

## Brett H. Neely, Jr.

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### EDUCATION

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Ph.D.	The Pennsylvania State University - <i>University Park, PA</i>
M.S.	The Pennsylvania State University - <i>University Park, PA</i>
B.A.	University of California, Los Angeles - <i>Los Angeles, CA</i>

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### ACADEMIC EMPLOYMENT

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University of Nebraska-Lincoln, College of Business  
*Assistant Professor (2020–Present)*

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### JOURNAL PUBLICATIONS

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- Hunter, S.T., Lovelace, J.B, Neely, B.H., Allen, J., (in press). Multiple pathways to leadership: a revision and extension of the CIP leadership framework. *Organizational Psychology Review*
- Kundro, T. G., Neely, B. H., Jr., & Muir (Zapata), C. P. (2024). Supervisor integrity empowers employees to advocate for diversity in problematic climates. *Journal of Applied Psychology*, 109(5), 668–686. <https://doi.org/10.1037/apl0001127>
- Neely, B. H., Lovelace, J. B., Cowen, A. P., & Hiller, N. J. (2020). Metacritiques of upper echelons theory: Verdicts and recommendations for future research. *Journal of Management*, 46(6), 1029-1062. <https://doi.org/10.1177/0149206320908640>
- Lovelace, J.B, Neely, B.H., Allen, J., Hunter, S.T. (2019). Charismatic, Ideological, & Pragmatic (CIP) leadership: A critical review and agenda for future research. *The Leadership Quarterly*. <https://doi.org/10.1016/j.leaqua.2018.08.001>
- Follmer, K. B., Neely, B. H., Jones, K. S., & Hunter, S. T. (2018). To lead is to err: The mediating role of attribution in the relationship between leader error and leader ratings. *Journal of Leadership & Organizational Studies*, 26(1), 18-31. <https://doi.org/10.1177/1548051818767392>
- Joshi, A., Neely, B.H. (2018). A structural-emergence perspective on diversity in work groups. *Annual Review of Organizational Psychology and Organizational Behavior*. <https://doi.org/10.1146/annurev-orgpsych-041015-062421>
- Joshi, A., Neely, B.H., Emrich, C., Griffiths, D., George, G. (2015). Gender research in AMJ: An overview of five decades of empirical research and call for action. *Academy of Management Journal*, 58, 1459-1475. <https://doi.org/10.5465/amj.2015.4011>
- Neely, B.H. & Hunter, S.T. (2014). In a discussion on invisible disabilities, let us not lose sight of employees on the autism spectrum. *Industrial and Organizational Psychology*, 7, 274-277.

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### MANUSCRIPTS UNDER REVIEW

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- Crayne, M.P., Neely, B.H., Matyasovszkyc, G. Hunter, S.T [Endogeneity & Leadership]  
- 1<sup>st</sup> R&R at Journal of Leadership and Organizational Studies
- Sharma, P., Sturm, R., Neely, B.H., Tussing, D.V., Kirkman, B. [Masculinity in Organizations]  
- Under third round review at Human Relations
- Sayre, G., Chi, N.-W.-, Neely, B.H., Houston, L. [Pay Dispersion and Well-being]  
- Under first round review at Organizational Science
- Houston, L., Neely, B.H, Kundro, T. G. [Employment of the Formerly Incarcerated]  
- 1<sup>st</sup> R&R at Journal of Applied Psychology

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- Hendricks, J., Neely, B.H., Smith, T., Meng, X., [Workplace Gaslighting - Conceptual]  
- 1<sup>st</sup> R&R at Journal of Applied Psychology
- Neely, B.H., Eva, N., Madison, K., van Vugt, M. [Leader Facial Structure]  
- Under first round review at The Leadership Quarterly
- Hunter, S.T., Neely, Moeller, A., Welch, C. [Masculinity and Extremism]  
- Under first round review at American Psychologist
- Howard, M., Neely, B., Houston, L, Davis, M., Mitchell, J. [VR/MR training in Org. Science]  
- Under first round review at Academy of Management Annals

### **WORK IN PROGRESS**

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- Neely, B.H., McBride, A., Gooty, J., King, E. [Inclusive Leadership]
- Neely, B.H., Campbell, R., Harrison, J., Malhotra, S. [CEO Personality]
- Hanna, A., Neely, B.H., Kirkman, B., Smith, T. [Leader Emergence]
- Neely, B.H., Hendricks, J., Meng, X., Smith, T., Zheng, P. [Workplace Gaslighting - Empirical]
- Joshi, A.A., Misangyi, V.F., Rizzi, G.A. & Neely, B.H., [CEO Gender]
- Rocheville, K., Neely, B. [Psychological Safety and Well-being of Police]
- McBride, A., Neely, B.H., Woznyj, H., Rocheville, K. [Leadership Research Methods]

### **CONFERENCE PRESENTATIONS**

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- Hanna, A., Neely, B.H. (2024). Beyond Short-term Impressions: Construed Temporal Distance, Trustworthiness, and Leader Emergence. Paper presented at the 2024 Annual Meeting of the Academy of Management, Chicago, IL.
- Meng, X., Neely, B.H., Hendricks, J., Smith, T. (2024). The Dark Causes and Effects of Psychological Safety. Symposium presented at the 2024 Annual Meeting of the Academy of Management, Chicago, IL.
- Howard, M, Bodreaux, M, Cogswell, J., Neely, B.H. (2024) A Literature Review of Model Fit and Model Comparisons with Confirmatory Factor Analysis: Formalizing the Informal in Organizational Science. Poster presented at the 2024 Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Crayne, M.P., Neely, B.H., Hunter, S.T (2023) Leaders in the lab: A meta-analysis of leadership research generalizability and endogeneity risk. Submitted to the 2023 Annual Meeting of the Academy of Management. Symposium presented at the 2023 Annual Meeting of the Academy of Management, Boston, MA.  
*\*Paper published in the Proceedings of the 2023 Academy of Management Meeting*
- Neely, B.H., Landay, K., Meuser, J. (2022). Future Directions in Leadership: A Research Incubator with NLS Award Winners. Panel at the 2022 Annual Meeting of the Academy of Management, Seattle, WA.
- Sharma, P. N., Sturm, R. E., Tussing, D. V., Neely, B.H., & Kirkman, B. L. (2021). Gender backlash against men at work. Shifting Diversity Equity Inclusion (DEI) Paradigms for Workplaces conference, Krannert School of Management, Purdue University, West Lafayette, IN.
- Joshi, A., Misangyi, V. F., Rizzi, A., & Neely, B.H. (2019). The Manliness Advantage: A New Perspective on CEO Gender. Symposium presented at the 2019 Strategic Management Society Special Conference, Las Vegas, NV.
- Neely, B.H., Allen, J.B., Cushenbery, L., Gutworth, M., Hunter, S.T. (2019) Resolving the originality paradox via signaling theory: The role of "pitch" quality. Poster presented at the

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2019 Annual Meeting of the Society for Industrial and Organizational Psychology, Washington D.C.

- Neely, B.H., Lovelace, J.B., Kundra, T.G., England, S.R., Hunter, S.T. (2018) Playing Experience and NFL Head Coaching Success: An Action Learning Perspective. Poster presented at the 2018 Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Joshi, A., Misangyi, V., Neely, B.H., Rizzi, A. (2017). Rethinking ‘think manager think male’: does the masculinity of male CEOs predict CEO pay and firm performance? Symposium presented at the 2017 Annual Meeting of the Academy of Management, Atlanta, GA.  
*\*Paper published in the Proceedings of the 2018 Academy of Management Meeting*
- Neely, B.H., Hunter, S.T. (2017). To disclose or not to disclose: Investigating stereotypes of Autism. Poster presented at the 2017 Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Neely, B.H., Hunter, S.T. (2017). Advancing the CIP model of leadership: Research advancements and new directions. (Co-chair). Symposium presented at the 2017 Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, FL
- Shiverdecker, L., Neely, B.H. (2017). The 70s, 90s, and now: The use of regression-based coefficients across decades. Symposium presented at the 2017 Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Neely, B.H., Lovelace, J.B., Kundra, T.G., Hunter, S.T. (2016). Creative climate measurement: A multilevel scaling approach. Poster presented at the 2016 Annual Meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Neely, B.H., Eubanks, D., Hunter S.T. (2016). Who (or what) to blame: Subordinate attributions of leader errors. Poster presented at the 2016 Annual Meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Lovelace, J.B., Neely, B.H., Hunter, S.T. (2016). Advancing the CIP Model of Leadership: A Scale Development Effort. Poster presented at the 2016 Annual Meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

### **TEACHING & MENTORSHIP EXPERIENCE**

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#### **Courses Taught as Primary Instructor**

*University of Nebraska – Lincoln*

**Instructor Rating**

##### *Undergraduate Courses*

Organizational Behavior (F 2024 – 1 Section)	TBD
Organizational Behavior (SP 2023 – 1 Online Section)	4.69/5.00
Organizational Behavior (F 2023 – 2 Sections)	4.73/5.00
Organizational Behavior (SP 2023 – 1 Section)	4.76/5.00
Organizational Behavior (F 2022 – 2 Sections)	4.83/5.00
Organizational Behavior (SP 2022 – 1 Section)	4.71/5.00
Organizational Behavior (F 2021 – 2 Sections)	4.61/5.00
Organizational Behavior (SP 2021 – 1 Section)	4.67/5.00
Organizational Behavior (F 2020 – 2 Sections)	4.41/5.00

- *UNL required asynchronous delivery of in-person courses due to COVID-19*

##### *Graduate Courses*

Applied Organizational Behavior (F 2024 – Online MBA - 1Section)	TBD
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<i>Pennsylvania State University</i>	<b>Instructor Rating</b>
<i>Undergraduate Courses</i>	
Research Methods (SP 2020)	6.14/7.00
○ <i>PSU transitioned to fully remote learning mid-semester due to COVID-19</i>	
Intro. to Industrial-Organizational Psychology (F 2019)	6.50/7.00
Leadership in Work (Spring 2019)	7.00/7.00
Work Attitudes and Motivation (Fall 2018)	6.44/7.00
Intro. to Industrial-Organizational Psychology (Spring 2018)	6.75/7.00
Leadership in Work (Spring 2017)	6.40/7.00
Research Methods (Fall 2016)	6.80/7.00
Intro. to Psychology (Summer 2016)	6.76/7.00

## **Undergraduate Mentorship**

### *University of Nebraska – Lincoln*

- ♦ Carleigh Herman '28 – *First year research experience program*
- ♦ Baylee Christoffersen '24 – *Undergraduate honors program*
- ♦ Jaden Capaldi '21 – *Undergraduate honors program*

### *Pennsylvania State University*

- ♦ Taylor Buchness '19 - *Undergraduate honors thesis advisor*
- ♦ Samantha England '18 - *Undergraduate honors thesis advisor*
- ♦ Timothy Kundro '15 - *Undergraduate honors thesis advisor*

## **Developmental Training Completed**

### *University of Nebraska – Lincoln*

- ♦ *UNL Center for Transformative Teaching: Leveraging Student Feedback: The Power of Formative Surveys; Institute for Online Teaching Academy*
- ♦ *UNL CoB Teaching and Learning Center: Designing an Assignment with Best Learning Practices; Teaching Cases and Facilitating Discussion Online*
- ♦ *UNL CoB: Inclusive Teaching Certificate of Engagement, Diversity & Inclusion Ambassador Certificate Program, REACH Suicide Prevention Training, UndocuAlly Training*

### *Pennsylvania State University*

- ♦ *PSU World Campus: Online Course Design; Conducting Research with Online Students; Essentials of Online Teaching; Teamwork in Online Teaching and Learning; Supporting Accessibility for Online Learners; Teaching the Adult Learner; Serving the Military and Veteran Student; Teaching the International Student*
- ♦ *PSU Learning Network: Diversity, Inclusion, and Belonging; Fostering Mentoring Relationships; Teaching Synchronous Classes Online; Teaching with Technology; Utilizing Project-Based Learning*

## **AWARDS & FUNDING**

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2024	National Strategic Research Institute (NSRI), <i>Research Fellowship</i>
2024	Department of Homeland Security Center of Excellence Grant, <i>Research Consultant</i>

## Brett H. Neely, Jr.

- 2023/4 Distinguished Teaching Award – Nominee, *UNL College of Business*
- 2023 Academic Research and Development Grant, *NE Dept. of Economic Development*
- 2023 Scholarly Mentorship Award, Institute for the Study of Racial Justice, *Rutgers*
- 2023 Dean’s Office Faculty Research Funding Grant, *UNL College of Business*
- 2023 Teaching and Learning Center Course Review Grant, *UNL College of Business*
- 2022/3 Distinguished Teaching Award – Nominee, *UNL College of Business*
- 2022 External Mentorship Program Grant – *University of Nebraska – Lincoln, EVC Office*
- 2021/2 Distinguished Teaching Award – Nominee, *UNL College of Business*
- 2020 Harold F. Martin Outstanding Teaching Award, *PSU College of Liberal Arts*
- 2019 Outstanding Graduate Student Teaching Award, *PSU Department of Psychology*
- 2019 Superior Teaching and Research Award, *PSU College of Liberal Arts*
- 2017 Outstanding Graduate Student Teaching Award, *PSU Department of Psychology*
- 2016 I/O Psychology Program Organizational Citizenship Award
- 2014-16 Graddick-Weir Research Award, *PSU Department of Psychology*
- 2013 Yoder Distinguished Graduate Research Fellowship, *Pennsylvania State University*

### **PROFESSIONAL SERVICE**

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#### **Reviewing Experience:**

- ♦ *Academy of Management Journal*
- ♦ *Organizational Science*
- ♦ *Journal of Management*
- ♦ *Journal of Applied Psychology*
- ♦ *The Leadership Quarterly*
  - Guest Editor – Special Issue on Gender and Leadership
- ♦ *Long Range Planning*
- ♦ *Human Relations*
- ♦ *Journal of Organizational Behavior*
- ♦ *Journal of Management Studies*
- ♦ *Human Resource Management Journal*
- ♦ *Journal of Leadership and Organizational Studies*
- ♦ *National Science Foundation – Science of Organizations Program*
  - Grant proposal reviewer

#### **Professional Memberships and Service:**

- ♦ Academy of Management
  - *Network of Leadership Scholars – Awards Coordinator*
  - *Conference Reviewer*
- ♦ Strategic Management Society
- ♦ Society for Industrial and Organizational Psychology
  - *Membership Committee Member*
    - *Applications Subcommittee Co-Chair 2024-Present*
    - *Applications Subcommittee Member 2022-2024*

#### **Institutional Service:**

*University of Nebraska – Lincoln*

- ♦ UNL FYRE (First Year Research Experience) – *Student Mentor (2024)*

## **Brett H. Neely, Jr.**

- ♦ Department of Management – *Curriculum Committee - Member (2024-)*
- ♦ Department of Management – *Faculty Search Committee - Member (2024)*
- ♦ CoB Inclusive Business Leaders program – *Advisory Board Member (2022-)*
- ♦ CoB Dean’s Inclusive Excellence Advisory Board – *Member (2022-)*
- ♦ UCARE - *Selection Committee Member (2022)*
- ♦ Camp Kesem UNL - *Faculty Advisor (2021-Present)*
- ♦ Rotaract UNL - *Faculty Advisor (2021-2023)*
- ♦ Graduate Student Training Panel – *Speaker (2020)*
- ♦ Undergraduate Student Retention – *Outreach Caller (2020)*

### *Penn State University*

- ♦ Graduate Student Peer Mentorship Program – *Peer Mentor*
- ♦ Faculty Search Committee - *Member (2016)*
- ♦ Graduate Student Recruitment Committee - *Coordinator (2015)*

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### PROFESSIONAL REFERENCES

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**Samuel T. Hunter**

Professor of Psychology  
Department of Psychology  
The Pennsylvania State University  
[samhunter@psu.edu](mailto:samhunter@psu.edu)

**James M. LeBreton**

Professor of Psychology  
Department of Psychology  
The Pennsylvania State University  
[jml70@psu.edu](mailto:jml70@psu.edu)

**Aparna Joshi**

Arnold Family Professor of Management  
Smeal College of Business  
The Pennsylvania State University  
[aparnajo@psu.edu](mailto:aparnajo@psu.edu)

**Janaki Gooty**

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Department of Management  
University of North Carolina – Charlotte  
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