

Chad T. Brinsfield

Associate Professor
University of St. Thomas
Management
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Education

Ph.D., The Ohio State University, 2009.
Labor & Human Resources

M.B.A., The Ohio State University, 1994.

B.B.A., Bluffton College, 1991.

Academic Experience

Associate Professor, University of St. Thomas. (September 2015 - Present).

Assistant Professor, University of St. Thomas. (September 2009 - August 2015).

Adjunct Faculty Instructor, Franklin University. (September 2007 - March 2009).

Instructor, Ohio State University. (September 2005 - December 2008).

Research Assistant, Ohio State University. (2003 - 2005).

Teaching Assistant, Ohio State University. (2003 - 2005).

Professional Experience

Founder and President, Pathfinder Distribution, Inc. (1996 - 2003).

Consultant, Guardian Automotive Production, Inc. (1996 - 1998).

General Manager, Guardian Automotive Production, Inc. (1993 - 1996).

Marketing & Operations Manager, Guardian Automotive Production, Inc. (1993).

Logistics Manager, Guardian Automotive Production, Inc. (1992 - 1993).

Systems Developer, Guardian Automotive Production, Inc. (1991 - 1992).

Department Supervisor, Guardian Automotive Production, Inc. (1990 - 1991).

Purchasing Agent & Inventory Control Manager, Milcor/Lima Register. (1986 - 1990).

TEACHING

Teaching Experience

University of St. Thomas, Opus College of Business

MGMT 305, Mgmt & Organizational Behavior

MGMT 600, Mgmt of Org Behavior

MGMT 603, Leading Self and Others

RESEARCH

Peer Reviewed Journal Articles

Lewicki, R. J., & Brinsfield, C. T. (2017). Trust Repair. *Annual Review of Organizational Psychology and Organizational Behavior*, 4, 13.1-13.27.

Duan, J., Bao, C., Huang, C., Brinsfield, C. T. (2017). Authoritarian leadership and employee silence in China: The effects of psychological safety, organization-based self-esteem, and power distance orientation. *Journal of Management and Organization*, 24, 62-80. doi.org/10.1017/jmo.2016.61

Klein, H. J., Brinsfield, C. T., Cooper, J. T., Molloy, J. C. (2017). Quondam commitments: An examination of commitments employees no longer have. *Academy of Management Discoveries*, 3, 331-357. doi: 10.5465/amd.2015.0073

Brinsfield, C. T. (2013). Employee silence motives: Investigation of dimensionality and development of measures. *Journal of Organizational Behavior*, 34, 671-697. 10.1002/job.1829

Klein, H. J., Molloy, J. C., Brinsfield, C. T. (2012). Reconceptualizing workplace commitment to redress a stretched construct: Revisiting assumptions and removing confounds. *Academy of Management Review*, 37, 130-151.

Books, Chapters and Monographs

Klein, H. K., Brinsfield, C. T. (2016). Affective consequences of commitment. In J. Meyer (Ed.), *Handbook of Employee Commitment*. Edward Elgar.

Lewicki, R. J., Brinsfield, C. T. (2015). Trust research: Measuring trust beliefs and behaviors. In F. Lyon, G. Möllering & M. N. K. Saunders (Eds.), *Handbook of Research Methods on Trust, 2nd ed* (2nd ed.). Northampton, MA: Edward Elgar.

Brinsfield, C. T. (2014). Employee voice and silence in Organizational Behavior. In A. Wilkinson, J. Donaghey, T. Dundon & R. Freeman (Eds.), *The Handbook of Research On Employee Voice: Participation and Involvement in the Workplace* (pp. 114-131). London: Edward Elgar.

Lewicki, R. J., & Brinsfield, C. T. (2011). Measuring trust beliefs and behaviors. In F. Lyon, G. Möllering & M. N. K. Saunders (Eds.). *Handbook of Research Methods on Trust*. Northampton, MA: Edward Elgar.

Lewicki, R. J., Brinsfield, C. T. (2010). Framing trust: Trust as a heuristic. In Donohue, W. A., Rogan, R. R., & Kaufman, S. (Ed.), *Framing Matters: Perspectives on Negotiation Research and Practice in Communication* (pp. 110-135). New York: Peter Lang Publishing.

Brinsfield, C. T., Edwards, M., Greenberg, J. (2009). Voice and silence in organizations: Historical review & current conceptualizations Ch. 1. In J. Greenberg & M. Edwards (Ed.), *Employee Voice and Silence in Organizations* (pp. 3-33). Bingley, UK: Emerald Group Publishing.

Lewicki, R., Brinsfield, C. T. (2009). Trust, distrust, and building social capital. In V. Bartkus & J. Davis (Ed.), *Social Capital: Reaching Out, Reaching In* (pp. 275-303). Cheltenham, UK: Edward Elgar.

Alge, B., Greenberg, J., Brinsfield, C. T. (2006). An identity based model of organizational monitoring: Integrating information privacy and organizational justice. In J.J. Martocchio (Ed.), *Research in Personnel & Human Resource Management - Vol 25* (pp. 71-135). San Diego, CA: Elsevier Ltd.

Presentations

Klein, H., Cooper, J., Brinsfield, C. T., "Advancing theory on workplace commitment: Catching up after the wave of methodological advances," Academy of Management Conference, Vancouver, British Columbia, Canada. (August 2015).

Klein, H., Cooper, J., Brinsfield, C. T., Molloy, J., "Revisiting the way employees experience commitment," Conference on Commitment, Columbus, Ohio. (November 2014).

Klein, H., Brinsfield, C. T., Cooper, J., Molloy, J., "Quondam commitments: An examination of commitments employees no longer have," AOM - Academy of Management, Philadelphia, Pennsylvania. (August 2014).

Brinsfield, C. T., "Employee silence and voice: Modeling the constructs, investigation of dimensionality, and development of measures," Academy of Management, Montreal, Canada. (August 2010).

Greenberg, J., Brinsfield, C. T., Edwards, M. S., "Silence as deviant work behavior: The peril of words unspoken," SIOP - Society for Industrial and Organizational Psychology, New York, New York. (April 2007).

Klein, H. J., Brinsfield, C. T., Molly, J. C., "Understanding commitments in workplace: Differing commitment from its antecedents, targets, rationales & consequences," Academy of Management, Atlanta, Georgia. (2006).

Klein, H. J., Brinsfield, C. T., Molloy, J. C., "The meaning of commitment: Similarities across constructs and barriers to integration," Conference on Commitment, Columbus, Ohio. (2005).

Other Non-Peer Reviewed Scholarly Work

Presentations

Brinsfield, C. T., Employee commitment in contemporary work settings. OCB Faculty Research Symposium, St. Paul, Minnesota. (March 2018).

Brinsfield, C. T., Employee Silence, Trust, and Workplace Commitments. OCB Faculty Research Symposium – Keynote Speaker, St. Paul, Minnesota. (April 2017).

Klein, Brinsfield, C. T., Cooper, Molloy, "Quondam commitments: An examination of commitments employees no longer have," OCB Faculty Research Symposium, Minneapolis, Minnesota. (April 2014).

Brinsfield, C. T., "Quondam commitments: An examination of commitments employees no longer have," Optum Health Annual Summit, Eden Prairie, Minnesota. (November 2013).

Brinsfield, C. T., "Employee silence motives: Investigation of dimensionality and development of measures," OCB Faculty Research Symposium, Minneapolis, Minnesota. (April 2013).

Media Contributions

Internet

Center for Ethical Business Cultures. (February 2012).

Newspaper

Mpls Star Tribune, Lifestyle Section. (May 2013).

Mpls Star Tribune, Outside Consultant. (December 2011).

Contracts, Grants, Sponsored Research, and Awards

Grants

Brinsfield, Chad T, Sponsored by OCB Summer Research Awards and Research Enhancement Course Releases. (2016 - 2017)

Brinsfield, Chad T, Sponsored by OCB Summer Research Awards and Research Enhancement Course Releases. (2015 - 2016)

Brinsfield, Chad T, Sponsored by UST Center for Faculty Development Research Grant. (2015 - 2016)

Brinsfield, Chad T, Sponsored by OCB Summer Research Awards and Research Enhancement Course Releases. (2014 - 2015)

Brinsfield, Chad T, Sponsored by UST Center for Faculty Development Research Grant. (2014 - 2015)

Brinsfield, Chad T, Sponsored by OCB Summer Research Grant. (2012)

Awards

Recipient of the 2015 Opus College of Business Susan E. Heckler Research Excellence Award.

Emerald Publishing Citation of Excellence for being one of the most highly cited and highly influential papers published in 2012 relating to the areas of Business Management, Finance, Accounting, Economics and Marketing.

SERVICE

Department Service

MGMT 600 Teaching Team Coordinator (2012 - Present).

MGMT Dept - Assurance of Learning Assessment (2012 - Present).

College Service

Research Committee. Committee Chair January 2018 to present. Member September 2017 to present.

Committee Chair, AOL Committee (September 2013 – September 2015).

Committee Member, Assurance of Learning Assessment for MBA-Fulltime (2011 - Present).

AOL Committee Liaison for MGMT Dept (2012 - 2013).

OCB Peer Review Teaching Evaluations (2009).

University Service

Committee Member, UST Committee for Teaching Evaluation (Fall 2016 to present).

Committee Member, UST Student Life Committee. (2011 - 2015).

Faculty Advisor, Student Affairs Committee of the Board of Trustees. (2012 - 2013).

Committee Member, UST Climate Survey Advisory Group. (2012 - 2013).

UST Phonathon. (2009).

Professional Service

Reviewer, Academy of Management Review (2017 – Present).

Reviewer, Journal Article, Journal of Business Ethics (2014 - Present).

Reviewer, Grant Proposal, Group and Organization Management (2013 - Present).

Reviewer, Journal Article, Journal of Management Inquiry (2011 - Present).

Reviewer, Journal Article, Personnel Review (2011 - Present).

Reviewer, Conference Paper, Academy of Management (2006 - Present).

Reviewer, Journal Article, Human Resource Management Review (2016).

Reviewer, Journal Article, International Journal of Human Resource Management (2016).

Reviewer, Journal Article, Journal of Managerial Psychology (2016).

Reviewer, Journal Article, Journal of Organizational Behavior (2016).

Professional Memberships

Academy of Management.