

Bret L. Simmons, Ph.D.

Associate Professor of Management, 2006-present
College of Business Administration
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EDUCATION

Ph.D. BUSINESS ADMINISTRATION (MANAGEMENT)
Oklahoma State University, Stillwater, Oklahoma, 2000

MASTERS IN INTERNATIONAL MANAGEMENT
Whitworth College, Spokane, Washington, 1994

BS MANAGEMENT
Park College, Parkville, Missouri, 1992 (classes taken at Fairchild AFB, Washington)

A.A.S. - LOGISTICS
Community College of the Air Force, 1988

PUBLICATIONS

Lisa Haneberg (Ed.) ASTD Management Development Handbook: Innovation for Today's Manager, Alexandria, VA, American Society of Training and Development

Nelson, D.L., & Simmons, B.L. Health psychology and eustress. In J.C. Quick and L.E. Tetrick (Eds.) Handbook of Occupational Health Psychology, 2nd ed., Washington, DC, American Psychological Association. 2010.

Simmons, B.L., Gooty, J, Nelson, D.L., & Little, L.M. 2009. Secure attachments: Implications for trust, hope, burnout, and performance. Journal of Organizational Behavior, 30: 233-247.

Westerman, J. & Simmons, B.L. 2007. The effects of work environment on the personality-performance relationship: An exploratory study. Journal of Managerial Issues, 19: 288-305

Little, L.M, Simmons, B.L., and Nelson, D.L. 2007. Health among leaders: positive and negative affect, engagement and burnout, forgiveness and revenge. Journal of Management Studies. Special Issue Managerial Dimensions of Organizational Health: The Healthy Leader At Work. 44: 243-260.

Simmons, B.L. & Nelson, D.L. 2007. Eustress at work: Extending the holistic model of stress. In Nelson, D.L. & Cooper, C.L. Positive Organizational Behavior: Accentuating the Positive at Work, pp. 40-53. Sage Publishing

Nelson, D.L. & Simmons, B.L. 2005. Eustress and hope at work: Accentuating the positive. In A.M. Rossi, P. Perewé, and S. Sauter (Eds.). Stress and Quality of Working Life: Current Perspectives in Occupational Health, Greenwich, CT: Information Age Publishing.

Gooty, J, Nelson, D.L., & Simmons, B.L., In whom we trust: An attachment theory perspective and empirical evidence across two studies. Southern Management Association 2005 Proceedings.

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Hurrell, J.J., Jr., Nelson, D.L. & Simmons, B.L. 1998. Measuring job stressors & strains: Where we have been, where we are, and where we need to go. Journal of Occupational Health Psychology, 3: 368-389.

ACADEMIC PRESENTATIONS

McKee-
evaluations and engagement. Presented at the 2013 annual meeting of the Society for Industrial and Organizational Psychology in San Diego, Ca.

Week, J.L., Mcleod, A., Simkin, M.G., Simmons, B.L. Toward a Commitment Continuum. Presented at the 2010 Americas Conference On Information Systems in Lima, Peru. Also published in the conference proceedings.

Simmons, B.L. (symposium chair) Employee engagement: the links to performance across cultures and
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Basu, R., Kumar, M.S. & Simmons, B.L. An empirical examination of self-leadership and innovative behaviors in autonomous work teams. Paper presented at the 1997 National Academy of Management Meetings in Boston, MA.

Simmons, B.L. & White, M.A. Organizational intelligence: Moving from logic to wisdom. Paper presented at the 1996 National Academy of Management Meetings in Cincinnati, OH.

MEDIA COVERAGE

August 26, 2005.

ACADEMIC APPOINTMENTS

July 2006 – present, Assistant Professor of Management, University of Nevada Reno
August 2003 – June 2006, Assistant Professor of Management, North Dakota State University
July 2003, Visiting Summer Sessional Instructor, University of Manitoba
August 1999 – May 2003, Assistant Professor of Business Administration, University of Alaska Fairbanks
August 1995 – June 1999, Graduate Teaching Assistant, Oklahoma State University

TEACHING EXPERIENCE

Summer 2006 – present, University of Nevada Reno:

Organizational Behavior: Undergraduate level. Topics include individual differences, attitudes, attribution, values, ethics, performance management, stress, communication, groups and teams, leadership, power and politics, culture, conflict, and trust.

Advanced Organizational Behavior: Undergraduate level. An in depth study of followership and leadership.

Management and Organization Science: Graduate Level. Use of case analysis and experiential learning to consider the essentials of managing organizational behavior.

Seminar in Quantitative Methods: Undergraduate Level. Selected topics, readings, and discussion of current issues in the use of quantitative systems and techniques for making management decisions.

International Management: Undergraduate level. A comprehensive view of the principles, practices, and challenges of managing in the global environment.

Social Business and Personal Branding: Undergraduate and graduate level. Focus on the use of personal branding to enhance career or entrepreneurial success.

Fall 2003 – Summer 2006, North Dakota State University:

Organizational Behavior: Undergraduate level. See the description above

Advanced Organizational Behavior: Graduate level. Use of case analysis and experiential learning to consider the essentials of managing organizational behavior.

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Leadership in Organizations: Undergraduate level. A comprehensive view of the principles, practices, and challenges of contemporary leadership and followership
Understanding and Managing Diversity in Organizations

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McDonald's Corporation
Tulsa, Oklahoma, 1977-1987

PROFESSIONAL SERVICE

Editorial Board, 2000-present, Journal of Managerial Issues
Ad Hoc reviewer, 2006-present, Journal of Organizational Behavior
Ad Hoc reviewer, 2006-present, Journal of Management
Ad Hoc reviewer, 2005- present, Journal of Management Studies

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Inbound Marketing, Social Media Panel Discussion, UNR Campus, May 13, 2010

Leadership 2.0, Soroptimist International of Reno, May 12, 2010

Content and Inbound Marketing. Carson Valley Chamber of Commerce, April 22, 2010

Content and Inbound Marketing. Sparks Chamber of Commerce Luncheon, April 7, 2010

Personal Branding. UNR American Marketing Association. April 6, 2010.

Courageous Followership. Northern Nevada Software Developers, March 24, 2010

The Online Labyrinth. Social Media Panel Discussion on the UNR Campus, March 11, 2010.

Personal Branding. Presented to the Reno Century Rotary, February 2010

Social Media Discussion: David LaPlante, UNR Campus, January 5, 2010

Social Media Panel Discussion, UNR Campus, January 4, 2010

Social Media Strategy. Presented to the Sparks Chamber of Commerce Annual Board of Directors Retreat, January 2010.

Personal Branding. Presented to the Reno Central Rotary Club, December 2009

Personal Branding. Presented to Reno Rotaract Club, November 2009

Personal Branding. Presented to the Sparks Chamber of Commerce Annual Business Forum, October 2009

Leadership and Courageous Followership. Presented to the employees of Western Products, March 23, 2006.

How to Improve Your Business with Purpose. Presented at the 13th Annual Franchise Conference for US Seamless, Fargo, North Dakota, February 21, 2006.

Leadership Purpose. Presented to the North Dakota State University Bison Ambassador Executive Committee, November 20, 2005

Leadership and Courageous Followership. Presented to the North Dakota State University

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Courageous Followership and Servant Leadership. Presented to the Fargo-Moorhead Chamber of Commerce Youth Leadership Program, October 19 & 26, 2005

Leadership Purpose. Presented to the Fargo Rotary International Club, December 16, 2004.

Courageous Followership and Servant Leadership. Presented to the North Dakota State University Future Leaders Conference, November 20, 2004.

Results of Employee Performance and Health Survey: Presented to the employees of Bethany Homes, October 20, 2004.

Results of Employee Performance and Health Survey: Presented to the Board of Directors of Bethany Homes, October 5, 2004.

Servant Leadership, Credibility, and Trust

Fairbanks International Training and Communications. May 13, 2003

Geophysical Institute of the University of Alaska Fairbanks. April 18, 2003.

Associate Students of the University of Alaska Fairbanks leadership training. April 12, 2003.

Graduate College of the University of Alaska Fairbanks seminar series in leadership. November 14, 2002.

Management Theory. Certified Public Manager (CPM) program of the University of Alaska Fairbanks. February 14, 2003.

PROFESSIONAL AFFILIATIONS

Academy of Management

American Psychological Association

American Psychological Society

Society for Industrial and Organizational Psychology

British Academy of Management

Western Academy of Management

Southern Management Association

Institute for Operations Research and the Management Sciences

Academy for Health Services Research and Health Policy

International Stress Management Association USA Branch

PROFESSIONAL DEVELOPMENT

AFFILIATE SUMMIT. January 2010, Las Vegas, Nevada

FACULTY INTERNATIONAL DEVELOPMENT AWARD (FIDA)

July 2009, \$2000 grant to study Spanish language in Spain from the University Studies Abroad Consortium (USAC)

UNLEARNING RACISM SEMINAR BY LEE MUN WAH

North Dakota State University, October 2005

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LEVEL I ANTI-RACISM TRAINING

North Dakota State University, March 2004

THE ART AND CRAFT OF CASE WRITING

Harvard Business School, Boston, MA, April 5-7, 2002

CERTIFIED ONLINE INSTRUCTOR PROGRAM: HIGHER EDUCATION

Walden Institute, June 2001

THE ART AND CRAFT OF DISCUSSION LEADERSHIP

Harvard Business School, Boston, MA, March 16-17, 2001.

