comprised: Can creativity be taught?