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Dr. Will Sparks currently serves as the founding Director of the Master of Science Program in Organization Development in the McColl School of Business at Queens University of Charlotte. Concurrently, he serves as the Director of Leadership Initiatives, where he has responsibility for the design, development, and management of the leadership curriculum and programming across all graduate business programs. He is an Associate Professor of Behavioral Science in the McColl School of Business.

Experience

Assistant Professor of Management Science

McColl School of Business, Queens University of Charlotte, Charlotte, NC
2000 – 2007

Executive Director

The Project Appraisal Methodology (PAM) Institute, Washington, DC
1999 – 2008

Visiting Assistant Professor of Management Science

The George Washington University, Washington, DC
1997 – 1998

Refereed Publications

Books

Carlisle, R.P., Monetta, D.J., & **Sparks, W.L.** (2003.) *The Combustion Research Facility: A Model for the 21st Century Open-User Facility.* Albuquerque, NM: Sandia National Laboratory.

Book Chapters

Sparks, W.L. & Lobuts, J.L. (2004.) "Group Emotional Intelligence." *The International Simulation and Gaming Research Yearbook*, 12, 93-114.

Sparks, W.L. (2004.) "Applications in the Private Sector." In *The Project Appraisal Methodology (PAM): A Guide for the Executive*, ed. Dominic J. Monetta. Washington, DC: The PAM Institute.

Sparks, W.L. & McGrath, R. (2004.) "Affinity Groups: The Role of Social Capital in Supply Chain Management." In *The Project Appraisal Methodology (PAM): A Guide for the Executive*, ed. Dominic J. Monetta. Washington, DC: The PAM Institute.

Articles

Anderson, C.A., **Sparks, W.L.**, & Finley, R. (2009). "Nucor: Values and Transition." *Business Case Journal*, 16 (2), 64-72.

Sparks, W.L., Fisher, M.C., Carlisle, R.P. and Berry, W.L. (2008). "The Art and Science of Innovation: Lessons learned from the Department of Energy's new production reactors program," *Journal of Business and Behavioral Sciences*, Vol. 19(2): 154-165

McGrath, R. & **Sparks, W.L.** (October 2006.) "Knowledge, social capital and organizational learning: The impact of the physical environment on innovation." *The International Journal of Knowledge, Culture, and Change Management*, 5 (9), 125-130.

Anderson, C.A., Finley, R.L., & **Sparks, W.L.** (Winter 2005.) "The changing constant of leadership: Ken Thompson, Bud Baker, and Wachovia." *Business Case Journal*, 13 (2), 48-65.

McGrath, R. & **Sparks, W.L.** (February 2005.) "Supply chain management: The importance of building social capital." *Quality Progress*, 38 (2), 45-49.

Sparks, W.L. & Winslow, E.K. (2001.) "The impact of group culture on consulting: Choosing the right role for your client." *The OD Practitioner*, 33 (1), 29-34.

Long, J.D. & **Sparks, W.L.** (September 1997.) "Behaviors perceived as facilitating or inhibiting the teaching-learning process." *Journal of Instructional Psychology*, 24 (3), 196-201.

Long, J.D. & **Sparks, W.L.** (June 1996.) "Influences of organizational lifestyle on leisure pursuits among college students." *College Student Journal*, 30 (2), 217-222.

Published Proceedings

Sparks, W.L. & Berry, W.L. "The Art & Science of Innovation: Lessons Learned from the U.S. Department of Energy's Office of New Production Reactors Program," *15th Annual American Society for Business and Behavioral Sciences (ASBBS) Conference*, Las Vegas, NV, February 2008.

Sparks, W.L. & Repede, J. "Leading with Intention: Detecting and Defeating the Shadow Side of Human Motivation," *Selected Readings from the Society for the Advancement of Management (SAM) International Conference*, Las Vegas, NV, March 2007.

Repede, J. & **Sparks, W.L.** "Organizational Emotional Intelligence Among IT Professionals." *Southeast Decision Sciences Institute*, Raleigh, NC, February 2005.

Burson, T., **Sparks, W.L.**, & Hudson, L. "The Wachovia Championship: Building the Team." *North American Case Research Association (NACRA)*, Sedona, AZ, October 2004.

Sparks, W.L. & Brittain, D. "Using a Strategic Performance Management System to Enhance Organizational Emotional Intelligence." *Selected Readings from the Society for the Advancement of Management (SAM) International Conference*, Baltimore, MD, March 2004.

Sparks, W.L. & Anderson, C.A. "Leadership and Corporate Sustainability." *The Forum for Corporate Conscience*, Charlotte, NC, March 2003.

McGrath, R. & **Sparks, W.L.** "Building the foundation of quality: Intellectual capital." *The ASQ Quality Management Conference*, Phoenix, AZ, March, 2003.

Sparks, W.L. & Lobuts, J.L. "Group emotional intelligence: A role-play simulation." *The International Simulation and Gaming (ISAGA) Annual Conference*, Edinburgh, Scotland, August 2002.

Sparks, W.L. "Let's hear it for team spirit! Appreciating the emotional dynamics of teamwork: The design, development, and evaluation of the *Group EQ Profile*." *The Academy of Business and Administrative Sciences (ABAS) International Conference*, Cancun, Mexico, June 2002.

McGrath, R. & **Sparks, W.L.** "Strengthening the links in the supply chain." *The ASQ Quality Management Conference*, New Orleans, LA, February 2002.

Articles

Sparks, W.L. (March 14, 2010.) "Resiliency is a trait all leaders share." *The Charlotte Observer*, 4D.

Sparks, W.L. (April 6, 2007.) "Good leaders know they don't reach success by themselves." *Charlotte Business Journal*, 22(2), 43.

Sparks, W.L. (Spring 2004.) "Can business ethics be taught?" *McColl School Report*, 7.

Sparks, W.L. (January 15, 2004.) "Teachers edgy about survey." Interview by Ann Helms. *The Charlotte Observer*, 4B.

Sparks, W.L. (December 2003.) "More than a feeling." Interview by Sal Alfano. *Remodeling*, 19 (12), 36.

Sparks, W.L. (October 21, 2003.) "Emotional Intelligence: What it really means to be 'smart.'" *The Law Marketing Portal*.
<http://www.lawmarketing.com/pages/articles.asp?Action=Article&ArticleID=182>

Sparks, W.L. (September 26, 2003.) "Engage employees in order to overcome resistance to change." *Charlotte Business Journal*, 18 (26), 22.

Sparks, W.L. & Brittain, D. (April 18, 2003.) "A formula for putting strategic planning into action." *Charlotte Business Journal*, 18 (3), 26.

Browning, P.C. & Sparks, W.L. (September 27, 2002.) "Are leaders made or born – or both?" *Charlotte Business Journal*, 17 (26), 68.