

Clair A. Reynolds Kueny, Ph.D.

kuenyc@mst.edu; 573-341-4732; HSS 106 500 W. 14th St. Rolla, MO 65401

Current

Missouri University of Science & Technology

Rolla, MO

Assistant Professor – Department of Psychological Science

August, 2016 - Present

Current Courses:

PSYCH 5010 Introduction to Industrial/Organizational Psychology (Fall)

PSYCH 5700 Advance Industrial Psychology (Fall)

PSYCH 5602 Advance Organizational Psychology (Spring)

- Graduate courses, Blended classrooms with both distance and on-campus students

PSYCH 5000 Statistics (Fall)

- Graduate course, Traditional classroom

PSYCH 4602 Organizational Psychology (Spring)

- Undergraduate course, Traditional classroom

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

Manuscripts

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, 7-14.

Hinyard, L., Reynolds, C., & Toomey, E. (2016). Teaching health outcomes research from an interprofessional perspective. *Journal of Interprofessional Education & Practice*, 4, 29-32.

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Rupprecht, 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*. Advance online publication.

*Authors contributed equally and share first authorship.

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.

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.

Manuscripts In-Progress/Under Review

Reynolds Kueny, C., Jundt, D. K., & Shoss, M. K. *Reacting to team-member initiative: Dyadic interaction influence on interpersonal outcomes of proactive behavior*. Manuscript under review.

Shoss, M., & **Reynolds Kueny, C.** *The importance of meaningful work: Then and now*. Manuscript in progress.

Reynolds Kueny, C., Shoss, M. K. Robertson, M., & Van Groningen, A. *Tell me about it: The development of a behavioral measure of received social support (RSS) at work*. Manuscript in progress.

Reynolds Kueny, C., Shoss, M., Erb, K., Headrick, L. *"If he does not care then why should I?!" Unintended consequences of supervisors engaging in organization directed counterproductive work behaviors*. Manuscript in progress.

Shoss, M. K., Jundt, D. K., **Reynolds Kueny, C. A.**, & Maurer, A. *Best served cold? Anger and instrumental calculations regarding retaliation*. Manuscript in progress.

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

Presentations

Castellano, E., De Santi, A., & Reynolds Kueny, C. A. (2017). *Reactions to supervisor counterproductive work behaviors*. Poster to be presented at the 89th annual meeting of the Midwestern Psychological Association, Chicago, IL.

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- Reynolds Kueny, C. A., & Jundt, D.** (2017). Reactions to team-member proactive behavior: Influence of the team-context. In **C. A. Reynolds Kueny** (Chair), *Understanding consequences of proactive behavior*. Symposium to be presented at the 32nd annual conference of the Society for Industrial & Organizational Psychology, Orlando, FL.
- Reynolds Kueny, C. A., Shoss, M. K., & Robertson, M.** (2017). *Tending and befriending through emotion sharing: Increasing affiliation at work*. Poster to be presented at the 32nd annual conference of the Society for Industrial & Organizational Psychology, Orlando, FL.
- 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.
- 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.
- 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.
- Reynolds, C., Pole, D., & Hinyard, L.** (2015, September). *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.
- Shoss, M., Jundt, D., **Reynolds, C., & Kobler, A.** (2015, August). *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.
- Hinyard, L., & **Reynolds, C.** (2015, June). *Incorporating health outcomes research into interprofessional education (IPE)*. Paper presented at the 2015 WFATT World Congress, Saint Louis, MO.
- Howell, T., Breitbach, A., **Reynolds, C., Pole, D.** (2015, June). *Interprofessional education (IPE) and athletic training in a clinical setting: Piloting a methodology*. Poster presented at the 2015 WFATT World Congress, Saint Louis, MO.

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- Shoss, M., **Reynolds, C.**, Robertson, M., & Van Groningen, A. (2014, November) *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.
- Reynolds, C.**, Shoss, M., & Jundt, D. (2014, August). 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 accepted at the 74th annual meeting of the Academy of Management, Philadelphia, PA.
- Shoss, M., **Reynolds, C.**, Jundt, D., & Kobler, A. (2014, August). Deterring CWB: A qualitative investigation based on the Theory of Planned Behavior. In A. K. Khan (Chair) *Environmental Influences on Negative Workplace Behavior*. Symposium presented at the 74th annual meeting of the Academy of Management, Philadelphia, PA.
- Reynolds, C.**, Shoss, M., Robertson, M., & Van Groningen, A. (2014, May). 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.
- Reynolds, C.**, Headrick, L., Robertson, M., & Shoss, M. (2014, May). *The interpersonal exchange between venters and their listeners*. Poster presented at the 2014 Annual Meeting of the Midwestern Psychological Association, Chicago, IL.
- Headrick, L., **Reynolds, C.**, Robertson, M., & Shoss, M. (2014, May). *Vent to belong: The perceived value of venting*. Poster presented at the 2014 Annual Meeting of the Midwestern Psychological Association, Chicago, IL
- Shoss, M., Jundt, D., Maurer, A., Robertson, M., & **Reynolds, C.** (2013, August). 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 accepted at the 73rd annual meeting of the Academy of Management, Lake Buena Vista, FL.
- L'Hommedieu, J., Jundt, D., **Reynolds, C.**, & Chushak-Polevska, M. (2013, April). *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.
- Reynolds, C.A.**, Foster, G.C., Schwend, J., & Heckert T. M. (2012, May). *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.

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Research & Teaching Experience

Research interests: Employee discretionary work behaviors, interdependencies among and multiple perspectives of behaviors in the workplace, social support, and occupational health theory

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

Guest Speaker & Lecturer

Foundations of Leadership, Guest Lecturer Fall 2016, Instructor – Dr. Jerri Arnold-Cook

Introduction to Psychology, Guest Lecturer Fall 2016, Instructor – Dr. Susan Murray

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

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

Adjunct Instructor

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

- Blended classrooms with both distance and on-campus students
- Fully created and developed the courses

Rockhurst University, Department of Psychology

Course: Introduction to Psychology – Undergraduate PY 1000

- Traditional classroom with 30 students
- Fully created and developed the course

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

Course: Health Outcomes Measurement – Graduate ORES 5430

- Online structure with 15 students
- Adjunct responsibilities included monitoring student discussion boards, answering questions, providing feedback on papers and assignments, and facilitating course readings and content

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

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- 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

- 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 Department

Arranging career opportunities for students

Boeing Day Events – Summer-Fall 2016

AT&T Representative Luncheon – Fall 2016

Service to Students

Arranged & provided SPSS workshop – Spring 2016

Member of 1 thesis committee – Fall 2016 – Ongoing

Service to I/O Program

Member of MS I/O Curriculum Committee – Summer 2016 – Ongoing

Recruitment of students for MS I/O Program

Service to University

Interviewer for Chancellor's Scholarship, December 2016

Service to Profession

Conference Program Reviewer

Academy of Management – Organizational Behavior Division, Winter 2014-Present

American Psychological Association – Division 14, Fall 2016

Society for Industrial/Organizational Psychology, Fall 2014-Present

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Journal Peer Reviewer

European Journal of Work & Organizational Psychology, Spring 2017

Frontiers in Psychology: Organizational Psychology, Fall 2016

Human Relations, Spring-Summer 2016

Grant Reviewer

National Science Centre, Poland, Spring 2015

University of Missouri Research Board, Fall 2016

Associations and Divisions

Member, Academy of Management, Spring 2013 - Present

Divisions: Research Methods, Organizational Behavior

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, Society for Industrial/Organizational Psychology, Fall 2013 - Present

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

Honors & Awards

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

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

Departmental Honors, 2012 – Psychology, Truman State University

Departmental Honors, 2012– Political Science, Truman State University

Who's Who Award, 2012, Truman State University