

Jill C. Bradley-Geist

Curriculum Vitae

University of Colorado Colorado Springs
College of Business – Dwire Hall
Colorado Springs, CO 80918
Jbradle3@uccs.edu

EDUCATION

Tulane University

Ph.D. Industrial-Organizational Psychology
M.S. Industrial-Organizational Psychology

Truman State University

B.S. Psychology – *summa cum laude*

PROFESSIONAL EXPERIENCE (ACADEMIC)

University of Colorado Colorado Springs

Faculty Development Chair; College of Business (2026-current)
Associate Dean of Faculty; College of Business (2025-current)
Interim Associate Dean of Academic Affairs; College of Business (2023)
Associate Professor of Management (2016-current)
Assistant Professor of Management (2014- 2016)

California State University, Fresno

Director of Honors Program; College of Business (2012-2013)
Associate Professor of Management (2011-2014)
Assistant Professor of Management (2006-2011)

REFEREED PEER-REVIEWED PUBLICATIONS:

Arenas, A., Bradley-Geist, J., Gonzalez-Padron, T. (2026). The dynamics of workplace violence: emotions, abusive relationships, and response in organizations. *Frontiers in Psychology*, 17. <https://doi.org/10.3389/fpsyg.2026.1913769>

Gardner, D.G., Bluhm, D.J., Lv, F., Bradley-Geist, J.C., & Pierce, J.L. (2026). Proximal antecedents and objective outcomes of organization-based self-esteem. *Current Psychology*, 45 (7), 722. <https://doi.org/10.1007/s12144-026-09246-8>

Bradley-Geist, J.C., & Walker, D.O.H. (2026). AI-augmented HRM research: Leveraging AI as co-intelligence throughout the research lifecycle. *Personnel Review*. <https://doi.org/10.1108/PR-01-2025-0047>

- Wong, C.M., Craig, L., Bradley-Geist, J., & Kaplan, S. (2022). Police recruits' predicted and felt emotions during organizational socialization. *Applied Psychology*.
<https://doi.org/10.1111/apps.12400>
- Kaplan, S., Winslow, C., Craig, L., Lei, X., Wong, C., Bradley-Geist, J.C., Biskup, M., & Ruark, G. (2020). "Worse than I anticipated" or "This isn't so bad"? The impact of affective forecasting accuracy on self-reported task performance. *PLOS One*.
<https://doi.org/10.1371/journal.pone.0235973>
- Tomlin, K., Metzger, M. L., Bradley-Geist, J. C. (2019). Removing the blinders: Increasing students' awareness of self-perception biases and real-world ethical challenges through an educational intervention. *Journal of Business Ethics*. <https://doi.org/10.1007/s10551-019-04294-6>
- Kaplan, S., Biskup, M. (Graduate), Bradley-Geist, J. C., Membere, A. (2019). Just how miserable is work? A meta-analysis comparing work and non-work affect. *PLOS One*.
<https://journals.plos.org/plosone/> published article is available
[athttps://journals.plos.org/plosone/article/comments?id=10.1371/journal.pone.021259](https://journals.plos.org/plosone/article/comments?id=10.1371/journal.pone.021259)
- Duenning, T., Nicholson, N., Bradley-Geist, J. C. (2019). Evolutionary Awareness: Darwin Among the Organizational Sciences. *International Journal of Organization Theory and Behavior*. ISSN: 1093-4537.
- Tomlin, K.A., Metzger, M., Bradley-Geist, J.C., & Gonzalez-Padron, T. (2017). Are students blind to their ethical blind spots? An exploration of why ethics education should focus on self-perception biases. *Journal of Management Education*, 41(4), 539-574.
- Winslow, C.J., Kaplan, S.A., Bradley-Geist, J.C., Lindsey, A.P., Ahmad, A.S., & Hargrove, A.K. (2017). An examination of two positive organizational interventions: For whom do these interventions work? *Journal of Occupational Health Psychology*, 22(2), 129-137.
- Milliman, J., Gatling, A., & Bradley-Geist, J.C. (2017). The implications of workplace spirituality for person-environment fit theory. *Psychology of Religion and Spirituality*, 9, 1-12.
- Tomlin, K.A., & Bradley-Geist, J.C. (2016). Alignment between Antecedents and Interventions: The Critical Role of Implicit Bias. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9(3), 583-590.
- Bradley-Geist, J.C., Rivera, I. *, & Geringer, S. (2015). The collateral damage of ambient sexism: Observing sexism impacts bystander self-esteem and career aspirations. *Sex Roles: A Journal of Research*, 73, 1-2, 29-42.
 *indicates undergraduate student
- Bradley-Geist, J.C., & Olson-Buchanan, J.B. (2014). Helicopter parents: Correlates of over-parenting of college students. *Education + Training*, 56, 4, 314-328.
 *Emerald Group Publishing Literati Awards for Excellence 2015 "Highly Commended Paper"
- Isom-Schmidtke, J., Bradley-Geist, J.C., & Schmidtke, J.M. (2014). Law as last resort: approaching invisible disabilities proactively. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7, 2, 224-227.

- Kaplan, S.A., Bradley-Geist, J.C., Ahmad, A., Lindsey, A., Anderson, A., & McCormick, A. (2014). A test of two positive psychology interventions to increase employee well-being. *Journal of Business and Psychology*, 29, 3, 367-380.
- Bradley-Geist, J.C., & Landis, R.S. (2012). Homogeneity of personality in organizations and occupations: A comparison of alternative statistical tests. *Journal of Business and Psychology*, 27, 149-159.
- Kaplan, S.A., Stachowski, A., & Bradley-Geist, J.C. (2012). A classroom activity to demonstrate self-other (dis)agreement in personality judgments. *Teaching of Psychology*, 39, 213-216.
- Bradley-Geist, J.C., & Ruscher, J.B. (2011). Showcasing and subjugating minorities and women: Assignment to visible but trivial committees. *Journal of Psychological Issues in Organizational Culture*, 2, 5-18.
- Bradley-Geist, J.C., King, E.B., Skorinko, J., Hebl, M.R., & McKenna, C. (2010). Moral credentialing by association: The importance of choice and relationship closeness. *Personality and Social Psychology Bulletin*, 36, 1564-1575.
- Christian, M.S., Edwards, B.D., & Bradley, J.C. (2010). Situational judgment tests: Constructs assessed and a meta-analysis of their criterion-related validities. *Personnel Psychology*, 63, 83-117.
- Christian, M.S.*, Bradley, J.C., *, Wallace, J.C., & Burke, M.J., (2009). Workplace safety: A meta-analysis of the roles of person and situation factors. *Journal of Applied Psychology*, 94, 1103-1127.**
- *Denotes shared first authorship (equal contributions by both first authors).**
- Kaplan, S.A., Bradley, J.C., Luchman, J., & Haynes, D. (2009). The role of positive and negative affectivity in job performance: A meta-analysis. *Journal of Applied Psychology*, 94, 162-176.
- Leslie, L.M., King, E.B., Bradley, J.C., & Hebl, M.R. (2009). Triangulation across methodologies: All signs point to persistent stereotyping and discrimination in organizations. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 399-404.
- Zyphur, M.J., Bradley, J.C., Landis, R.S., & Thoresen, C.J. (2008). The Effects of Cognitive Ability and Conscientiousness on Performance over Time: A Censored Latent Growth Model. *Human Performance*, 21, 1-27.
- Sarpy, S., Warren, C.R., Kaplan, S.A., & Bradley, J.C. (2005). Simulating public health response to a Severe Acute Respiratory Syndrome (SARS) event: Designing, implementing, and evaluating a tabletop exercise. *Journal of Public Health Management and Practice*, 11, S75-S82.
- Kaplan, S.A., Bradley, J.C., & Ruscher, J.B. (2004). The inhibitory role of cynical disposition in the provision and receipt of social support: The case of the September 11th terrorist attacks. *Personality and Individual Differences*, 37, 1221-1232.
- Thoresen, C.J., Bradley, J.C., Bliese, P.D., & Thoresen, J.D. (2004). The big five personality traits and individual job performance growth trajectories in maintenance and transitional job stages. *Journal of Applied Psychology*, 89, 835-853.

- Deitch, E.A., Barsky, A., Butz, R.M., Brief, A.P., Chan, S.S.Y., & Bradley, J.C. (2003). Subtle yet significant: The existence and impact of everyday racial discrimination in the workplace, *Human Relations*, 56, 1299-1324.
- Gonzalez, M.G., Burke, M.J., Santuzzi, A.M., & Bradley, J.C. (2003). The impact of group process variables on the effectiveness of distance collaboration groups. *Computers in Human Behavior*, 19, 629-648.
- Heckert, T.M., Droste, H.E., Farmer, G.W., Adams, P.J., Bradley, J.C., & Bonness, B.M. (2002). Effect of gender and work experience on importance of job characteristics when considering job offers. *College Student Journal*, 36, 344-356.

NON-REFEREED (OTHER) PUBLICATIONS/ARTICLES

- Bradley-Geist, J.C. (2017, December 1). Refine interviewing process for better results. *The Colorado Springs Business Journal*. Retrieved from: <https://www.csbj.com/2017/12/01/refine-interviewing-process-better-results/>
- Bradley-Geist, J.C., & Ruch, B. (2017, December). Tax reform update: House bill passes, Senate bill under consideration. *The Industrial-Organizational Psychologist*, 54(6).
- Bradley-Geist, J.C., & Ruch, B. (2017, June). SIOP responds to fiscal year 2018 appropriations testimony on National Science Foundation funding. *The Industrial-Organizational Psychologist*, 54(5).
- Bradley-Geist, J.C., & Uttley, L. (2017, April). SIOP Responds to National Academies' Call for White Papers on Social Science and National Security. *Industrial-Organizational Psychologist*, 54(4). Retrieved from: <http://www.siop.org/tip/april17/siw.aspx>
- Bradley-Geist, J.C., & Uttley, L. (2017, January). Election update: Impact on research, education, and healthcare. *The Industrial-Organizational Psychologist*, 54(3). Retrieved from: <http://www.siop.org/tip/jan17/siw.aspx>
- Bradley-Geist, J.C., & Uttley, L. (2016, July). SIOP in Washington: Advocating for I-O in Federal Public Policy. *The Industrial-Organizational Psychologist*, 54(1). Retrieved from: <http://www.siop.org/tip/july16/great.aspx>
- Bradley-Geist, J.C., & Chang, D. (2015). SIOP in Washington: Key findings from the SIOP advocacy survey. *The Industrial-Organizational Psychologist*, 52(3), 63-65.
- Tjung, L., * Kwon, O., Tseng, K.C., & Bradley-Geist, J.C. (2010). Forecasting financial stocks using data mining. *Global Economy and Finance Journal*, 3, 13-26.
*indicates undergraduate student
- Bradley, J.C., & Brief, A.P. (2004). Emotions in the workplace. In N. Nicholson, P. Audia, and M. Pillutla (Eds.), *Blackwell Encyclopedic Dictionary of Management Organizational Behavior*, 2nd Ed.

BOOK CHAPTERS

- Bradley-Geist, J.C., & Schmidtke, J.M. (2018). Immigrants in the workplace: Stereotyping and discrimination. In E. King & A. Colella (Eds.). *Oxford Handbook of Workplace Discrimination*. New York, NY: Oxford University Press.
- Bradley-Geist, J.C. (2016). Positive organizational climate. In T.N. Duening (Ed.), *Leading the Positive Organization: Actions, Tools, & Processes*. New York, NY: Business Expert Press.
- Bradley-Geist, J.C., & King, E.B. (2013). Building an inclusive work world: Promoting diversity and positive inter-group relations through CSR. In J.B. Olson-Buchanan, L.L. Koppes Bryan, & L. Foster Thompson (Eds.). *Using I-O Psychology for the Greater Good: Helping Those who Help Others* (pp. 176-204). New York, NY: Routledge.
- Bradley, J. C., Brief, A. P., & Smith-Crowe, K. (2008). The 'good' corporation. In D. Smith, (Ed.) *The people make the place: Dynamic linkages between individuals and organizations* (pp. 175-223). New York, NY: Taylor & Francis Group/Lawrence Erlbaum Associates.
- Burke, M.J., Bradley, J.C., and Bower, H.N. (2003). Health and safety training programs. In J.E. Edwards, J.C. Scott, & N.S. Raju (Eds.). *The human resources program-evaluation handbook*. Thousand Oaks, CA: Sage.
- Bradley, J.C., Brief, A.P., & George, J.M. (2002). More than the Big Five: Personality and careers. In D.C. Feldman (Ed.) *Work careers: A developmental perspective*. San Francisco: Jossey-Bass.

CONFERENCE PRESENTATIONS

- Mendis, T., Bradley-Geist, J., & Kaplan, S. (2026, April). The Role of Generative AI in Turnover Intentions. Society of Industrial and Organizational Psychology: New Orleans, Louisiana.
- Mendis, T., Pollack, T., Bradley-Geist, J., & Kaplan, S. (2025, April). Personality and Generative AI Use at Work. Society of Industrial and Organizational Psychology: Denver, Colorado.
- Jia, Z., Jang, H., Bradley-Geist, J., Lee, P., & Kaplan, S. (2025, April). Identifying Work Situations and Job Affect via State-of-the-Art NLP Approaches: A Demonstration. Presentation in symposium: Decoding Work Situations: The Nomological Network of Situational Content and Strength. Society of Industrial and Organizational Psychology: Denver, Colorado.
- Bradley-Geist, J.C., & Warren, C.R. (2025, March). A survey of managers and HR managers use of data visualization tools and technology. Presentation at the National Business and Economics Society: St. Thomas
- Bradley-Geist, J. C., Bluhm, D., & Olson Buchanan, J. (2024, June). Met expectations and turnover in the gig economy: Examining the moderating role of negative mood and emotion. Presentation at the European Academy of Management (EURAM): Bath, England.
- Craig, L., Kaplan, S., Bradley-Geist, J. C., & Ruark, G. (April 2020). Got a bad reputation: Better understanding socially undesirable emotions," Society of Industrial and Organizational Psychology (SIOP), Austin, Texas.
- Wong, C., Craig, L., Kaplan, S., Bradley-Geist, J. C. (April 2019). Emotional intelligence, affective

- forecasting, and police recruit performance," Society for Industrial and Organizational Psychology: Washington DC/National Harbor.
- Bradley-Geist, J.C., Behrend, T., Gallus, J., Hysong, S., Kuykendall, L., O'Hare, L., Ruark, G., Ruch, B. (2018, April). Linking your I-O work to federal policy and funding opportunities. Executive Board Special Session at Society for Industrial and Organizational Psychology, 33rd Annual Conference: Chicago, IL.
- Kaplan, S., & Bradley-Geist, J.C. (2018, April). More than a feeling: Advancing the study of emotions and performance. Symposium (co-chair) at Society for Industrial and Organizational Psychology, 33rd Annual Conference: Chicago, IL.
- Bradley-Geist, J.C., & Seck, K. (2017, April). Perceptions of bisexual employees within the mixed stereotype content model. In D.F. Arena and K.P. Jones (Chairs), *Don't Trust the B: Bisexual Stigma in Modern Organizations*. Symposium at Society for Industrial and Organizational Psychology, 32nd Annual Conference: Orlando, FL
- Biskup, M.J., Kaplan, S., Bradley-Geist, J.C., & Membere, A.A. (2017, April). Just how miserable is work? A meta-analysis of the evidence. In M.T. Ford (Chair), *New Within-Person Perspectives on Affect across Work and Home*. Symposium at Society for Industrial and Organizational Psychology, 32nd Annual Conference: Orlando, FL.
- Bradley-Geist, J.C., Chang, D., Eby, L.T., O'Hare, L., Ruark, G., & Uttley, L. (2017, April). Getting engaged in I-O advocacy and federal research funding opportunities. Executive Board Special Session at Society for Industrial and Organizational Psychology, 32nd Annual Conference: Orlando, FL.
- Austin, C., Jones, K., & Bradley-Geist, J.C. (2016, April). Expectant mothers and fathers in academia: Student ratings of teaching. In K. Jones (Chair), *Exploring Pregnancy Bias in Field Settings: Emergence, Consequences, and Remediation*. Symposium at Society for Industrial and Organizational Psychology, 31st Annual Conference: Anaheim, CA.
- Tomlin, K.A. & Bradley-Geist, J.C. (2016, March). Talk is cheap, but ratings are real? The mismatch between qualitative performance feedback and quantitative evaluation ratings for women. Western Academy of Management Conference: Portland, OR
- Kaplan, S.K., Biskup, M., Bradley-Geist, J.C., & Membere, A. (2015, May). Is work our "happy place"? In S. Barsade (Facilitator) and C. Winslow (Chair), *Accentuate the Positive: Extending Research on Positive Emotions at Work*. Symposium presented at the American Psychological Society, 27th Annual Convention: New York, NY.
- Winslow, C.J., Kaplan, S. A., Bradley-Geist, J. C., Lindsey, A.P., Ahmad, A.S., & Hargrove, A. K. (2015, May). Workplace well-being interventions. In S. DeArmond (Chair), *Corporate Wellness Programs: Evidence Based Research to Advance Well-being*. Symposium presented at the Work, Stress, and Health Conference: Atlanta, GA.
- Bradley-Geist, J.C., Rivera, I., & Geringer, S. (2015, April). How the experience of ambient sexism impacts observers. Society for Industrial and Organizational Psychology, 30th Annual Conference: Philadelphia.

- Skorinko, J. L. M., Bradley-Geist, J. C., Spring, E. (2015, February). Moral Credentials from the Observer's Perspective. Presented at the 16th Annual Meeting of Social Psychology and Personality Society (SPSP), Long Beach, CA.
- Bradley-Geist, J.C., Kaplan, S., Holland, S., & Olson-Buchanan, J.B. (2014, May). A longitudinal study of metaperceptions and performance in virtual teams. Presented at the Society for Industrial and Organizational Psychology, 29th Annual Conference: Honolulu.
- Rivera, I., Bradley-Geist, J.C., & Geringer, S.D., (2014, April). The impact of ambivalent sexism on individual perceptions and career expectations. Presented at the 35th Annual Central California Research Symposium: Fresno. (*first author won best undergraduate presentation*)
- Bradley-Geist, J.C., Kaplan, S., & Olson-Buchanan, J.B. (2013, May). Metaperceptions in virtual teams: Examining meta-accuracy over time. Presented at a symposium: *The Emergence and Development of Metaperceptions in the Workplace* at the American Psychological Society, 25th Annual Convention: Washington, D.C.
- Kaplan, S., Bradley-Geist, J.C., Ahmad, A.S., Anderson, A.J., Hargrove, A.K., & Lindsey, A.P. (2013, April). A test of two positive psychology interventions to increase employee well-being. Symposium presentation at the Society for Industrial and Organizational Psychology, 28th Annual Conference: Houston.
- Silveira, K.L., Geringer, S.D., & Bradley-Geist, J.C. (2013, March). Coupon usage and brand loyalty development by Generation Y: An empirical study. Presented at Marketing Management Association Spring Conference: Chicago.
- Gentile, P., & Bradley-Geist, J.C. (2012, April). Experiences of students and employees with disabilities: Treated better *and* worse than peers? Presented at a symposium: *Disability in the Workplace: Contemporary Challenges Beyond the ADA* at the Society for Industrial and Organizational Psychology, 27th Annual Conference: San Diego.
- Forsythe, L., & Bradley-Geist, J.C. (2011, August). Factors leading to successful performance in business law classes. Paper presented at the *2011 Academy of Legal Studies in Business*, New Orleans, LA.
- Bradley-Geist, J.C., & Gentile, P. (2011, April). Employer Willingness to Implement Assistive Technology for Workers with Disabilities. Poster presented at the Society for Industrial and Organizational Psychology 26th Annual Conference: Chicago.
- Elliot, J., Schmidtke, J., & Bradley-Geist, J.C. (2011, April). Discrimination Against Employees With Disabilities: Does Timing and Type Matter? Poster presented at the Society for Industrial and Organizational Psychology 26th Annual Conference: Chicago.
- Tjung, L., Kwon, O. Tseng, K.C., & Bradley, J.C. (2009). Forecasting financial stocks using data mining. Presented at the Asian Pacific Conference on International Accounting Issues 21st Annual Conference: Las Vegas.
- Bradley, J.C., Kaplan, S.A., Luchman, J., Kurtessis, J.N., Robbins, J.M., Stachowski, A., & Hawkins, L. (2009) Affective forecasting jobs: Is work as bad as we think? Poster presented at the Society for Industrial and Organizational Psychology 24th Annual Conference: New Orleans.

- Sanchez, R.J., Olson-Buchanan, J.B., Schmidtke, J., & Bradley, J.C. (2009) It's just business: Affective and cognitive trust in virtual teams. Poster presented at the Society for Industrial and Organizational Psychology 24th Annual Conference: New Orleans.
- Bradley, J.C., Christian, M.S., Wallace, J.C., Burke, M.J., & Garza, A. (2008). Antecedents of Occupational Safety Performance and Outcomes: A Meta-Analysis. Paper presented at the Academy of Management Annual Meeting, OB Divisions: Anaheim, CA.
- Bradley, J.C. (2008). Rejection and deflection: The case of the "poor white trash" stereotype. Presented at a symposium: *Intergroup bias in organizations: When do in-group favoritism and out-group derogation NOT apply?* At the Academy of Management Annual Meeting: Anaheim, CA.
- Kaplan, S.K., Bradley, J.C., Luchman, J., & Haynes, D. (2008). Dispositional Affect and Job Behaviors: A Meta-Analytic Investigation. Poster presented at the Society for Industrial and Organizational Psychology 23rd Annual Conference: San Francisco, CA.
- Bradley, J.C., & Ruscher, J.B. (2007). Showcasing and Subjugating Minorities: Minority Representation on Committees. Poster presented at the Society for Industrial and Organizational Psychology 22nd Annual Conference: New York, NY.
- Christian, M.S., Edwards, B., & Bradley, J.C. (2007). On the Nature of Situational Judgment Tests: A Construct-Oriented Meta-Analysis. Poster presented at the Society for Industrial and Organizational Psychology 22nd Annual Conference: New York, NY.
- Sarpy, S., Bradley, J.C., Christian, M.S., Kaplan, S.K., & Warren, C.R. (2006). Considering organizational factors in developing, implementing, and evaluating emergency preparedness and response training for public health workers and first responders. Presented at the 134th Annual Meeting and Exposition of the American Public Health Association: Boston, Massachusetts.
- Sarpy, S., Warren, C.R., Bradley, J.C., Christian, M.S., & Kaplan, S.K. (2006). Evaluating the impact of a tabletop exercise on recognizing and responding to a SARS event: A six month follow-up study. Presented at the 134th Annual Meeting and Exposition of the American Public Health Association: Boston, Massachusetts.
- Bradley, J.C., & Kaplan, S.K. (2006). The influence of job competence on ratings of physical and interpersonal attractiveness. Presented at a symposium: *Modern-Day Sexism at Work: Gone but not Forgotten* at the Society for Industrial and Organizational Psychology 21st Annual Conference: Dallas, Texas.
- Zyphur, M.J., Landis, R.S., Bradley, J.C., & Thoresen, C.J. (2006). Ability, personality, and performance over time: A censored latent growth model. Poster presented at the Society for Industrial and Organizational Psychology 21st Annual Conference: Dallas, Texas.
- Bradley, J.C., Brief, A.P., Chan, S., Ely, R., Meyerson, D., Schultz, V., Kangas, N., & Watkins, M. (2005). Sex as a tool: Does using sex at work work? Presented at a symposium: *Doing the Taboo: Discussing Sexuality in the Workplace* at the Annual Meeting of the Academy of Management: Honolulu, Hawaii.
- Bradley, J.C., & Landis, R.S. (2003). Homogeneity of personality within occupations and organizations: ASA theory revisited. Poster presented at the Society for Industrial and Organizational Psychology 18th Annual Conference: Orlando, Florida.

- Deitch, E.A., Barsky, A., Brief, A.P., Butz, R.M., Chan, S.S.Y., & Bradley, J.C. (2003). Subtle yet significant: Everyday racial discrimination in the workplace. Poster presented at the Society for Industrial and Organizational Psychology 18th Annual Conference: Orlando, Florida.
- Islam, G., Bradley, J.C., Kaplan, S.A., & Brief, A.P. (2003). Job attitudes and sexism: Men's reactions to affirmative action programs: Poster presented at the Society for Industrial and Organizational Psychology 18th Annual Conference: Orlando, Florida.
- Thoresen, C.J., Bradley, J.C., Bliese, P.D., & Thoresen, J.D. (2003). The big five personality traits and individual job performance growth trajectories in maintenance and transitional job stages. Presented at a symposium *The Changing Nature of Performance Revisited: New Extensions, Levels, and Directions* at the Annual Meeting of the Academy of Management: Seattle, Washington.
- Bradley, J.C., Kaplan, S.A., & Ruscher, J.B. (2002). Social Support through Storytelling on September 11: The Cost of Cynical Disposition. Poster presented at the Annual Conference of the American Psychological Society, New Orleans, LA.
- Dunlap, W.P., Landis, R.S., & Bradley, J.C. (2002). Analysis of acquisition data via orthogonal principal components. Poster to be presented at the Society of Industrial and Organizational Psychology Annual Conference, Toronto, Canada.
- Heckert, T. M., Droste, H. E., Farmer, G. W., Adams, P. J., Bradley, J. C., & Bonness, B. M. (2001). Work experience, gender, and importance of various job characteristics. Presented at the Seventy-second Annual Meeting of the Eastern Psychological Association, Washington, D. C.
- Griffin, C., Bradley, J.C., & Hatala, M.N. (1998). Effects of underload on time perception through retrospective and prospective paradigms. Paper presented at Missouri Academy of Science, Marysville, MO
- Griffin, C., Bradley, J.C., & Hatala, M.N. (1998). Effects of underload on time perception through retrospective and prospective paradigms. Poster presented at Midwest Psychological Association Annual Meeting, Chicago, IL
- Shaffer, F., Dougherty, J., & Bradley, J.C. (1998). A survey of undergraduate breathing knowledge. Paper presented at Undergraduate Research Symposium, Kirksville, MO.
- Shaffer, F., Dougherty, J., & Bradley J.C. (1998). A survey of undergraduate breathing knowledge. Poster presented at Association for Applied Psychophysiology and Biofeedback, Orlando, FL.

GRANTS AND SCHOLARSHIP

Awarded:

- United States Army Research Institute for the Behavioral and Social Sciences (ARI) – Foundational Science Research Unit (FSRU); 2016-2019
 - Co-PI (with Seth Kaplan; George Mason University)
 - Awarded: \$538,957.00
- University of Colorado Colorado Springs Faculty Assembly Women’s Committee
 - Research, Creative Works, and Development Grant; 2016
 - Awarded: \$500
- University of Colorado Colorado Springs Faculty Minority Affairs
 - Diversity Grant; 2014
 - Awarded: \$200

RECOGNITIONS, HONORS, AND AWARDS

- 2025-2026: UCCS College of Business AABY Award
- 2024-2025: UCCS College of Business Outstanding Service Faculty Award
- 2023-2024: UCCS College of Business Dean’s Recognition Award
- 2018-2019: UCCS College of Business Outstanding Intellectual Contribution Faculty Award
- 2017-2018: University of Colorado Excellence in Leadership Program
- 2016-2017: Emerald Group Publishing 50th Anniversary Selection for “Most Impactful Article” of 2014
- 2016-2017: Daniels Fund Ethics Initiative Faculty Fellow
- 2016: *Journal of Vocational Behavior* - Outstanding Contribution in Reviewing
- 2015: Emerald Group Publishing Literati Awards for Excellence 2015 “Highly Commended Paper” for peer-reviewed publication:
 - Bradley-Geist, J.C., & Olson-Buchanan, J.B. (2014). Helicopter parents: An examination of the correlates of over-parenting of college students. *Education + Training*, 56, 4, 314-328.
- 2015-2016: UCCS College of Business Outstanding Service Award
- 2013: Faculty mentor to 2nd place award winner Ivy Rivera at the 28th Annual California State University
- Student Research Competition
- 2013: Beta Gamma Sigma – Faculty-Nominated Honoree and Inductee
- 2012: Student-Nominated Faculty Honor Roll (2011, 2012)
- 2011: Student-Nominated Faculty Honor Roll (2011, 2012)
- 2011: SoLT (Scholarship of Learning and Teaching) Scholar: Craig School of Business
- 2009: Provost’s Award for Promising New Faculty: California State University, Fresno
- 2006: Murphy Center for Ethics and Public Affairs Graduate Fellowship
- 2003: Robert E. Flowerree Research Fellowship
- 2002: Robert E. Flowerree Travel Award
- 2004: Graduate School Student’s Association Travel Award
- 2003: Graduate School Student’s Association Travel Award
- 2000: Psychology Student of the Year, Truman State University

PROFESSIONAL AFFILIATIONS

- Academy of Management
- Society for Human Resource Management (SHRM)
- Society for Industrial and Organizational Psychology (SIOP)
 - Membership Committee: Chair (April 2018- April 2020)
 - Government Relations Advocacy Team: Chair (2016- 2018)
 - Government Relations Advocacy Team: Member (2013-2016)

COURSES TAUGHT

University of Colorado Colorado Springs

- MGMT 6500 – Human Resource Analytics
- HRMG 4430 – Talent Acquisition
- MGMT 3000 – Integrated Skills for Management
- MGMT 3300 – Introduction to Management and Organization (online and in-person)
- HRMG 4380 – Human Resource Management (online and in-person)

California State University, Fresno

- Executive MBA 240 Managing Human Capital Executive MBA course (2009-2011)
- MBA 240 Managing Human Capital (2011, 2012)
- MGMT 110 Administration and Organizational Behavior (2011, 2012, 2013)
- MBA 241 Leveraging Human Capital in the International Context (2011)
- HRM 150 Administration of Personnel (2006 – 2010)
- HRM 154 Compensation Administration (2007 – 2012)
- Director of Honors Program (2009-2012)

Tulane University

- Introduction to Industrial-Organizational Psychology (Spring 2004, 2005)
- Personality (Summer 2004)
- Lab instructor for Psychological Testing and Methods (Fall 2000 – Spring 2002)
- Lab instructor for Experimental Design and Quantitative Methods (Spring – Fall 2003)
- Lab instructor for graduate-level Multivariate Statistics (Fall 2002)

SERVICE

SERVICE: UNIVERSITY

University of Colorado at Colorado Springs

- Guest lecturer – I/O Psychology (2024, 2025, 2026)
- College of Business Faculty Annual Evaluation Revisions Task Force (Co-Chair) (2025-2026)
- College of Business Research Council (2025-current)
- Faculty research mentor for undergraduate student (2025-2026)
- Faculty Grievance Committee (2024-current)
- Faculty research mentor for undergraduate student (2023-2026)
- Veteran and Military Affairs Council (VMA: 2024-current)
- Dissertation Committee Member (Methodologist) for DBA student (2024-2025)
- Dissertation Committee Member (Methodologist) for DBA student (2024-current)
- Dissertation Committee Chair for DBA student (2024-2026)
- Chairperson, Search Committee for Tenure-Track Assistant Professor of Entrepreneurship and Management (2024)
- Faculty/Peer Mentor (2020 – current)
- Member, RPT Revision Committee (2021-current)
- Associate Dean of Academic Affairs (January 2023 – March 2023)
- Chairperson, Search Committee for Tenure-Track Assistant/Associate Professor of Human Resource Management (2022)
- Chairperson, Search Committee for Tenure-Track Assistant/Associate Professor of Human Resource Management (2021)
- Chairperson, Search Committee for Instructor of Human Resource Management (2020)
- Chancellor's Future of Work Task Force member (2021-2022)
- University Task Force on Faculty Research Workload member (2021-2022)
- Search Committee for College of Business Dean position (2019)
- Coordinator for COB Research Seminar Series (2018-2019)
- Academic Affairs Steering Committee member (2018-2019)
- Search Committee for College of Business Dean position (2017)
- Task Force on journal quality as related to faculty evaluations/assessment and accreditation (2018)
- University Personnel and Benefits Committee (2015-2019; co-chair December 2017-2019)
- Presenter for Personality Workshop UCCS Career Coaching Program (November, 2017)
- Presenter: College of Business Teaching Engagement Workshop (2017)
- Presenter: Daniels Fund Ethics Initiative Workshop/Retreat (2017)
- Task Force on classroom security and door locks (2017)
- Presenter for Personality Workshop UCCS Career Coaching Program (November, 2016)
- Search Committee Member for College of Business Association Dean position (2016)
- Guest Lecture for Department of Psychology (2016/08)
- Instructor for Undergraduate Independent Study (2016)
- Faculty Assembly Representative for the College of Business (2015-2017)
- Advisory Board Member for the Matrix Center for the Advancement of Social Equity and Inclusion (2016-current)
- Search Committee Member for College of Business Graduate Director staff position (2015)
- Search Committee Member for College of Business Human Resource Professional staff position (2015)
- Presenter for Personality Workshop UCCS Career Coaching Program (November, 2015)
- Presenter for Personality Workshop UCCS Career Coaching Program (February, 2015)

- College of Business Research Student Subject Pool Director (2014-current)
- Council on Undergraduate Education committee (2014-2015)
- Department of Management faculty search committee (2014)
- College of Business task force on faculty teaching evaluations (2014-2015)
- Research mentor for UCCS Undergraduates: (2016-2018); (2017); (2015-2016; (2014-2016); (2015)

California State University, Fresno

- Craig School of Business Faculty Executive Committee Vice-Chair (2013-2014)
- Craig School of Business Strategic Planning Team (2012-2014)
- Department of Management faculty search committee (2012)
- Department of Management lecturer review and selection committee (2012-2014)
- President's Scholars Scholarship reader and selection committee (2012)
- SoLT (Scholarship of Learning and Teaching) Scholar – Craig School of Business Faculty Representative (2010-2012)
- Graduate Awards and Scholarship Committee (2007-2014)
- Graduate Awards and Scholarship Committee Chair (2010-2012)
- Delta Sigma Pi Faculty Advisor (2010)
- Program reviewer for CUMU conference at Fresno State (2009-2010)
- Facilitator for Craig School strategic planning with Business Advisory Committee (2010)
- Interdisciplinary advisory committee for R13 grant
- Consultant, analyst, and facilitator for Division of Student Affairs (2009-2010, 2013)
- Organizational climate consultant for Division of Student Affairs (2009, 2010, 2013)
- Faculty Hearing Grievance Panel (2007-2010)
- Craig School of Business Undergraduate Committee member (2008-2010; recording officer 2010-2012)
- Advising and Mentoring:
 - Master's Thesis Committee member for communications student
 - Honor's Thesis Mentor:
 - MBA Thesis Advisor
 - MBA Thesis Committee Member:
 - Executive MBA Project Advisor for 8 Students' Program Culmination Project:
- Coach for student human resources games team for SHRM (Society for Human Resource Management) (2006-2009)
- Department of Management Website Coordinator

Tulane University

- Search Committee to fill Industrial/Organizational Psychology faculty position (2001, 2003)
- Search Committee to fill Affective Neuroscience faculty position (2004)
- Facilitator in "Tulane Through the Looking Glass" study for Tulane University Diversity Task Force (Fall 2002)
- Psychology Department Colloquium Committee (2001-2002)
- McLendon, C.L, Smith-Crowe, K., Bradley, J.C., & Warren, C.R. (June 2002). *Graduate tips from graduate students*. M. Cunningham (chair). Workshop presented at the Annual Meeting of the American Psychological Society, New Orleans, Louisiana.

SERVICE: PROFESSION/ NATIONAL ORGANIZATIONS

- Associate Editor for *Frontiers in Psychology* (2025-current)
- Associate Editor for *Personnel Review* (2023-2027)
- Editorial Board for *Journal of Business and Psychology* (2008-current)
- Reviewer for Beth E. Buchanan Memorial Foundation research grant (2025, 2026)
- Editorial Board for *Journal of Vocational Behavior* (2019-2024)
- SIOP Membership Committee Chair (2018- 2019)
- SIOP Government Relations Advocacy Team (2013 – 2018)
 - Chair (2016 – 2018)
- Doctoral Dissertation Committee Member for Carolyn Winslow (George Mason University, 2016-2017)
- Guest Speaker/Presenter on research for Craig School of Business Honors Program (2017)
- Ad hoc reviewer for:
 - National Science Foundation (NSF) Science of Organizations (2016, 2017)
 - Journal of Applied Psychology*
 - Journal of Occupational and Organizational Psychology*
 - Academy of Management Review*
 - Journal of Occupational Health Psychology*
 - Journal of Business Ethics*
 - European Journal of Work & Organizational Psychology*
 - Social Psychological and Personality Science*
 - Business and Society*
 - International Journal of Business*
 - Disability and Rehabilitation*
 - Journal of Cross-Cultural Psychology*
 - Applied Psychology: An International Review*
 - Analyses of Social Issues and Public Policy*
 - International Journal of Human Resource Management*
 - Journal of Child and Family Studies*
 - European Academy of Management conference (2024)
 - Society for Industrial & Organizational Psychology (SIOP) conference (2006-2014)
 - Gender & Diversity Division of the Academy of Management Annual Meeting (2006)
 - Social Issues in Management Division of the Academy of Management Annual Meeting (2004)
 - Managerial and Organizational Cognition Division of the Academy of Management Annual Meeting (2003)

SERVICE: COMMUNITY

- Volunteer: Girl Scouts of the USA (2018-2019)
- Volunteer: Woodmen Roberts Elementary School, D20, Colorado Springs (2019-2023)
- Mentor for Senior Project for high school senior (School Without Walls High School; George Washington University campus, Washington D.C.) (2017-2018)
- Keynote speaker at Pueblo Community College Workshop: “Building an Organizational Culture of Ethics” (2017)
- Trainer at the San Joaquin chapter of the Federal Bar Association: Seminar on Reducing Bias (2014)
- Presented employee selection training workshop to Business Advisory Committee (2011)
- Keynote speaker at Fresno SHRM meeting; “Preventing Subtle Discrimination in the Workplace” (2009)
- Presented stress management trainings for staff at Fresno Community Food Bank (2009)
- Presented customer service workshop at the Fresno Community Food Bank *State of the Plate* conference

- Conducted job analyses and wrote job descriptions for Community Food Bank
- Conducted research and job evaluation for compensation system at Community Food Bank
- Participated in fundraising and food-sorts at Community Food Bank
- Conducted needs assessment for Fresno Community Food Bank

OTHER PROFESSIONAL EXPERIENCE

- Independent consulting, training, analytics, survey design and analysis.
- Human Resource Management employment experience: talent acquisition, compensation and benefits