
Carrie S. Hurst, Ph.D.
Assistant Professor
Business Administration
College of Business
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Academic Background

Ph.D. The University of Georgia, Athens, GA, Applied (Industrial- Organizational) Psychology, 2008

Memberships

Middle Tennessee Society for Human Resource Management, 2011-present

Southern Management Association, 2007-present

Academy of Management, 2007-2010

American Psychological Association, 2007-2010

Society for Industrial-Organizational Psychology, 2002-2010

WORK EXPERIENCE:

Academic Experience

Assistant Professor, Tennessee State University (August, 2008 - Present).

Lab Instructor, The University Of Georgia (2004 - 2006).

Non-Academic Experience

National

Research Assistant, Usography (April, 2006 - Present).

Outside Consultant, University of Georgia Library Systems (August, 2005 - December, 2005).

Outside Consultant, Athens- Clarke County Leisure Services- Arts Division (January, 2005 - May, 2005).

Outside Consultant, Waseca Learning Center (August, 2004 - December, 2004).

Outside consultant/ Project Leader, United Parcel Service (September, 2004 - November, 2004).

Practice Manager, Ronan Psychological Associates (October, 2001 - June, 2003).

TEACHING:

Courses Taught

Courses from the Teaching Schedule: Behavior in Organizations, Human Resource Planning and Evaluation (Manpower Management Practices), Human Resources Management, Industrial Relations, Management and Organization Behavior, Organization Behavior, Strategic HR Management Capstone

Courses taught, but not in the Schedule:

INTELLECTUAL CONTRIBUTIONS:

Grid

Category	DBS	CTP	LPS	Total
Articles in Refereed Journals	6		1	7
Publications in Refereed Conference Proceedings	3			3

Publications of Non-refereed or Invited Papers	1			1
Books, Monographs, Compilations, Manuals, Supplements, Chapters, Cases, Readings	3		1	4
Presentations of Refereed Papers	14		1	15
Grants - Funded (both refereed and non-refereed)	2			2
Working Papers (All)	2			2
Totals	31		3	34

Refereed Articles

- Hurst, C. S., Baranik, L. E., & Daniel, F. (2012). College student stressors: A review of the qualitative research. *Stress and Health*.
- Hurst, C. S., Kungu, K., & Flott, P. (2012). Stress, organizational citizenship behaviors, and coping: Comparisons among plateaued and non-plateaued employees. *Business and Management Research*.
- Butts, M. M., Hurst, C. S., & Eby, L. T. (2012). Supervisor health and safety support : Scale development and validation. *Journal of Applied Management and Entrepreneurship*, 18, 97-118.
- Hurst, C. S. & Kungu, K. (2011). Coping effectiveness: Differential predictions for plateaued employees. *Journal of Knowledge and Human Resource Management*, 3, 38-46.
- Hurst, C. S. & Eby, L. T. (2010). Plateaus and appraisal: Characteristics and experiences of plateaued employees. *Journal of Knowledge and Human Resource Management*.
- McCleese, C. S., Eby, L. T., Scharlau, E. A., & Hoffmann, B. H. (2007). Hierarchical, job-content, and double plateaus: A mixed-method study of stress, depression, and coping responses. *Journal of Vocational Behavior*.
- Hurst, C. S. & Eby, L. T. (2006). Reactions to job content plateaus: Examining role ambiguity and hierarchical plateaus as moderators. *Career Development Quarterly*.

Refereed Proceedings

Full Paper

- Hurst, C. S., Kungu, K., & Flott, P. (2012). Don't forget the non-plateaued: Some insights on organizational citizenship behaviors, stress, and coping. *Academy of International Business - US Northeast Chapter (AIBNE)*.
- Hurst, C. S. & Eby, L. T. (2010). Plateaus and appraisal: Experiences of hierarchically and job content plateaued employees. *Intellectbase International Consortium*.

Abstract Only

- Hurst, C. S. (2011). Professional plateaus: Health and nonwork outcomes and impact of competence and control perceptions. *Southern Management Association*.

Non-Refereed Proceedings

Abstract Only

- Hurst, C. S. (2012). TBR Research Academy and Fellow Presentation. *Tennessee Board of Regents Researcher Development Conference*.

Book Chapters

Non-Refereed

- Hurst, C. S. (2009). Qualitative Research: The red-headed stepchild in organizational and social science research?. *Statistical and methodological myths and urban legends : Doctrine, verity and fable in the organizational and social sciences*.

Refereed

- Hurst, C. S. & Eby, L. T. (2012). Organizational mentoring: Mentor or tormentor?. *Handbook of quality-of-life problems: Enhancing ethics and improving quality of life at work.. Springer*.
- Hurst, C. S. & Baranik, L. (2012). College women lacking resources: Insights on stressors from the qualitative literature.. *The Economic Empowerment of Women: A Global Perspective. Informing Science Press*.
- Hurst, C. S. (2012). Career plateaus among women: Consequences, causes, and coping. *The Economic Empowerment of Women: A Global Perspective. Informing Science Press*.

Presentation of Refereed Papers

National

- Hurst, C. S. (2009). Organizational support for mentoring: Aligning mentor and protege expectations. Annual Society for Industrial and Organizational Psychology conference in New Orleans, LA, New Orleans, Louisiana.
- Hurst, C. S. (2009). Conversations about health: Development of a supervisor health and safety support scale. Annual Society for Industrial and Organizational Psychology conference in New Orleans, LA, New Orleans, Louisiana.
- Hurst, C. S. (2009). Conversations about health: Development of a supervisor health and safety support scale. Annual academy of Management conference in Chicago, IL, Chicago, Illinois.
- Hurst, C. S. (2009). Proteges' Negative Mentoring Experiences and Psychological Withdrawal: The Role of Victim Precipitation and coping Style. Annual Work, Stress, and Health Conference in San Juan, Puerto Rico, San Juan, Puerto Rico.
- Curtis, S. L., Eby, L. T., Hurst, C. S., Baranik, L. E., & Owen, C. L. (2008). The relationship between clinician recovery status and work attitudes in the substance abuse treatment field. Addiction Health Research Services, Boston, Massachusetts.
- Hurst, C. S. (2008). Conversations about health : Superior health and safety support scale development. Sixth International Conference on Occupational Stress and Health, Washington D.C, Washington D.C, District of Columbia.
- Hurst, C. S. (2008). Does bad beget bad in formal mentoring relationships? A dyadic study. Annual meeting of the Society for Industrial and organizational Psychology, San Francisco, CA, San Francisco, California.
- Hurst, C. S. (2008). The relationship between clinician recovery status and work attitudes in the substance abuse treatment field. Annual Addiction health Services Research conference in Boston, MA, Boston, Massachusetts.
- Hurst, C. S. (2007). Qualitative Research: The red-headed stepchild in I/O-O/B research. Annual Meeting of the Society of Industrial and Organizational Psychology, New York, NY, New York, New York.
- Hurst, C. S. (2007). How employees cope with hierarchical, job content and double plateaus. Annual meeting of the society of Industrial and Organizational Psychology, New York, NY, New York, New York.
- Hurst, C. S. (2007). A process oriented model of the relationship between clinical supervision, burnout and turnover intentions among substance abuse counselors (poster presentation). Annual Addiction Health Services Research conference in Athens, GA, Athens, Georgia.
- Butts, M. M., Eby, L. T., & Hurst, C. S. (2005). The role of emotional stability in hierarchical decision-making teams. Annual Meeting of the Society of Industrial and Organizational Psychology, Los Angeles, California.
- Hurst, C. S. (2005). The role of emotional stability in Hierarchical decision making teams. Annual meeting of the society for Industrial and Organizational Psychology, Los Angeles, CA, California, California.
- Hurst, C. S. (2005). Reactions to job content plateaus: Examining role ambiguity and hierarchical plateaus. Annual meeting of the society for Industrial and Organizational Psychology, Los Angeles, CA, LA, California.

Regional

- Baker, M., Miller, A., Hurst, C. S., & Lisa, B. E. (2010). A review of the qualitative research examining stress and stress management among minority students. Jean Mills Health Symposium, Greenville, North Carolina.

Grants

Funded

- 2012: Hurst, C. S. College of Business Summer Research Grant.
- 2010: Hurst, C. S. College of Business Summer Research Grant.

Papers Under Review

- Hurst, C. S. (2012). "Supervisor health and safety support : Scale development and validation," Conditional acceptance to Journal Of Applied Management And Entrepreneurship

Working Papers

- Butts, M. M., Hurst, C. S., & Eby, L. T. (2012). "Professional plateaus, psychological well-being, and the moderating role of perceived control: A longitudinal study," targeted for Human Relations.

SERVICE:

Service to the University

College Assignments

Faculty Advisor:

2008-2009 – 2012-2013: Society for Human Resource Management

Member:

2012-2013: Faculty Composition and Development

2012-2013: Undergraduate Curriculum Committee

2011-2012: College of Business: Intellectual Contributions Committee

2008-2009 – 2009-2010: College of Business Committees: Curriculum Committee and Recruitment Subcommittee

University Assignments

Member:

2012-2013: Community Outreach Subcommittee

Service to the Profession

Academic Conference: Discussant

2009: Reviewer Society for Industrial and Organizational Psychologists.

Reviewer - Article / Manuscript

2012: Journal of Managerial Psychology.

Other Professional Service Activities

2011: Middle Tennessee Society for Human Resource Management.

2007 – 2008: American Psychological Association.

2007: Society for Industrial Organizational Psychology.

Reviewer: Ad Hoc Reviewer for a Journal

2010: Journal of Management Education.

2009: Journal of Vocational Behavior.

Reviewer: Conference Paper

2007 – 2011: Southern Management Association.

Faculty Development

Research-Related Conference/Seminar

2012: Grant Writing 1, 2, 3, Nashville, Tennessee.

2011: Grant Writing 1, 2, 3, Nashville, Tennessee.

Technology-Related Training

2010: Using Technology for Introduction to Business, Chicago, Illinois.

2009: eLearn Online Teaching Certificate, Nashville, Tennessee.

Honors & Awards

Honor

2012: Tennessee Board of Regents Faculty Research Fellow.

2011: Tennessee Board of Regents Faculty Research Fellow.