

# Brad Gilbreath

Hasan School of Business  
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## Education

Doctor of Philosophy in Business Administration, New Mexico State University, 2001. Major: Management. Minor: Rhetoric and Professional Communication.

Master of Science in Industrial Relations, Purdue University, 1986.

Master of Business Administration, Baylor University, 1984.

Bachelor of Business Administration, Baylor University, 1983.

## Experience

**Professor**, Colorado State University - Pueblo, Hasan School of Business, August 2008–present. Area Coordinator, Management and Marketing, 2015–present. Undergraduate courses taught: *Human Resource Management* and *Principles of Management*. Graduate courses taught: *Managing Human Resources* and *Health, Safety and Security*.

**Associate Professor**, Indiana University-Purdue University Fort Wayne, Division of Organizational Leadership & Supervision, August 1999–May 2008. Undergraduate courses taught: *Human Resource Issues*, *Managing Job Stress and Health*, *Staffing*, and *Compensation*. Graduate courses taught: *Foundations of Human Resources*, *Compensation and Benefits*, *Health, Safety and Security*, and *Workforce Planning and Employment*.

**Graduate Assistant**, New Mexico State University, Department of Management, August 1994–May 1999. Courses taught: *Human Relations* and *Management Functions and Processes*.

**Team Leader/Training Specialist**, Westinghouse Electric Corporation, March 1991–August 1994. Created training programs and organization improvement plans; analyzed problems and recommended solutions; led employee development team.

**Director of Human Resources**, Mosley Machinery Company, April 1989–March 1991. Major duties: recruiting, selection, policy formulation, and compensation.

Ford Motor Company, June 1986–March 1989. **College Relations Coordinator:** Coordinated college recruiting for Ford's Electronics Division. Administered the job posting system and rotational development program for new hires. **Industrial Relations Analyst:** Administered the merit pay plan and the employee suggestion system for the Dearborn Frame Plant. Performed affirmative action planning and job evaluation. **Labor Relations Representative:** Interfaced between union and management employees, administered disciplinary penalties, and formulated negotiating positions.

## Awards

Dean's Award for Excellence in Teaching: 2018

*University Award for Faculty Excellence in Scholarly and Creative Activity:* 2015

*Outstanding Faculty Member,* Hasan School of Business: 2011; 2013

*Enterprise Holdings Student Choice Award for Outstanding Faculty Member of the Year,* Hasan School of Business: 2013

## Publications

Chng, D., Kim, T., Gilbreath, B. & Andersson, L. (2018). Why People Believe in Their Leaders — or Not. *MIT Sloan Management Review*.

Gilbreath, B., Norman, S., Frew, E., Fowler, K., & Billington, P. (2016). Helpful Tools for Managing the Assurance of Learning Process. *Business Education Innovation Journal*.

Gilbreath, B. (2016). Surviving the Boss from Hell. *Harvard Business Review's OnPoint*.

Gilbreath, B. (2015). Healthy Focus Benefits Everyone. *The Pueblo Chieftain*.

Karimi, L., Gilbreath, B., Kim, T., & Grawitch, M. (2014). Come Rain or Come Shine: Supervisor Behavior and Employee Job Neglect. *Leadership & Organization Development Journal*.

Gilbreath, B., & Benson, P. (2013). The Contribution of Supervisor Behaviour to Employee Psychological Well-Being. In C. Cooper & I. Robertson (Eds.), *Management and Happiness*.

Gilbreath, B. (2012). Teaching Managers to Create Healthy Work Organizations. *Journal of Management Education*.

Gilbreath, B., & Karimi, L. (2012). Supervisor Behavior and Employee

Presenteeism. *International Journal of Leadership Studies*.

Jackson, J., Miller, D., Frew, E., Gilbreath, B., & Dillman, C. (2011). Group Identification and University Involvement. *Journal of Applied Social Psychology*.

Gilbreath, B., Kim, T., Nichols, B. (2011). Person-Environment Fit and Its Effects on University Students: A Response Surface Methodology Study. *Research in Higher Education*.

Kim, T., Bateman, T., Gilbreath, B., & Andersson, L. (2009). Employee Cynicism and Top Management Credibility: A Comprehensive Model. *Human Relations*.

Gilbreath, B. (2009). Commentary for case study, Surviving the Boss from Hell. *Harvard Business Review*.

Gilbreath, B., Rose, G., & Dietrich, K. (2008). Mentoring Instruments: A Review. *Mentoring & Tutoring*.

Scroggins, W., Benson, P., Cross, C., & Gilbreath, B. (2008). Reactions to Selection Methods: An International Comparison. *International Journal of Management*.

Gilbreath, B. (2008). Creating Career-Conducive Organizations: A Primary Intervention Approach. *Advances in Developing Human Resources*.

Gilbreath, B. & Montesino, M. (2006). Expanding the HRD Role: Improving Employee Well-Being and Organizational Performance. *Human Resource Development International*.

Gilbreath, B. (2006). Promoting Well-Being Through Healthy Supervision: Current Knowledge and Future Directions. *Occupational Health Psychologist*.

Gilbreath, B., & Benson, P. (2004). The Contribution of Supervisor Behaviour to Employee Psychological Well-Being. *Work & Stress*.

Gilbreath, B. (2004). Creating Healthy Workplaces: The Supervisor's Role. In C. Cooper & I. Robertson (Eds.), *International Review of Industrial and Organizational Psychology*.

McDonald, K., Hite, L., & Gilbreath, B. (2002). Nonsalaried Employees' Careers: An Exploratory Study. *Career Development International*.

Gilbreath, B., & Harris, M. (2002). Performance-Based Pay in the Workplace: Magic Potion or Malevolent Poison? *Behavior Analyst Today*.

Harris, M., Gilbreath, B., & Sunday, J. (2002). Why Are Women Paid Less Than Men, But Given Higher Raises? *Journal of Business and Psychology*.

Gilbreath, B. (2001). Supervisor Behavior and Employee Psychological Well-Being. Doctoral dissertation, New Mexico State University.

Gilbreath, B., Manning, M., Burchett, O., Wieters, D., Wright, R., & Powers, T. (2001). Using Management Advisory Boards in the Classroom. *Journal of Management Education*.

Wright, R., Manning, M., Farmer, B., & Gilbreath, B. (2000). Resourceful Sensemaking in Product Development Teams. *Organization Studies*.

Harris, M., Gilbreath, B., & Sunday, J. (1998). A Longitudinal Examination of a Merit Pay System: Relationships Between Performance Ratings, Merit Increases and Total Pay Increases. *Journal of Applied Psychology*.

## Conference Proceedings

Billington, P., Frew, E., & Gilbreath, B. Helpful Tools for Managing the Assurance of Learning Process. Presentation and Proceedings. *National Business and Economics Society*, Lahaina, March 2012.

Scroggins, W., Benson, P., Cross, C., & Gilbreath, B. Reactions to Selection Methods: An International Comparison. *Irish Academy of Management*, Dublin, September 2004.

Gilbreath, B., & Benson, P. Supervisor Behavior and Employee Psychological Well-Being. *Irish Academy of Management*, Waterford, September 2002.

McDonald, K., Hite, L., & Gilbreath, B. Non-Exempt Employees: Careers or Jobs? *Academy of Human Resource Development*, Honolulu, April 2002.

Gilbreath, B., Burchett, O., Farmer, B., Manning, M., Powers, T., & Wright, R. The Challenges of Teaching an Interdisciplinary Multi-Participant Manufacturing Projects Course. *American Society for Engineering Education*, Milwaukee, June 1997.

Gilbreath, B. The Westinghouse Waste Isolation Division Management and Supervisor Training Program. *The U.S. Department of Energy's Training Accreditation Program Workshop*, Phoenix, 1992.

## Conference Presentations

Gilbreath, B., & Radigan, P. Job quality in Colorado's cannabis industry. *Institute of Cannabis Research Conference*, Pueblo, April 2016.

Gilbreath, B. A Typology of Dysfunctional Leadership. Professional development workshop presentation at Developing High-Quality Leadership Research Proposals through Mentoring at the *Academy of Management Conference*, Vancouver, August 2015.

Frew, E., Gilbreath, B., Raymond, B. & Wright, C. Performance Measurements: A Shared-Governance Budget Reduction Model. *National Association of College and University Business Officers*, Denver, September 2014.

Billington, P., Frew, E., & Gilbreath, B. Helpful Tools for Managing the Assurance of Learning Process. *National Business and Economics Society*, Lahaina, March 2011.

Gilbreath, B. Using the Needs-Supplies Approach to Measure Student-University Fit and Improve University Resource Allocations. *Association for Institutional Research*. Chicago, May 2010.

Gilbreath, B., & Karimi, L. Exploring the Negative and Positive Aspects of Supervisor Behavior and Employee Job Neglect; Supervisor Behavior and Employee Presenteeism; and Creating Career-Conducive Organizations: A Primary Intervention Approach. *CRITEOS*, Bari, December 2008.

Gilbreath, B. A Program to Clarify Supervisors' Effects on Employees. *European Association of Work and Organizational Psychology*, Stockholm, May 2007.

Gilbreath, B., & Montesino, M. Expanding the HRD Role: Improving Well-Being and Organizational Performance. *CRITEOS*, Lisbon, November 2006.

Kim, T., Bateman, T., Gilbreath, B., & Andersson, L. Top Management Credibility and Employee Cynicism. *Society for Industrial/Organizational Psychology*, Dallas, May 2006.

Kim, T., Andersson, L., & Gilbreath, B. Is (S)He for Real? The Effects of Perceived Managerial Credibility on Cynicism, Trust, and In-role Behaviors. *Academy of Management*, New Orleans, August 2004.

Gilbreath, B., Kim, T., & Nichols, B. Person-Environment Fit and Its Effects on University Students: An Exploratory Study. *Society for Industrial/Organizational Psychology*, Chicago, April 2004.

Frew, E., & Gilbreath, B. The Ocelot Case. *Midwest Academy of Management*, Toledo, April 2001.

Harris, M., Gilbreath, B., & Sunday, J. Why Are Women Paid Less, But Given Higher Raises? *Academy of Management*, Toronto, August 2000.

Gilbreath, B., & Frew, E. Supervisor Behavior and Employee Health: A Topic

Neglected by Management Educators. *Institute for Behavioral & Applied Management*, San Antonio, October 1997.

Harris, M., Gilbreath, B., & Sunday, J. The Performance-Rating, Pay-Raise Relationship: A Longitudinal Analysis. *Society for Industrial/Organizational Psychology*, St. Louis, April 1997.

Paul, J., Strbiak, C., & Gilbreath, B. The Ethics of Strategic Ambiguity: Contrasting Teleologically and Deontologically Based Experiences. *International Communication Association*, Albuquerque, May 1995.

## Experiential Exercises

Gilbreath, B. (2000). What's Up with the MN-12?! In M. Harris's *Human Resource Management: A Practical Approach* (2<sup>nd</sup> edition).

Gilbreath, B., & Schwindt, C. (2000). What Should I Do? In M. Harris's *Human Resource Management: A Practical Approach* (2<sup>nd</sup> edition).

## Grants

Summer Research Grant – Hasan School of Business: \$2,500 (2018)

Research Grant – Institute of Cannabis Research: \$14,000

2015 RAGE Faculty Development Stipend.

Summer Research Grant – Hasan School of Business: \$2,500 (2015).

Summer Research Grant – Hasan School of Business: \$2,000 (2014).

Summer Research Grant – Hasan School of Business: \$1,500 (2013).

RAGE Program Faculty Stipend: \$2,500 (2011).

Faculty Development Grant: \$1,000 (2010).

Faculty Development Grant: \$1,000 (2009).

Diversity Initiatives Grant: \$1,200 (2009).

Faculty Development Grant: \$1,000 (2008).

Purdue Research Foundation: \$1,000 (2006).

Indiana University's Overseas Conference Fund: \$600 (2007 & 2004); \$400 (2002).

IPFW International Conference Fund: \$600 (2004); \$400 (2002).

IPFW Summer Research Fund: \$6,000 (2002).

## Community Service

Presented "Job Quality in Colorado's Cannabis Industry" for the Pueblo Kiwanis Club.

Assisted Randy Robinson of *Sensi Magazine* with an article, "Just the Facts."

Presented “Healthy Workforce: Tips from Research and Practice” at the Pueblo Latino Chamber of Commerce’s Small Business Summit.

Panel presenter for the Executives Partnering to Invest in Children on “A Culture of Well-Being: Family Friendly Organizational Practices.”

Presented “Creating a Psychologically Healthy Work Environment” to the Alliance of Colleges and Corporations for Education and Leadership.

Presented “Another Avenue to Worksite Wellness: The Workplace Psychosocial Environment” to the Pueblo Worksite Wellness Network.

Presented “Another Hazard to Monitor: The Workplace Psychosocial Environment” to the Pueblo Safety Council.

Served as a referee at FIRST Lego® League State Tournaments.

Assisted Marina Pisano of *San Antonio Express-News* with an article, “Bosses From Hell.”

Assisted Caroline Hwang of *Ladies’ Home Journal* with an article, “Is Stress Contagious?”

Assisted Judith Wittwer, a Swiss journalist, with an article, “Der Chef ist Kündigungsgrund Nr. 1.”

Assisted Linda Lipp of *Greater Fort Wayne Business Weekly* with an article, “Bad Boss Blues: IPFW Professor Links Mental Health to Manager Behavior.”

Assisted Willow Lawson of *Psychology Today* with an article, “Master of Your Universe: Why the Boss Matters More Than You Think.”