

**André P. Walton, Ph.D.**

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## Curriculum Vitæ

### EDUCATION

University of Nevada, Reno. Reno, NV.

**Ph.D. in Social Psychology**, May, 2005

Area of study: Influences on organizational creativity

University of Nevada, Reno. Reno, NV.

**M.A. in Social Psychology**, December, 2002.

Open University, U.K.

**B.A. General Science**

### PROFESSIONAL POSITIONS/ MEMBERSHIPS HELD

**Visiting Professor:** Newport Business School, University of Wales, Newport, Wales, UK

**Entrepreneurship Curriculum Consultant:** Newport Business School, University of Wales, Newport, Wales, UK

**Adjunct Faculty:** Grant Sawyer Center for Justice Studies, University of Nevada, Reno, Nevada

**Consultant:** National Judicial College, Reno, Nevada

**Member:** Western Academy of Management

**Member:** (former) Nevada Coalition for Civic Mission of Schools

**Sponsor:** Nevada CLE-approved workshop<sup>1</sup>

### EMPLOYMENT HISTORY

**July, 2008 – June, 2009, Dean**, Faculty of Humanities, Girne American University, Girne, Cyprus.

Responsibilities included research, teaching at undergraduate/graduate (post-graduate) levels, mentoring/advising graduate students in the Master's program and general administrative duties. Board Member of the Graduate School.

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<sup>1</sup> André Walton is approved to teach classes of his design to attorneys in Nevada as part of their annual Continuing Legal Education Requirement. Currently this program is: 'Presenting information to jurors: How their attitudes and decision making are shaped by predictable and unpredictable influences.' Author: André Walton

**December 2007- July 2008, Executive Director**, Nant y Coy Arts and Creativity Centre, Haverfordwest, Pembrokeshire, Wales (Temporary, fixed-term contract)

**Duties and responsibilities:**

- Overall management of the four departments and 20 staff that comprise the Nant y Coy Arts and Creativity Centre
- Designing courses, short programs and workshops
- Marketing and promoting all of Nant y Coy's activities
- Personally instructing workshops in organizational creativity and creative leadership at Nant y Coy<sup>2</sup>

Dr. Walton was brought in to Nant y Coy on a fixed-term contract to establish the profitability of Nant y Coy Arts and Creativity Centre and to increase the profile of the Centre among the professional and business community. This has been achieved by the introduction of courses in areas such as organizational psychology, leadership studies and group creativity development. The profitability goal has been achieved and the goal of establishing the centre as a learning facility for businesses is currently being pursued.

**2004-2007, Founder and Executive Director**, Foundation for Relevant Education About the Law, Las Vegas, Nevada.

**Duties and responsibilities:**

- Researching, designing and implementing programs to help students understand the U.S. and Nevada legal systems<sup>3</sup>.
- Setting up the foundation, employing the staff, along with the other processes involved in establishing a U.S. non-profit organization (renting space, setting up accounts, applying for 501 (c) 3 status, etc.).
- Managing the day-to-day activities of the Foundation, including marketing its programs, grant writing and fund raising.
- Writing materials relating to the U.S. and Nevada legal systems for use as teaching materials for students and teachers in Nevada schools.
- Writing play scripts and designing support materials for the Foundation's dramatic art program.

**2000-2005:** Full-time attendance at the University of Nevada, Reno, Social Psychology Ph.D. program with various part-time teaching and research assistantships including:

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<sup>2</sup> More information can be found at: [www.creativepaths.org/workshops.htm](http://www.creativepaths.org/workshops.htm)

<sup>3</sup> More information can be found on the Foundation for Relevant Education About the Law (Project R.E.A.L.) web site: [www.relevantlaw.org](http://www.relevantlaw.org).

**Teaching:**

**Business Communications** (for the Business School)

**Organizational Behavior** (for the Business School)

**Career Development** (for the Business School)

**Research Methods** (for the Health Ecology Dept)

**Statistics** (for the community college)

**Sociology** (for the Sociology Dept)

**Sociology of Religion** (for the Sociology Dept)

**Research:**

**Jury 'minimization'** of pre-trial information

**Implementation of state and federal laws** and its influence on the U.S. democratic process

**Influence of stressors** on creativity

**Influence of group affiliation & salience** on the motivation to be creative

**Organizational culture (individualist vs. collectivist)** and its influence on divergent thinking ability

**1994-2000:** André Walton and Associates, business consultants.

**Duties:** Assisting small businesses managers and proprietors achieve their professional and personal goals. In particular, achieving growth through export marketing, through optimizing creativity and through new product development.

**1978-1994:** Founder and C.E.O. of the C-T Marketing group of companies. Specifically:

*C-T Audio Marketing, Inc.*, Boynton Beach, FL, Founded by A. Walton.

**Business:** Distribution of professional sound equipment.

*C-T Scientific, Inc.*, Boynton Beach, FL., Founded by A. Walton.

**Business:** Distribution of scientific measurement instrumentation.

*C-T Wakeling, Inc.*, Boynton Beach, FL. Founded jointly by A. Walton and Wakeling Medical, Ltd., - subsidiary of Hartons Group, PLC)

**Business:** Distribution of medical equipment – diagnostic and imaging ultrasound systems.

*C-Tape Developments, Ltd.*, Aldershot, Hants, U.K. Founded jointly by A. Walton, F.Townsend, J.Ribet, owned/managed solely by A.Walton after 1982.

**Business:** Manufacturer and developer of professional sound equipment (based around patents held by the founders).

*Medisonics (U.K.), Ltd.*, Godalming, Hants, U.K. Founded by A.Walton.

**Business:** Manufacturer and developer of scientific measurement equipment (founded to exploit patents held by A. Walton).

*Stylus Editorial Services*, Rotherwick, Hants., U.K. Founded by A.Walton.

**Business:** Public Relations Consultants. Prepared written materials for clients, such as: press releases, brochures, and other materials for product launches and general distribution to the media.

### SPECIAL SKILLS

Consultancy and practical experience in the areas of:

- SME management
- Marketing -particularly in leisure and medical industries
- Exporting -particularly from U.K. to the Americas and vice versa
- General small business consulting
- Organizational problem solving and team building
- Quantitative and qualitative research design and implementation
- Statistical analysis (SPSS, Minitab)
- Design and implementation of workshops and short courses (for academics, practicing entrepreneurs, and attorneys) and entrepreneurship programs
- Personal and organizational coaching
- Web development and academic support

### AWARDS

**1986** The European Design Center Award for Design, Innovation & Marketing.

**1983** The Daily Telegraph 'Innovations for Industry', award.

### UNIQUE RESEARCH MODELS & PATENTS

***"The group affiliation model of creativity"***. A theory that explains many of the motivating and de-motivating forces involved in being creative. Specifically it looks at organizational creativity from a contextual perspective and explains the influences of stressors, leadership style and organizational culture.

***"The three component model of organizational analysis"***. A unique model that breaks down organizational structure and performance into three components. This model provides a unique way of assessing organizational efficiency and establishing goals.

***"High frequency acoustic detection device"***. (Patent) A high-frequency calibratable hydrophone for measuring ultrasound levels from scanners and ultrasound therapy machines.

***"Contact acoustic vibration detection system"***. (Patent) This patent has been commercialized as an alternative to an accelerometer, and is used in many industrial application and also where vibration is a critical issue (including in the Stealth aircraft). It has also been marketed as a

contact microphone, and was used by Frank Sinatra, Radio City Music Hall, Grand Ole Opry, and many other famous musicians and facilities.

**“Acoustic override system”.** (Patent) This patent refers to a process whereby music levels in headphones connected to a CD player are reduced when the listener is being talked to. It is used within a special CD player used during and after medical procedures, the music being chosen to reduce stress and, consequently, the quantity of anesthetic used.

### Presentations and Publications

#### PUBLICATIONS: BOOKS/WORKBOOKS

- Walton, A. P., Simpson, J. (2007). *Home is where the heart is.....or is it? A summary of immigration law.* A. Walton & J. Simpson, (Eds.). Foundation for Relevant Education About the Law. Las Vegas, NV
- Walton, A. P., Simpson, J. (2006). *Guide to the State Courts of Nevada.* A. Walton & J. Simpson, (Eds.). Foundation for Relevant Education About the Law. Las Vegas, NV
- Walton, A. P., Simpson, J. (2006). *Guide to the U.S Court System.* A. Walton & J. Simpson, (Eds.). Foundation for Relevant Education About the Law, Las Vegas, NV

#### PUBLICATIONS: PAPERS

- Uz, I., Kimmelmeier, M., Krumov, K., Kühnen, U., Volkova, E., Gluzova, O., Walton, A. P. (2009 - publication pending). Sex and Gender Differences in Achievement Motivation across Cultures. Submitted: *Journal of Personality and Social Psychology.*
- Walton, A. P. (2003). The influence of social norms on the motivation to be creative. *Proceedings of the 17th Annual UIC Research Symposium.* Chicago, IL: University of Illinois.
- Walton, A. P. (2003). The impact of interpersonal factors on creativity. *The International Journal of Business and Entrepreneurial Research, 9,* 146-162
- Wright, T. A., & Walton, A. P. (2003). Affect, psychological well-being and creativity: Results of a field study. *Journal of Business and Management, 9,* 21-32.
- Walton, A. P. (2002). The nature of creativity, and its relationship to wellbeing and power position. *Proceedings of the 16th Annual UIC Research Symposium.* Chicago, IL: University of Illinois.

#### PRESENTATION

- Walton, A. P. & Deacon, J. (2009). Entrepreneurship ‘Sandpit’. *Smithsonian Folklife 2009.* Washington, D.C., June 2009.
- Walton, A. P. (2009) Tackling turbulence in the era of creativity. *Creative Problem Solving Institute,* Boston, MA, June 2009.

- Walton, A. P. (2005) *Social influences on creativity: Threat, group affiliation, and norms*. The 19th Annual UIC Research Symposium. San Francisco, CA, August 2005.
- Walton, A. P. (2005). Creativity, with you – without you. *Creative Problem Solving Institute, Night Flight*, St. Paul, MN. June, 2005.
- Walton, A. P. *The influence of social norms on the motivation to be creative*. The 17th Annual UIC Research Symposium. Chicago, IL. August, 2003.
- Walton, A. P. *The nature of creativity, and its relationship to wellbeing and power position*. The 16th Annual UIC Research Symposium. San Diego, CA. August, 2002.
- Wright, T.A., Walton, A. P., Larwood, L. *'Happiness' and creativity: Results of a field study*. 43rd Annual Meeting of the Western Academy of Management, Santa Fe, NM. March, 2002.

As well as the above presentations André Walton has conducted workshops for individuals and organizations. More information at: [www.creativepaths.org/workshops.htm](http://www.creativepaths.org/workshops.htm) or [www.creativepaths.org.uk/workshops.htm](http://www.creativepaths.org.uk/workshops.htm)