

Clair A. Reynolds Kueny, Ph.D.

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Missouri University of Science & Technology	Rolla, MO
<i>Department Chair – Department of Psychological Science</i>	July, 2023 – Present
<i>Interim Department Chair – Department of Psychological Science</i>	July, 2022 – June, 2023
<i>Associate Professor – Department of Psychological Science</i>	September, 2022 – Present
<i>Associate Chair of Graduate Studies – Department of Psychological Science</i>	August, 2020 – Present
<i>Assistant Professor – Department of Psychological Science</i>	August, 2016 – August, 2022

Education

Saint Louis University Saint Louis, MO
MS/PhD Program in Industrial-Organizational Psychology

Doctor of Philosophy Degree (PhD) Graduated: July, 2016
Concentration in Quantitative Methods in Behavioral Science
Dissertation: Reactions to team-member initiative: Understanding within-team dynamics' influence on proactive behavior and member interactions.

Master of Science Degree (MS) Graduated: August, 2014
Thesis: When can proactive behavior be bad? The moderating effect of social skill on proactive behavior and stress, blame attributions, and perceptions of greed.

Truman State University Kirksville, MO
Bachelor of Science, Psychology Graduated: May 2012
Bachelor of Science, Political Science Summa Cum Laude
Minor in Statistical Methods

Peer-Reviewed Manuscripts, Book Chapters, etc.

1. **Reynolds Kueny, C.** (2024). Perspectives on applying organizational psychology to improve rural oncology care. *Medical Research Archives*, 12(6). <https://doi.org/10.18103/mra.v12i6.5452>
2. **Reynolds Kueny, C., ±Price, A., & Canfield, C.** (2024). Measure twice, change once: Using simulation to support change management in rural healthcare delivery. *Advances in Health Care Management*, vol. 22.
3. Cudney, E., **Reynolds Kueny, C.**, & Murray, S. (2023). Analyzing patient satisfaction in a rural would care center. *The TQM Journal*. doi: 10.1108/TQM-08-2022-0273

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4. ±Washburn, C., **Reynolds Kueny, C.**, & Murray, S. (2023). Establishing links between safety culture, climate, behaviors, and outcomes of long-haul truck drivers. *Journal of Safety Research*. <https://doi.org/10.1016/j.jsr.2023.04.004>
5. ±Majumdar, D., **Reynolds Kueny, C.**, & ±Anderson, M. (2022). Impact of merging into a comprehensive cancer center on healthcare teams and subsequent team-member and patient experiences. *JCO Oncology Practice*. <https://ascopubs.org/doi/abs/10.1200/OP.22.00280>
6. ±Price, A., Canfield, C., Hugo, G., Kavanaugh, J., Henke, L., Laugeman, E., Samson, P., **Kueny, C.**, & Cudney, E. (2022). Techno-economic feasibility analysis of a fully-mobile radiation oncology system using Monte Carlo simulation. *JCO Global Oncology*. doi: 10.1200/GO.21.00284
7. Shoss, M., & **Reynolds Kueny, C.** (2022). From speculation to substantiation: Empirically testing societal changes in impact of fit on job satisfaction from 1989, 1998, 2006, 2016. *Group & Organization Management*. <https://doi.org/10.1177/10596011211058545>

Articles after this point were pre-tenure

8. ±Washburn, C., Murray, S., & **Kueny, C.** (2021). Early outcomes of ELD system in the trucking industry. *Professional Safety*.
9. **Reynolds Kueny, C.**, & Shoss, M. K. (2021). Sensemaking and negative emotion-sharing: Perceived listener reactions as interpersonal cues driving workplace outcomes. *Journal of Business and Psychology*, 36, 461-478. <https://doi.org/10.1007/s10869-020-09686-4>
10. Baker, D., Burns, D., & **Reynolds Kueny, C.** (2020). Just sit back and watch: Large disparities between video and face-to-face interview observers in applicant ratings. *International Journal of Human-Computer Interaction*. <https://doi.org/10.1080/10447318.2020.1805874>
11. **Reynolds Kueny, C.**, ±Francka, E., Shoss, M., Headrick, L., Erb, K. (2020). Ripple effects of supervisor organization-directed counterproductive work behavior: Using Affective Events Theory to predict subordinates' decisions to enact CWB. *Human Performance*. <https://doi.org/10.1080/08959285.2020.1791871>
12. **Reynolds Kueny, C.**, ±Majumdar, D., & Spencer, C. (2020). A qualitative assessment of the impact of the rural setting on healthcare professionals' work experiences. *Occupational Health Science*, 4, 375-399. <https://doi.org/10.1007/s41542-020-00061-6>

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13. Shoss, M.,* **Reynolds Kueny, C.,*** & Jundt, D. (2020). The benefits of individual proactive and adaptive performance: An organizational learning perspective. In R. Burke & S. Pignata (Eds.) *Handbook of Research on Stress and Well-being in the Public Sector*. Edward Elgar Publishing.
*Authors contributed equally and share first authorship.
14. **Reynolds Kueny, C.,** Jundt, D. K., & Shoss, M. K. (2019). Initiative in a social context: Interpersonal outcomes of individual interdependent proactive behavior. *European Journal of Work and Organizational Psychology, 28*, 669-681.
<https://doi.org/10.1080/1359432X.2019.1634054>
15. Sanner-Stiehr, E., & **Reynolds Kueny, C.** (2017). From the top-down: Transformational leadership considerations for health care organizations. *Journal of Hospital Administration, 6*(4). E-version.
<https://doi.org/10.5430/jha.v6n4p1>
16. **Reynolds Kueny, C.,** Toomey, E., Hinyard, L., & Pole, D. (2017). Uniting Saint Louis University's interprofessional education program with organizational learning: A theory-based model to guide IP education and practice. *Journal of Interprofessional Education & Practice, 6*.
17. Rupperecht, E.*, **Reynolds Kueny, C.*** Shoss, M., & Metzger, A. (2016). Getting what you want: How fit between desired and received leader sensitivity influences emotion and CWB. *Journal of Occupational Health Psychology, 21*(4), 443-454.
*Authors contributed equally and share first authorship.
18. Hinyard, L., **Reynolds, C.,** & Toomey, E. (2016). Teaching health outcomes research from an interprofessional perspective. *Journal of Interprofessional Education & Practice, 4*, 29-32.
19. Shoss, M.K., Jundt, D.K., Maurer, A.H., & **Reynolds, C.A.** (2016). Doing bad to feel better? An investigation of between- and within-person perceptions of CWB as a coping tactic. *Journal of Business Ethics, 137*, 571-587.
20. **Reynolds, C.A.,** Shoss, M.K., & Jundt, D.K. (2015). In the eye of the beholder: A multi-stakeholder perspective of organizational citizenship and counterproductive work behaviors. *Human Resource Management Review, 25*, 80-93.

Other Peer-Reviewed Publications (includes conference proceedings and commentaries)

1. Allada, V., & **Reynolds Kueny, C.** (2022). Community-focused senior design practicum projects. *American Society for Engineering Education Annual Conference*, paper ID #38078.

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2. Logan, K., **Reynolds Kueny, C.**, LeNoble, C., Sanchez, D., & Whinghter, J. (2022). What does online I-O education really need? Perspectives of online program affiliates. *Industrial and Organizational Psychology*, 15, 181-185. <https://doi.org/10.1017/iop.2022.4>
3. ±Price, A., Canfield, C., Hugo, G., Kavanaugh, J., Henke, L., Laugeman, E., Samson, P., **Kueny, C.**, & Cudney, E. (2021) Techno-economic Feasibility Analysis of a Fully-Mobile Radiation Oncology System using Monte Carlo Simulation. *Journal of Radiation Oncology, Biology, Physics* (abstract published from American Society for Radiation Oncology, 9% acceptance rate)
 - a. Highlighted in session for top-rated abstracts
4. Cudney, E., Murray, S., & **Reynolds Kueny, C.** (2021). Determining patient satisfaction indicators in a rural wound care center. *International Conference on Applied Human Factors & Ergonomics Conference Proceedings: Advances in Human Factors and Ergonomics in Healthcare and Medical Devices* (pp. 499-506). https://doi.org/10.1007/978-3-030-80744-3_62
 - a. Received AHFE 2021 Best Paper Award for Healthcare for the Aging & Special Needs
5. Northcut, K., Krolikowski, A., **Kueny, C.**, Yang, K., & Glaser, R. E. (2020). Transnational science publication ethics training using scenarios. *ProComm IEEE Conference Proceedings*.

± Indicates Missouri S&T student at time work was completed

**Additional research projects currently in the design and/or data collection phases are not listed.

Research Featured in Media

Understanding COVID-19 healthcare delivery in rural healthcare:

- <https://www.apa.org/members/content/rural-health-care-covid-19>

Ratings & virtual interviews

- <https://news.mst.edu/2020/09/researchers-say-job-candidates-are-rated-lower-in-virtual-interviews/>
- <https://www.missourinet.com/2020/09/08/missouri-study-finds-job-candidates-are-rated-lower-in-virtual-interviews/>
- <https://cacm.acm.org/careers/247187-job-candidates-are-rated-lower-in-virtual-interviews-researchers-say/fulltext>
- <https://www.ozarksfirst.com/top-stories/missouri-professors-are-researching-how-employers-see-candidates-through-virtual-interviews/>
- <https://suchscience.org/new-study-shows-an-online-job-interview-probably-hurts-your-chances/>

Preparing to go back to work post-COVID-19:

- <https://www.linkedin.com/pulse/how-mentally-prepare-head-back-office-andrew-seaman/>

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- <https://www.commercialcafe.com/blog/mental-health-experts-discuss-anxiety-of-returning-to-workplaces/>

R-NetWORC

- <https://news.mst.edu/2023/04/st-researchers-assist-area-employers-with-strategies-to-combat-opioid-use-disorder/>
- https://www.phelpscountyfocus.com/school/article_5f1b1fbc-e098-11ed-984c-1bea66c48ee5.html
- <https://www.issup.net/node/23128>
- https://www.columbiamissourian.com/news/state_news/workplace-support-plays-a-critical-role-in-managing-the-opioid-crisis/article_0c6383ba-1511-11ee-a1c1-7743f660e7e5.html
- <https://www.missourienterprise.org/r-networc-workshop-for-community-leaders/>
- <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/7718/Members-in-the-Media>

Mobile Radiation Oncology

- <https://news.mst.edu/2023/03/bringing-crucial-cancer-treatments-to-rural-communities/>
- <https://www.stlpr.org/health-science-environment/2023-03-20/missouri-s-t-researchers-want-to-bring-mobile-cancer-treatment-to-rural-roads>
- https://www.phelpscountyfocus.com/the_focus_insider/article_93626a46-c1e9-11ed-bb81-0fcb2d29c6fa.html

Peer-Reviewed Presentations

Sessions Chaired

1. **Reynolds Kueny, C. (Chair)**, ±Alvarado, J. (Panelist), Logan, K. (Panelist), Prete, D. (Panelist), & Whinghter, J (Panelist). (2022). *Going the distance: How can we better support I-O online programs and learners?* [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States
2. **Reynolds Kueny, C.** (2021). Chair: *Managing in times of uncertainty: COVID-19 impacts on work, research incubator*. [Panelists: M. Clark, M. DiStaso, K. Horan, & C. Neill.] Alternative session presented at the 36th annual conference of the Society for Industrial & Organizational Psychology, New Orleans, LA, virtual.
3. Ahmad, A. & **Reynolds Kueny, C.** (2021). Co-Chairs: *One size does not fit all: I-O education across modalities*. [Panelists: A. Ahmad, M. Barnes, E. Florian, T. Huelsman, C. Reynolds Kueny, L. Pawlik, G. Pool, & C. Shahani-Denning.] Panel presented at the 36th annual conference of the Society for Industrial & Organizational Psychology, New Orleans, LA, virtual.

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4. **Reynolds Kueny, C.** (2020). Chair: *Driving interdisciplinary science: Psychologists' involvement in interdisciplinary research & practice*. Invited Presidential Programming Panel presented at the virtual 128th annual convention for the American Psychological Association
5. **Reynolds Kueny, C.** (2018). Chair: *Leaderships' influence on CWBs: How leaders hurt and help CWBs in organizations*. Symposium presented at the 33rd annual conference of the Society for Industrial & Organizational Psychology, Chicago, IL.
6. **Reynolds Kueny, C.** (2018). Chair: *Perspectives on employee motivation*. Symposium presented at the 126th annual convention for the American Psychological Association, San Francisco, CA.
7. **Reynolds Kueny, C.** (2017). Chair: *Understanding consequences of proactive behavior*. Symposium presented at the 32nd annual conference of the Society for Industrial & Organizational Psychology, Orlando, FL.
8. **Reynolds Kueny, C.** (2017). Chair: *Individual differences – Measurement and impact*. Symposium presented at the 125th annual convention for the American Psychological Association, Washington D. C.

Oral Presentations

9. **Kueny, C.** (2024). *Applying organizational theories to build a resilient network of workforce and opioid-focused rural community organizations (R-NetWORC)*. Presented at the Engagement Scholarship Consortium Conference, Portland, OR.
10. Keim, A. C. (Chair), Burch, K. A. (Panelist), Earnest, D. R. (Panelist), Gonzalez-Morales, M. G. (Panelist), Nixon, A. E. (Panelist), **Reynolds Kueny, C. A.** (Panelist), & Sanders, A. M. F. (Panelist). (2024). *Practical tips for implementing engaging learning activities in I-O education*. [Panel]. Presented at the Society for Industrial-Organizational Psychology Annual Conference, Chicago, IL.
11. McCauley, R. (Chair), Ahmad, A. S. (Co-Chair), Cheung, H. K. (Panelist), Fletcher, K. A. (Panelist), Hideg, I. (Panelist), Offermann, L. (Panelist), **Reynolds Kueny, C. A.** (Panelist), Hatif, H. (Author). (2024). *Caring for caregivers: Experiences and solutions to support caregivers in Academia*. [Panel]. Presented at the Society for Industrial-Organizational Psychology Annual Conference, Chicago, IL.
12. **Reynolds Kueny, C. A.** (Panelist), Park, L. (Panelist), Steelman, K. (Panelist). (2024). *So you want to be a department chair*. [Professional Development Session]. Presented at the Midwestern Psychology Association Annual Conference, Chicago, IL.

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13. Bartels, L. (Chair), Daus, C. S. (Panelist), Huelsman, T. (Panelist), **Reynolds Kueny, C.** (Panelist), Sachau, D. (Panelist), & Sanders, A. M. F. (Panelist). (2023). *Strategies for dealing with challenges facing I/O Master's programs* [Panel]. Presented at the Society for Industrial-Organizational Psychology Annual Conference, Boston, MA.
14. ±Price, A., Canfield, C., Hugo, G., **Reynolds-Kueny, C.**, & Cudney, E. (2022). *Techno-economic Feasibility Analysis of a Fully-Mobile Radiation Oncology System using Monte Carlo Simulation*. Institute of Industrial & Systems Engineers, Annual Conference, Seattle, WA.
15. Sanders, A. M. F. (Co-Chair), Huelsman, T. (Co-Chair), Pool, G. J. (Co-Chair), Iverson, N., **Reynolds Kueny, C.**, Scuderi, N., Shahani-Denning, C. (2022). *If the Shoe Fits: Empowering Students to Strategically Select an I-O Graduate Program* [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
16. Schantz, A. (Co-Chair), Harris, S. (Co-Chair), Andrews, T. (Panelist), Barnes, M. (Panelist), Burton, C. (Panelist), Camp, K. (Panelist), Compere, M. (Panelist), Fernandes, E. (Panelist), Glazer, S. (Panelist), ±Kickbusch, A. (Panelist), McCarthy, P. (Panelist), **Reynolds Kueny, C.** (Panelist), Rowley, S. (Panelist), Salley, T. (Panelist), Schirripa, G. (Panelist), Shahani-Denning, C. (Panelist), & Woods, D. (Panelist). (2022, April 27-30). *Experiential learning in graduate programs: A 360-Degree SME perspective* [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
17. **Reynolds Kueny, C.** (2021). What's really best in extreme uncertainty: Proactivity, adaptivity, or proficiency? In C. Reynolds Kueny (Chair) *Managing in times of uncertainty: COVID-19 impacts on work, research incubator*. Alternative session accepted for the 36th annual conference of the Society for Industrial & Organizational Psychology, New Orleans, LA, virtual.
18. **Reynolds Kueny, C.**, & ±Neill, C. (2021). An inductive understanding of rural healthcare organization pandemic strategies. In C. Reynolds Kueny (Chair) *Managing in times of uncertainty: COVID-19 impacts on work, research incubator*. Alternative session accepted for the 36th annual conference of the Society for Industrial & Organizational Psychology, New Orleans, LA, virtual.
19. **Kueny, C.**, Shoss, M., & Jundt, D. (2021). Blind with rage: Anger, anticipated outcomes, and actual outcomes of CWB. In J. B. Evans & M. Ganster (Co-Chairs), *Does breaking bad hurt? Intrapersonal consequences of CWB*. Symposium presented at the 36th annual conference of Society for Industrial & Organizational Psychology, New Orleans, LA, virtual.
20. **Reynolds Kueny, C.** (2020). *Finding a steady state: Developing the first graduate degree program in a previously traditional undergraduate-focused psychology department*. Participant Idea Exchange presented at the 42nd Annual National Institute for Teaching of Psychology, St. Pete Beach, FL.

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21. **Reynolds Kueny, C., & Shoss, M.** (2019). The changing importance of intrinsically motivating work: 1989-2016. In B. J. Hoffman (Chair), *Changing nature of work: Implications for organizations*. Symposium presented at the 34th annual conference of Society for Industrial & Organizational Psychology, Washington, D.C.
22. ±De Santi, A., **Reynolds Kueny, C., & ±Majumdar, D.** (2018). Using AET to explain employee reactions to and ripple effects of Supervisor CWB-O. In C. Reynolds Kueny (Chair), *Leaderships' influence on CWBs: How leaders hurt and help CWBs in organizations*. Symposium presented at the 33rd annual conference of the Society for Industrial & Organizational Psychology, Chicago, IL.
23. **Reynolds Kueny, C. A., & Jundt, D.** (2017). Reactions to team-member proactive behavior: Influence of the team-context. In C. Reynolds Kueny (Chair), *Understanding consequences of proactive behavior*. Symposium presented at the 32nd annual conference of the Society for Industrial & Organizational Psychology, Orlando, FL.
24. **Reynolds Kueny, C., & Shoss, M. K.** (2016). The importance of meaningful work: Then and now. In L. A. Wegman & B. J. Hoffman (Co-Chairs), *The changing nature of work: Evidence and implications*. Symposium presented at the 31st annual conference of the Society for Industrial & Organizational Psychology, Anaheim, CA.
25. Shoss, M., Jundt, D., **Reynolds, C., & Kobler, A.** (2015). *Push and pull: In-situ beliefs that motivate and deter CWB in response to injustice*. Paper presented at the 75th annual meeting of the Academy of Management, Vancouver, BC, Canada.
26. Hinyard, L., & **Reynolds, C.** (2015). *Incorporating health outcomes research into interprofessional education (IPE)*. Paper presented at the 2015 WFATT World Congress, Saint Louis, MO.
27. Shoss, M., **Reynolds, C., Robertson, M., & Van Groningen, A.** (2014) *Tell me about it: The development of a behavioral measure of received social support (RSS) at work*. Paper presented at the 2014 Southern Management Association Meeting, Savannah, GA.
28. **Reynolds, C., Shoss, M., & Jundt, D.** (2014). In the eye of the beholder: A multi-stakeholder perspective of discretionary work behaviors. In J. E. Keeney (Chair) *Drivers and outcomes of volitional behavior: The power of perception*. Symposium presented at the 74th annual meeting of the Academy of Management, Philadelphia, PA.
29. Shoss, M., **Reynolds, C., Jundt, D., & Kobler, A.** (2014). Deterring CWB: A qualitative investigation based on the Theory of Planned Behavior. In A. K. Khan (Chair) *Environmental*

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Influences on Negative Workplace Behavior. Symposium presented at the 74th annual meeting of the Academy of Management, Philadelphia, PA.

30. **Reynolds, C.**, Shoss, M., Robertson, M., & Van Groningen, A. (2014). An examination of social support desired and received at work. In C. Hartnell, & W. Goo (Co-Chairs), *Investigating the effects of person-environment fit across varying contexts*. Symposium presented at the 29th annual conference of the Society for Industrial & Organizational Psychology, Honolulu, HI.
31. Shoss, M., Jundt, D., Maurer, A., Robertson, M., & **Reynolds, C.** (2013). Doing bad to feel better: A coping strategy selection approach to counterproductive work behaviors. In M.K. Shoss (Chair), *Understanding motives for counterproductive work behaviors*. Symposium presented at the 73rd annual meeting of the Academy of Management, Lake Buena Vista, FL.
32. L'Hommedieu, J., Jundt, D., **Reynolds, C.**, & Chushak-Polevska, M. (2013). *Mastery goal orientation and controllability attribution effects on adaptive performance*. Paper presented at the 28th annual conference of the Society for Industrial & Organizational Psychology, Houston, TX.

Poster Presentations

33. ±Neill, C., & **Reynolds Kueny, C.** (2022). *Uniting universal healthcare concepts to create a patient experience climcult model*. Poster presented at the 37th Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.
34. Burns, D., Baker, D., & **Reynolds Kueny, C.** (2020). *Experimental examination of gender and racial disparities in job interviews*. Poster accepted at the Society for the Psychological Study of Social Issues Conference, Denver, CO.
35. ±Majumdar, D., **Reynolds Kueny, C.**, & ±Scheiffle. (2020). *Impact of proactive behavior on communication, trust, and cohesion within teams*. Poster accepted at the 35th annual conference of the Society for Industrial & Organizational Psychology, Austin, TX.
36. ±Anderson, M., ±Majumdar, D., & **Reynolds Kueny C.** (2020). *Impact of merging into a comprehensive healthcare center on employees and patients*. Poster accepted at the 35th annual conference of the Society for Industrial & Organizational Psychology, Austin, TX.
37. ±Majumdar, D., & **Reynolds Kueny, C.** (2020). *Intensity, attention, or arousal? Communion striving dimensions predicting OCB and CWB*. Poster accepted at the 35th annual conference of the Society for Industrial & Organizational Psychology, Austin, TX.

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38. ±Majumdar, D., **Reynolds Kueny, C.**, & Nathainail, S. (2019). *Development of a comprehensive cancer center: An assessment of its merger process*. Poster presented at the 127th annual convention for the American Psychological Association, Chicago, IL.
39. Burns, D., Baker, D., **Reynolds Kueny, C.**, & ±Jordan, M. (2019). *The effects of video interviews on perceptions of applicant quality*. Poster presented at the annual Cognitive Science convention, Montreal, Quebec, Canada.
40. **Reynolds Kueny, C.**, ±Majumdar, D., & Nathainail, S. (2019). *Challenges and benefits for healthcare professionals providing rural cancer care*. Poster presented at the 34th annual conference of the Society for Industrial & Organizational Psychology, Washington, D.C.
41. ±Castellano, E., ±De Santi, A., & **Reynolds Kueny, C. A.** (2017). *Reactions to supervisor counterproductive work behaviors*. Poster presented at the 89th annual meeting of the Midwestern Psychological Association, Chicago, IL.
42. **Reynolds Kueny, C. A.**, Shoss, M. K., & Robertson, M. (2017). *Tending and befriending through emotion sharing: Increasing affiliation at work*. Poster presented at the 32nd annual conference of the Society for Industrial & Organizational Psychology, Orlando, FL.
43. **Reynolds Kueny, C.**, Shoss, M. K., Robertson, M., & Van Groningen, A. (2016). *Understanding what “feeling supported” means by assessing supportive coworker behaviors*. Poster presented at the 31st annual conference of the Society for Industrial & Organizational Psychology, Anaheim, CA.
44. **Reynolds Kueny, C.**, Erb, K., Shoss, M. K., & Headrick, L. (2016). *Counterproductive work behavior’s slippery slope: Subordinate’s reactions to supervisor CWB-O*. Poster presented at the 31st annual conference of the Society for Industrial & Organizational Psychology, Anaheim, CA.
45. **Reynolds, C.**, Pole, D., & Hinyard, L. (2015). *Uniting Saint Louis University’s interprofessional education program with organizational learning: A theory-based model to IP education and practice*. Poster presented at the 5th annual conference of Collaborating Across Borders, Roanoke, VA.
46. Howell, T., Breitbach, A., **Reynolds, C.**, Pole, D. (2015). *Interprofessional education (IPE) and athletic training in a clinical setting: Piloting a methodology*. Poster presented at the 2015 WFATT World Congress, Saint Louis, MO.
47. **Reynolds, C.**, Headrick, L., Robertson, M., & Shoss, M. (2014). *The interpersonal exchange between venters and their listeners*. Poster presented at the 2014 Annual Meeting of the Midwestern Psychological Association, Chicago, IL.

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48. Headrick, L., **Reynolds, C.**, Robertson, M., & Shoss, M. (2014). *Vent to belong: The perceived value of venting*. Poster presented at the 2014 Annual Meeting of the Midwestern Psychological Association, Chicago, IL
49. **Reynolds, C.A.**, Foster, G.C., Schwend, J., & Heckert T. M. (2012). *Relationship between seniority, organizational rank and willingness to forgive: An expanded study*. Poster presented at the 24th annual convention of the Association for Psychological Science, Chicago, IL.

Additional Presentations

1. ±Majumdar, D., **Reynolds Kueny C.**, & Nathainail, S. (2019). *Development of a comprehensive cancer center: An assessment of its merger process*. Poster presented at the 2019 Ozark Biomedical Initiative Research Symposium, Rolla, MO.
2. **Reynolds Kueny, C.** (2019). *Assessment and technology in a newly-designed online graduate course: Technology as an assessment tool and technology as the content of assessment*. Learning Stack Session presented at the 2019 Teaching and Learning Technology Conference, Missouri University of Science & Technology, Rolla, MO.
3. **Reynolds-Kueny, C.**, ±Majumdar, D., Nathainail, S., & Spencer, C. (2018). *Modeling cancer care provision in a rural setting: A case study*. Poster presented at the 2018 Ozark Biomedical Initiative Research Symposium, Rolla, MO.
4. ±Majumdar, D., Nathainail, S., **Reynolds-Kueny, C.**, & Spencer, C. (2018). *Modeling cancer care provision in a rural setting: A case study*. Poster presented at the 1st Biomedical Humanities Symposium of The Center for Science, Technology, and Society and the Center for Biomedical Research at Missouri University of Science & Technology, Rolla, MO.

± Indicates Missouri S&T student at time work was completed

Additional Research Experience

Research interests: Employee discretionary work behaviors, interdependencies among and multiple perspectives of behaviors in the workplace, social support, and occupational health theory; Applying organizational psychology theories & practices to healthcare organizations & healthcare professionals

Grants Awarded

- 1) *2018 Summer eFellows Course Development Program* – College of Arts, Sciences, and Business, Missouri University of Science & Technology. Funded April, 2017
\$5000 Awarded – PI (Instructional Designer: Barbara Wilkins)

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- 2) *Development of Team Processes and Emergent States – Revised*. University of Missouri Research Board. Funded January, 2018
\$20,600 Awarded – Sole PI
- 3) *Pilot Testing the Impact of Schwartz Rounds on Reducing Healthcare Professional Compassion Fatigue*. Ozark Biomedical Initiative. Funded April, 2019
\$12,479 Awarded – PI (Co-PI Jeremy Stinson [Phelps Health])
- 4) *Comparing the Utility and Bias of Interview Modalities: In-person, Video, and Phone*. Center for Science, Technology, and Society Seed Funding, Missouri University of Science & Technology. Funded June, 2019.
\$6,500 Awarded – Baker, D. (Co-PI), Burns, D. (Co-PI), & Reynolds Kueny, C (Co-PI).
- 5) *Impact of Coordinated Community Partnerships and Interdisciplinary Curriculum using Experiential Learning*. Educational Research Grant, Center for Advancing Faculty Excellence, Missouri University of Science & Technology. Funded June, 2020.
\$4,500 Awarded – PI (Co-PI Beth Cudney – replaced with Venkat Allada)
- 6) *COVID-19's impact on rural healthcare workers – Measuring burnout, well-being, and organizational strategies as the pandemic progresses*. John W. Claypool Fund for Medical Research. Awarded November, 2020.
\$1000 Awarded Student PI – Claire Neill, Faculty Advisor – Kueny, C.
- 7) *Increasing rural access to care with mobile radiation oncology*. Ignition Grant Initiative (IGI) Spring 2022, Missouri University of Science & Technology. Funded May 2022
\$25,000 Awarded – Canfield, C (PI) & Reynolds Kueny, C. (Co-PI)
- 7) *Increasing rural access to care with mobile radiation oncology*. Center for Science, Technology, & Society Seed Funding, Missouri University of Science & Technology. Funded June 2022. **\$8400 Awarded – Canfield, C (PI) & Reynolds Kueny, C. (Co-PI)**
- 9) *Building a Resilient Network of Workforce-Opioid Rural Community-organizations (R-NetWORC)*. Office of the Vice Chancellor for Research and Innovation Ignition Grant Initiative Fall 2022 Cycle, Missouri University of Science & Technology. Funded November 2022.
\$35,000 Awarded – PI (Co-PI Venkat Allada, Engineering Management & Systems Engineering)
- 10) *Improving rural healthcare delivery*. First Year Research Experience, Spring 2022, College of Arts, Sciences, & Business. Funded February 2022.
\$500 Awarded Student PI – Jadeyn Metcalf, Faculty Advisor – Kueny, C.

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11) *Improving rural healthcare delivery*. Opportunities for Undergraduate Research Experiences, Spring 2023, College of Arts, Sciences, & Business.

\$1000 Awarded Student PI – Jadeyn Metcalf, **Faculty Advisor – Kueny, C.**

12) *Creating a destination of choice by interrupting bias in annual faculty reviews & evaluations*. NSF ADVANCE Faculty Fellow, 2023-2024 cohort, Missouri University of Science & Technology. Funded July 2023.

\$15,417 Awarded – Sole PI

13) *Creating a destination of choice by interrupting bias in annual faculty reviews & evaluations*. First Year Research Experience, Spring 2024, College of Arts, Sciences, & Education. Funded February 2024.

\$500 Awarded Student PI – Celia Freed, **Faculty Advisor – Kueny, C.**

Research Assistant

Saint Louis University

Sept. 2014 – July 2015

Center for Interprofessional Education and Research

- Collaborated with Directors on assessing and reviewing effective teaching strategies
- Assisted with data collection and led (quantitative and qualitative) data analyses surrounding the assessments of attitudes and beliefs of interprofessional education in a health care setting
- Contributed to program development, including developing program long and short-term objectives
- Served as a consultant for survey development and study designs for other faculty

Teaching Experience

Teaching interests: Industrial/Organizational psychology, Employee attitudes & behaviors, Occupational health psychology, Organizational change and learning, Individual differences, Training & Development, Psychometrics

Missouri University of Science & Technology Courses Taught

Undergraduate Courses:

Psych 1100: Introduction to Psychology (Fall 2023)

*Psych 4500: Personality Theory (Spring 2018, 2020, 2022, 2023)

Psych 4602: Organizational Psychology (Spring 2017, 2021)

Psych 4700: Industrial Psychology (Fall 2017)

Graduate Courses:

Psych 5000 6A: Personnel Selection (Fall 2016)

Psych 5000 6B: Graduate Statistics (co-taught with Drs. Burns and Murray; Fall 2016)

*Psych 5000 603: Patient Experience Culture in Healthcare Organizations (Fall 2019, Spring 2020)

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±*Psych 5010/5020: Introduction to Industrial/Organizational Psychology (Fall 2016, 2017, 2018, 2019, 2020)

±*Psych 5012: Ethics & Professional Responsibility (1 credit; Spring 2018, 2020, 2023, 2024)

±*Psych 5602 (OLD): Organizational Processes & Research (Spring 2017)

^*Psych 5602 (NEW): Organizational Change & Development (Summer 2018, 2019, 2020, 2021, 2022)

±*Psych 5700: Advanced Industrial Psychology (Fall 2016, 2017)

±*Psych 6602 (OLD): Employee Affect & Behavior (Fall 2018, 2019, 2020, 2021, 2022)

±Psych 6602 (NEW): Organizational Development & Employee Perspectives (Fall 2023, 2024)

*Courses involved brand new course designs. These courses had not been taught before and/or there were no supporting materials from other faculty to assist with development of the course.

±Courses have an on-campus/traditional classroom section as well as a distance education/online synchronous section

^Course is an asynchronous online course (offered during the summer)

Undergraduate and Graduate Research Credit

Michelle Scheiffle – Psych 4099 Undergraduate Research (*Development of Team Processes and Emergent States*): Fall 2017, Spring 2018

Debarati Majumdar – Psych 5000 Special Problems (*Research on Employee Experiences at Delbert Day Cancer Institute*): Spring 2018

Debarati Majumdar – Psych 6099 Thesis Research (*Is a Measure of Observed Engagement as Valid as a Self-Reported Engagement Measure?*): Fall 2017, Spring 2018, Fall 2018

Brooke-Nicole Ruffin – Psych 6099 Thesis Research (*Preferences for Gamification in Training*): Fall 2019, Spring 2020, Summer 2020

Chloe Myers – Psych 5000 Special Problems (*Development of Team Processes and Emergent States*): Fall 2020

Lillian Schell – Psych 6099 Thesis Research (*Zoom fatigue and virtual interviewing: The effects of interpersonal distance*): Fall 2022, Spring 2023

Amber Davis – Psych 6099 Thesis Research (*Does Health Oriented Leadership and Access to On-Demand Mental Health Therapists via Employee Assistance Programs Improve Employee Well-Being and Engagement?*): Spring 2023, Summer 2023, Fall 2023

I/O Master Thesis Committees

Darr, K. (in progress). – **Thesis Advisor/Chair**

Davis, A. (November, 2023). *Does Health Oriented Leadership and Access to On-Demand Mental Health Therapists via Employee Assistance Programs Improve Employee Well-Being and Engagement?* – **Thesis Advisor/Chair**

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Schell, L. (June, 2023). *Zoom fatigue and virtual interviewing: The effects of interpersonal distance*. – **Thesis Advisor/Chair**

Ruffin, B-N. (June, 2020). *Games for Organizational Training: Gamer Motivation Profile and Organizational Training Climate Effect on Trainee Preference for Gamified Training*. – **Thesis Advisor/Chair**

Mosier, A. (June, 2019). *The Effects of Ambient Benevolent Sexism and its Implications in the Workplace*. – Thesis Committee Member

Majumdar, D. (November, 2018). *Is a Measure of Observed Engagement as Valid as a Self-Reported Engagement Measure?* – **Thesis Advisor/Chair**

Carusone, N. (August, 2018). *Is Proactive Behavior Always Positive? An Examination of Leader Reactions Based on Employee Gender and Organizational Crisis*. – MS I/O Thesis completed at University of Central Florida; Thesis Committee Member

Vaz, D. (June, 2018). *Risk Abstractness in Privacy Disclosures on Alignment of Privacy Attitudes and Behaviors*. – Thesis Committee Member

Pepper, A. (May, 2018). *Leading by Example: An Investigation into Leadership Discrimination and Racial Bias*. – Thesis Committee Member

Eyberg, A. (May, 2017). *Facebook and value congruence*. – Thesis Committee Member

Graduate Faculty Scholar – appointment held at University of Central Florida, Ongoing

Doctoral Dissertation Committee

Washburn, C. (November, 2021). *Measuring a Safety Culture in the Trucking Industry*. – **Co-Chair** with Dr. Susan Murray – Engineering Management & Systems Engineering Ph.D.

Price, A. (November, 2023). *Feasibility and Agent-Based Modeling of a Mobile Radiation Oncology Unit*. – **Co-Chair** with Dr. Casey Canfield – Engineering Management & Systems Engineering Ph.D.

Hill, E. (in progress). *The Dual Dynamics of Succession: Unveiling the Interplay Among the Former Leader, The New Leader, and Followers' Implicit Theories of Leadership on Subsequent Leader Evaluations*. Doctoral candidate at University of Central Florida; Thesis Committee Member

Invited Guest Speaker & Lecturer

Combating the Toxic Workplace, Invited Expert Presenter, SIOP Work Smart Series, Nov. 2024

R-NetWORC: Building a Resilient Network of Workforce and Opioid-focused Rural Community-organizations, Invited Guest Speaker, Rolla, MO Chamber of Commerce, Summer 2023

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R-NetWORC: Building a Resilient Network of Workforce and Opioid-focused Rural Community-organizations, Invited Guest Speaker, Lebanon, MO Rotary Club, Spring 2023

The Opioid Epidemic: A Statewide Response – Session 2, Invited Panelist, UM System Engagement Week, Fall 2021

Sticking Together & Staying Focused During COVID-19, Invited Guest Speaker, Western IL Counties Alliance/SIU Rural Counties Opioid Response Program Annual Meeting, Fall 2021

Interpersonal Dynamics – Reducing Workplace Conflicts, Invited Speaker, Missouri S&T Lunch & Learn Speaker Series, Spring 2021

Organizational & Work Influences on Employee Well-Being, Especially in a Pandemic, Invited Guest Speaker, Southeast Analysts Roundtable, Fall 2020

Generational Differences at Work: What's the Reality?, Invited Guest Speaker VBMA – Veterinary Business Management Association/WVLDI – Women's Veterinary Leadership Development Initiative Workshop, Fall 2020

So You Want to Be an Academic?, Invited Guest Speaker for I-O Psychology program professional development series at Saint Louis University, Fall 2020

Ethics in I/O Psychology, Guest Lecturer Summer 2019, 2021, Instructor – Dr. Ed Sabin (Industrial-Organizational Psychology PhD – Saint Louis University)

Organizational Psychology, Guest Lecturer Spring 2017, 2018, Instructor – Dr. Mindy Shoss (Industrial/Organizational Psychology PhD – University of Central Florida)

Employee and Patient Experiences at DDCI, Invited Guest Speaker for the Delbert Day Cancer Institute Staff Retreat – Fall 2018

Good or Bad for Whom? Reactions to Other's Discretionary Work Behaviors, Invited Guest Speaker for Psychology Department colloquium series at University of Missouri – St. Louis, Fall 2017

Organizational Leadership: Foundational Theories & Recommendations, Invited Guest Speaker for the Engineer Captain's Career Course, Fort Leonard Wood, Spring 2017

Findings from Team Initiative & Trust Research, Invited Guest Speaker for SSM Cardinal Glennon Children's Hospital, Danis Pediatric Team, Summer 2016

Industrial/Organizational Psychology & Interprofessional Education and Research, Invited Guest Speaker for Center for Interprofessional Education & Research, Saint Louis University, Summer 2016

Additional Adjunct Instructor Positions

Fall 2015/Spring 2016

Missouri University of Science & Technology, Department of Psychological Science

Courses: PSYCH 5010 Introduction to Industrial/Organizational Psychology

PSYCH 5602 Advanced Organizational Psychology

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- Blended classrooms with both distance and on-campus students

Rockhurst University, Department of Psychology

Course: Introduction to Psychology – Undergraduate PY 1000

- Traditional classroom with 30 students

Saint Louis University, Center for Outcomes Research (Fall 2015)

Course: Health Outcomes Measurement – Graduate ORES 5430

- Online structure with 15 students

Professional Experience

Organizational Culture Assessments Rolla, MO February 2019 – Sept 2020

Phelps Health

- Leading efforts to identify patient experience structures within the organizational system, relying on archival and artifact data already embedded within institution
- Provide recommendations on how to systematically embed patient experience values within organizational systems, processes, and climate

Anonymous Not-for-Profit

- Provide feedback on current issues faced within organization
- Compile measures to assess organizational culture and leadership issues within organization

Leadership Coaching Rolla, MO April 2018 – August 2018

Phelps Health (Previously Phelps County Regional Medical Center)

- Led assessment of leadership and team practices at the Neurology Clinic
- Established opportunities for improvement and areas of strength for leader and clinic
- Provided report with recommendations to administrators to work with clinic leader

Organizational Team Assessments Rolla, MO March 2017 – March 2020

Phelps Health (Previously Phelps County Regional Medical Center)

- Team dynamics and process effectiveness assessment of multiple clinics
- Included observations and interviews of team-members
- Surveyed team-members for additional feedback
- Developed report on strengths and weaknesses of the Clinic along with recommendations

Small Business Teams: Missouri Network

- Assessment of a variety of small business teams' team processes, including communication and cooperation
- Surveyed team-members on team-focused behaviors, attitudes, and perceptions
- Included individualized considerations for each small business team
- Developed reports with individualized feedback for each small business on strengths, weaknesses, and possible action steps for improvement

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Talent Management Intern

Chesterfield, MO

May 2014 – Aug. 2014

Aegion Corporation

- Developed a training program including a needs assessment, a process for evaluation, and all steps in between for an organization-wide effort to teach all employees how to use a new Human Capital Management System
- Assisted with the development and management of a two-week training/pilot session focused on learning a new Human Capital Management System, including created training materials
- Conducted a safety training audit including comparing two systems for tracking training progress and identifying gaps and areas for improvement
- Researched and wrote a report on organizational culture for the Change Management Committee
- Provided support for and responded to questions concerning the organization's Learning Management System

Applied Projects

Saint Louis, MO

Spring 2013 – Spring 2016

Training Program Development

- Worked closely with program stakeholders to better understand their goals and needs
- Collaborated with team members on developing the training program objectives and content
- Developed the structure and content of the training program in conjunction with team members
- Executed the training program, including leading a portion of the program
- Evaluated results of the training program, including affective reactions and knowledge gained

Employee Engagement Survey

- Entered and coded data from employee engagement surveys
- Analyzed data using SPSS and Excel
- Created a report in line with the needs of the organization's leaders
- Results of the report to be translated into objectives for future training programs

Consultant

- Worked with a large manufacturer of commercial refrigeration products
- Collaborated on efforts to align the client's Human Resource department, including aligning roles, goals and tasks of positions in each level of the department hierarchy
- Created a billable contract for the client that clearly outlined the roles of both the consultant and the client as well as expressed deliverables
- Under the direction of the client, developed a survey to begin the first steps of aligning the HR department

Human Resources Intern/Assistant

Kirksville, MO

May 2011 – May 2012

Preferred Family Healthcare

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- Assisted the Vice President of Human Resources, the Human Resources Director and the Benefits Administrator with projects
- Researched job positions throughout the company in order to improve job descriptions
- Served on a recruitment strategy committee
- Attended Human Resources trainings
- Helped with questions directed toward the Human Resources Department
- Transitioned summer internship into part-time position

Professional Activities & Service

Service to Profession

National Positions Held

APA Program Committee Chair-in-Training (Division 14) – Summer 2018

- Appointed by President of Society for I/O Psychology

APA Program Committee Chair (Division 14) – August 2018 – September 2019

- Appointed by President of Society for I/O Psychology

APA General Applied Psychology Programming Taskforce Member – Summer 2019 – Summer 2020

- In partnership with American Psychological Association 2020 President
- Tasked with designing the presidential programming for the 2020 APA convention

SIOP Education & Training Committee: Online Programs Subcommittee Member – Summer 2021 – Summer 2023

SIOP Education & Training Committee: Graduate Programs Subcommittee Chair – Summer 2023 – Summer 2024

SIOP Visibility Committee: Prosocial I-O Subcommittee Member – Summer 2024 – Present

Regional Positions Held

Gateway Industrial/Organizational Psychology Executive Board• (Regional I-O Professional Organization, affiliated with SIOP)

- Historian/Secretary – January 2018 – December 2021
- President – January 2022 – Present

Editorial Boards

The Industrial-Organizational Psychologist, May 2022 – April 2025

Group & Organization Management, July 2020 – July 2023

Ad Hoc Peer Reviewer

National Science Centre, Poland, Spring 2015

University of Missouri Research Board, Fall 2016

Journal of Vocational Behavior

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Anxiety, Stress, and Coping
Journal of Occupational and Organizational Psychology
Business Ethics: A European Review
International Journal of HR Management
Health and Interprofessional Practice
European Journal of Work & Organizational Psychology
Frontiers in Psychology: Organizational Psychology
Human Relations
Applied Psychology: An International Review
Occupational Health Science
Journal of Business & Psychology
Journal of Managerial Psychology
Journal of Community Engaged Scholarship

Conference Program Reviewer

Academy of Management – Organizational Behavior Division, Winter 2014-Winter 2017
American Psychological Association – Division 14, Fall 2016 – Ongoing
Society for Industrial/Organizational Psychology, Fall 2014 – Ongoing

Service to University

Search Committee for Vice Provost of Graduate Education, Member – January 2025 – Present
UM System Transfer Initiative, Psychology Subcommittee, Member – October 2024 – December 2024
Missouri S&T Title IX Conflict Resolution Facilitator, Faculty Facilitator, August 2024 – Present
CASE Strategic Planning Committee, Member, July 2024 – Present
Campus Graduate Recruitment Taskforce, Member, July 2024 – October 2024
Office of Vice Chancellor of Research & Innovation Research Proposal Review & Mentoring Program, Reviewer & Mentor, April 2024 – Present
Missouri S&T Strategic Planning – Employee & Employer Excellence Taskforce, Member, Spring 2024
Graduate Education Strategy Taskforce, Member, October 2023 – February 2024
COACHE Committee, Member, September 2023 – May 2024
Total Rewards Advisory Committee, Member, September 2023 – Present
Development & Implementation of Faculty-Staff Climate Survey, Lead, January 2022 – Present
Faculty Advisor, Council of Graduate Students, September 2020 – Present
Member, S&T Engagement Council, July 2020 – July 2023
Member, University of Missouri System Health Engagement Task Force, September 2019 – June 2020
Member, Graduate Council, September 2019 – July 2022
Membership sub-committee, January 2020 – July 2022

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Graduate Student Bill of Rights, ad hoc committee, April 2021 – April 2022, Chair
Member, Future of Cancer Care Summit Planning Committee April 2020 – November 2020
Interviewer for Chancellor's Scholarship, December 2016
Campus Police Officer Selection, Jan. 2017, Aug. 2017, Oct. 2017, Oct. 2018, Aug. 2019, Dec. 2019,
Jan. 2020, Feb. 2020, Sept. 2020, Feb. 2021, April 2021, March 2022, Oct. 2022, Dec. 2022,
Jan. 2023, Apr. 2023, Aug. 2023, Feb. 2024, May 2024, July 2024, Oct. 2024

Service to Department

Arranging career opportunities for students, Ongoing/As needed

Service to I-O Program

Associate Chair of Graduate Studies – August 2020 – September 2024
I-O Graduate Program Director – August 2020 – Present
Member of Graduate Committee – Summer 2016 – Summer 2019
Chair, I-O Graduate Committee – Fall 2019 – Ongoing
Development of a MS I-O program at Mazon College – Fall 2016 – Ongoing
Advisor, 37 graduate students – Fall 2017 – Ongoing

General Service to Department

Member, Department Chair Search Committee – Spring 2017
Recruitment of students at Ozark Technical Community College – Spring & Fall 2017
Member, Assistant Professor I-O Psychology Search Committee – Summer 2019 – Spring 2020

Associations and Divisions

Member, Academy of Management, Spring 2013 - Present

Divisions: Research Methods, Organizational Behavior, Healthcare Management

Honor: Nominated by faculty and selected to participate in the 2013 Academy of Management

Research Methods Division Consortium: Crafting a Methodological Contribution

Honor: Nominated by faculty and selected to participate in the Organizational Behavior

Doctoral Consortium at the 75th annual meeting of the Academy of Management.

Member, American Psychological Association, Fall 2016 – Present

Member, Society for Industrial/Organizational Psychology, Fall 2013 – Present

Member, Gateway Industrial/Organizational Psychology, Spring 2013 – Present

Development Activities

Freshman Faculty Forum, Missouri University of Science & Technology – Fall 2016 – Fall 2017

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Curator Teaching Summit, Missouri University of Science & Technology – Ongoing

Conversations @ Work Luncheons, Missouri University of Science & Technology – Ongoing

Promotion and Tenure Workshop, Missouri University of Science & Technology – November, 2016; November, 2017

MyVita Workshop, Missouri University of Science & Technology – November, 2016

Higher Learning Commission, Distance Ed Accreditation Meeting, Missouri University of Science & Technology – February, 2017

Building Blocks Workshop, Missouri University of Science & Technology – May, 2017; January, 2018

UM Faculty Scholars, University of Missouri System – Fall 2017 – Spring 2018

Attended the *Missouri S&T Teaching and Learning Technology Conference* (March 2019)

Attended the *National Institute for Teaching of Psychology Conference* (January 2020)

Online Teaching Certification, University of Missouri System – Spring 2021

Honors & Awards

2024 Outstanding Contributions to Graduate Studies – Missouri University of Science & Technology

Presidential Recognition – Society for Industrial-Organizational Psychology – January 2024

[https://www.siop.org/Research-Publications/Items-of-](https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/8086/preview/true/President%E2%80%99s-Column)

[Interest/ArtMID/19366/ArticleID/8086/preview/true/President%E2%80%99s-Column](https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/8086/preview/true/President%E2%80%99s-Column)

2022 Faculty Service Award – Missouri University of Science & Technology

2020-2021 Outstanding Teaching Commendation – Missouri University of Science & Technology

2021 Outstanding Reviewer Award – *Group & Organization Management* journal

2021 Outstanding Contributions to Graduate Studies – Missouri University of Science & Technology

2021 CASB Alumni Student Impact Award – Missouri University of Science & Technology

2020 Outstanding Reviewer Award – *Group & Organization Management* journal

2019-2020 Outstanding Teaching Commendation – Missouri University of Science & Technology

2020 CASB Community Outreach Award – Missouri University of Science & Technology

2019 Faculty Teaching Award – Missouri University of Science & Technology

2015 David C. Munz Award – Saint Louis University Industrial-Organizational Psychology Program

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- Recognized for excellence in the science & practice of industrial-organizational psychology

2012 Departmental Honors – Psychology, Truman State University

2012 Departmental Honors – Political Science, Truman State University

2012 Who's Who Award – Truman State University