

Richard Gilson, Ph.D.

Dr. Rich Gilson joined the Department of Management in Fall 2001. He received his Ph.D. from the University of Nebraska-Lincoln in 2002, specializing in Organizational Behavior. He has a Master of Social Science degree in Human Resource Management from Utah State University and a Bachelor of Science degree in Political Science from Weber State University. Rich is currently teaching the *Behavior in Organizations* and *Human Resource Administration* courses.

His work experience includes work as a training facilitator, as a senior R&D chemical technician, and as an account manager. He has worked for several large organizations, notably Thiokol Corp. and Morton International. Prior to that, Rich served as an Army field artillery officer and attained the rank of Captain before transferring into the Inactive Reserve.

Rich has conducted and presented research in several areas including innovation in work teams, individual creativity, psychological engagement at work, and computer learning. He is also interested in workplace democracy, procedural justice, intrinsic motivation, and employee rights. His published research appears in the *Journal of Occupational and Organizational Psychology* and the *Journal of Educational Computing Research*.