

# 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. 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

*University Award for Excellence in Teaching/Student Learning:* 2022

*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

Beklemis, N., Harmanci Seren, A., & Gilbreath, B. (2023). Psychometrics of Job Stress-Related Presenteeism Scale among Turkish Nurses. *Evaluation & the Health Professions*.

Mathieu, C., & Gilbreath, B. (2023). Measuring Presenteeism from Work Stress: The Job Stress-Related Presenteeism Scale. *Journal of Occupational and Environmental Medicine*.

Wang, J., Kim, T., Tekleab, A., & Gilbreath, B. (2023). The Interplay between Perceived Support and Proactive Personality: Effects on Self-Verification Perceptions and Emotions. *The International Journal of Human Resource Management*.

Rainbow, J., Gilbreath, B., & Steege, L. (2021). Risky Business: A Mediated Model of Antecedents and Consequences of Presenteeism in Nursing. *Nursing Research*.

Rainbow, J., Gilbreath, B., & Steege, L. (2019). How to Know If You're Really There: An Evaluation of Measures for Presenteeism in Nursing. *Journal of Occupational and Environmental Medicine*.

Kim, T., Gilbreath, B; David, E., & Kim, S. (2019). Self-Verification Striving and Employee Outcomes: The Mediating Effects of Emotional Labor of South Korean Employees. *International Journal of Contemporary Hospitality Management*.



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., Love, P. Fu, Y., Rainbow, J., Karani Baris, V., Fiorini, L. The Impact of Authenticity on Nurses' Well-Being and Job Engagement. *27th Sigma So Cal Odyssey Research Conference*, San Diego, October 2023.

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 (2017)  
Research Grant – Institute of Cannabis Research: \$7,000 (2016)  
RAGE Faculty Development Stipend (2015)  
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

Conducted employee surveys with comprehensive reports and recommendations for Pueblo Diversified Industries, Pueblo Department of Public Health and Environment, pewag, JM Eagle, Strawberry Fields, and TR Toppers.

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.”