

## CARRIE S. (HURST) McCLEESE, Ph.D.

College of Business, Department of Business Administration  
Tennessee State University  
330 10<sup>th</sup> Avenue North  
Nashville, TN 37203  
(706) 621-1173  
[mccleese@tnstate.edu](mailto:mccleese@tnstate.edu)

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### EDUCATIONAL BACKGROUND

**Doctorate of Philosophy** – The University of Georgia, Athens, GA      2008  
Major: Applied (Industrial-Organizational) Psychology

Dissertation Title: Conversations about health: Supervisor health and safety support scale development and moderating influence on substance abuse counselor burnout and health.

**Master of Science** – The University of Georgia, Athens, GA      2006  
Major: Applied Psychology

**Bachelor of Science** – Central Michigan University, Mt. Pleasant, MI      2002  
Major: Psychology  
Minor: English

### ACADEMIC EMPLOYMENT

**Tennessee State University, Department of Business Administration**, Nashville, TN  
*Associate Professor of Human Resource Management*, August 2014 – present  
*Assistant Professor of Human Resource Management*, August 2008 – August 2014

### JOURNAL PUBLICATIONS

Siepke, J., & McCleese, C. S. (2022). Employee Attrition Prediction with Supervised Machine Learning Algorithms: Evaluation of Competing Models Using RapidMiner. *Journal of Knowledge and Human Resource Management*.

Baranik, L. E., **Hurst, C.S.**, & Eby, L. T. (2018) The stigma of being a refugee: A mixed-method study of refugees' experiences of vocational stress. *Journal of Vocational Behavior*, 105, 116-130.

**Hurst, C. S.**, Baranik, L. E., & Clark, S. (2016). Job content plateaus: The roles of justice, job satisfaction and citizenship behavior. *Journal of Career Development*.

Wang, Y., Hu, C., **Hurst, C. S.**, & Yang, C. (2014). Antecedents and outcomes of career plateaus: The roles of mentoring others and proactive personality. *Journal of Vocational Behavior*, 85, 319-328.

**Hurst, C. S.**, Baranik, L. E., & Daniel, F. (2012). College student stressors: A review of the qualitative research. *Stress and Health*, 29 (4), 275-285.

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 (1), 97-118.

**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*, 1 (3), 17-27.

**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*, 2, 10-19.

**McCleese, C. S.**, Eby, L. T., Scharlau, E. A., & Hoffman, B. H. (2007). Hierarchical, job content, and double plateaus: A mixed-method study of stress, depression, and coping responses. *Journal of Vocational Behavior*, 71, 282-299.

**McCleese, C. S.**, & Eby, L. T. (2006). Reactions to job content plateaus: Examining role ambiguity and hierarchical plateaus as moderators. *Career Development Quarterly*, 55(1), 64-76.

## BOOK CHAPTERS

**Hurst, C. S.** & Eby, L. T. (2012). Organizational mentoring: Mentor or tormentor? In M. J. Sirgy & N. P. Reilly's (Eds.) *Work and quality of life: Ethical practices in organizations* (pp. 81-94) New York: Springer.

**Hurst, C. S.** (2012). Career plateaus among women: Consequences, causes, and coping. In R. Guy and M. Lownes-Jackson's *The economic empowerment of women: A global perspective* (pp. 69-82) Santa Rosa, CA: Informing Science Press.

**Hurst, C. S.** & Baranik, L.E. (2012). College women's lack of resources: Insights on stressors from the qualitative literature. In R. Guy and M. Lownes-Jackson's *The economic empowerment of women: A global perspective* (pp. 127-142) Santa Rosa, CA: Informing Science Press.

Eby, L. T., **Hurst, C. S.**, & Butts, M. M. (2009). Qualitative research: The red-headed stepchild in organizational and social science research? In C.E. Lance & R.J. Vandenberg (Eds.), *Statistical and methodological myths and urban legends: Doctrine, verity and fable in the organizational and social sciences* (pp. 221-248). New York: Routledge.

## MANUSCRIPTS IN PREPARATION

**Hurst, C. S.**, & Hammond, M. (under review) Career Plateau Coping: A Scale Development.

**Hurst, C. S.**, Butts, M. M., & Eby, L. T. Professional plateaus, psychological well-being, and the moderating role of perceived control: A longitudinal study.

**Hurst, C. S.** Autism Spectrum Disorder: Barriers to Employment

## **PUBLISHED CONFERENCE PROCEEDINGS**

**McCleese, C.S.** (2020). Mentoring effectiveness in internship programs. Paper accepted for presentation at the Western Business and Management Conference in Napa, CA but the conference was cancelled.

**Hurst, C.S. & Goings, J.** (2017, July). Autism Spectrum Disorder Barriers to Employment: A Review and Integration of Theories. Paper presented at the 8<sup>th</sup> Global Business Research Conference in Milan, Italy.

**Hurst, C. S., & Hammond, M.** (2015, September). Developing a measure of coping with career plateaus. Paper presented at the annual Irish Academy of Management in Galway, Ireland.

**Hurst, C. S., Baranik, L.E., & Clark, S.** (2013, November). Job content plateaus and citizenship behavior in Kenya: The role of justice and job satisfaction. Paper to be presented at the annual conference of the Southern Management Association in New Orleans, LA.

**Hurst, C. S., Kungu, K., & Flott, P.** (2012, October). Don't forget the non-plateaued: Some insights on stress, organizational citizenship behaviors, and coping. Paper presented at the annual conference of the Academy of International Business, U.S. Northeast Chapter in Fairfield, CT.

**Hurst, C. S.** (2012, March). TBR Research Academy and Fellow Presentation. Abstract presented at the annual Tennessee Board of Regents Researcher Development conference in Cool Springs, TN.

**Hurst, C. S., Butts, M. M., & Eby, L. T.** (2011, November). Professional plateaus: Health and nonwork outcomes and impact of competence and control perceptions. Paper presented at the annual Southern Management Association conference in Savannah, GA.

**Hurst, C. S., & Kungu, K.** (2011, October). Coping effectiveness: Differential predictions for plateaued employees. Paper presented at the IntellectBase International Consortium in Atlanta, GA.

**Hurst, C. S., & Eby, L. T.** (2010, May). Plateaus and appraisal: Experiences of hierarchically and job content plateaued employees. Paper presented at the IntellectBase International Consortium in Nashville, TN.

## **OTHER CONFERENCE PRESENTATIONS**

**McCleese, C. S.** (2020). Service learning: A tale of two projects. Paper accepted for presentation at the Experiential Learning and Leadership Institute in Union City, TN but the conference was cancelled.

Loughry, M., **Hurst, C.S., & Jentsch, K.** (2017, August). Energizing Senior Faculty: Career Strategies for the Interface Between Last Promotion and Retirement. Professional Development Workshop presented at the annual Academy of Management meeting in Atlanta, GA.

Ogunranti, G., Oke, K., Odigie, E., & **Hurst, C.** (2013, April). College student stressors: A review of findings by type of qualitative method. Paper presented at the Tennessee State University 35<sup>th</sup> Annual University-Wide Research Symposium in Nashville, TN.

Baker, M., Miller, A., **Hurst, C. S.**, & Baranik, L. E. (2010, February). A review of the qualitative research examining stress and stress management among minority students. Poster presented at the Jean Mills Health Symposium in Greenville, NC.

Butts, M. M., Eby, L. T., & **Hurst, C. S.** (2009, October). Protégés' Negative Mentoring Experiences and Psychological Withdrawal: The Role of Victim Precipitation and Coping Style. Paper presented at the annual Work, Stress, and Health Conference in San Juan, Puerto Rico.

**Hurst, C. S.**, Eby, L. T., & Butts, M. M. (2009, August). Conversations about health: Supervisor Health and Safety Support scale development and validation. Paper presented at the annual Academy of Management conference in Chicago, IL.

**Hurst, C. S.**, Eby, L. T., & Butts, M. M. (2009, April). Conversations about health: Development of a supervisor health and safety support scale. Paper presented at the annual Society for Industrial and Organizational Psychology conference in New Orleans, LA.

Baranik, L., Eby, L. T., **Hurst, C. S.**, & Curtis, S. L. (2009, April). Organizational support for mentoring: Aligning mentor and protégé expectations. In Murphy, S. and Ragins B. (Chairs). *What did you expect? Managing expectations in mentoring relationships*. Symposium presented at the annual Society for Industrial and Organizational Psychology conference in New Orleans, LA.

Curtis, S. L., Eby, L. T., **Hurst, C. S.**, Baranik, L., & Owen, C. (2008, October). The relationship between clinician recovery status and work attitudes in the substance abuse treatment field. Paper presented at the annual Addiction Health Services Research conference in Boston, MA.

**Hurst, C. S.**, Eby, L. T., Baranik, L. E., & Owen, C. L. (2008, April). Does bad beget bad in formal mentoring relationships? A dyadic study. In Locke, J.'s (Chair). *Building Successful Mentorship Programs: Research, Lessons, and Best Practices*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

**McCleese, C. S.**, & Eby, L. T. (2008, March). Conversations about health: Supervisor health and safety support scale development. Paper presented at the Sixth International Conference on Occupational Stress and Health, Washington, D. C.

Eby, L. T., **McCleese, C. S.**, Owens, C., Baranik, L. & Lance, C. E. (2007, October). A process-oriented model of the relationship between clinical supervision, burnout, and turnover intentions among substance abuse counselors. Poster presented at the annual Addiction Health Services Research conference in Athens, GA.

**McCleese, C. S.**, Eby, L. T., Scharlau, L., & Hoffman, B. (2007, April). How employees cope with hierarchical, job content, and double plateaus. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, New York, NY.

Eby, L. T., **McCleese, C. S.**, & Butts, M. M. (2007, April). Qualitative research: The red-headed stepchild in I/O – O/B research. In C. E. Lance and B. Vandenberg (Chairs). *Where is the kernel of truth?* Symposium presented at the annual meeting of the Society of Industrial and

Organizational Psychology, New York, NY.

**McCleese, C. S., & Eby, L. T.** (2005, April). Reactions to job content plateaus: Examining role ambiguity and hierarchical plateaus. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Butts, M. M., Eby, L. T., & **McCleese, C. S.** (2005, April). The role of emotional stability in hierarchical decision-making teams. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

## **TECHNICAL REPORTS**

Eby, L. T., **Hurst, C. S.**, Baranik, L., & Owen, C. (2007). Project MERITS Year 1 summary report. University of Georgia Institute for Behavioral Research.

Eby, L. T., **Hurst, C. S.**, Baranik, L., & Owen, C. (2007). Project MERITS Year 1 participant report. University of Georgia Institute for Behavioral Research.

**McCleese, C. S.**, & Daniel, S. (2005). Compensation satisfaction consulting project. University of Georgia Libraries.

## **FUNDED GRANTS**

**Hurst, C. S.** (2012). Summer Research Grant, Tennessee State University (\$6000)

**Hurst, C. S.** (2010). Summer Research Grant, Tennessee State University (\$6000)

**McCleese, C. S.** (2008). Travel Grant, The University of Georgia Graduate School (\$250)

**McCleese, C. S.** (2007). Travel Grant, The University of Georgia Graduate School (\$250)

**McCleese, C. S.** (2007) Doctoral Consortium Travel Award, Southern Management Association (\$500)

## **UNFUNDED GRANTS**

**Hurst, C. S.**, Hammond, M., Troxtel, R., & Hamidzedah, H. One-year, \$40,000 Tennessee Board of Regents Academic Affairs Research Grant. *Employment Accommodations for Individuals with Autism* (Grant PI).

**Hurst, C. S.** One-year, \$10,000 Tennessee State University Research and Sponsored Programs Mini Grant. *Autism Employment Accommodations* (Grant PI).

Lewis, P., Ramaprasad, U., & **Hurst, C. S.** One-year, \$13,500 Tennessee Board of Regents Course Revitalization Grant to redesign *Introduction to Business*.

## **TEXTBOOKS, MANUALS & TEST BANKS**

Revision of textbooks and instructor's manuals for T.S. Bateman & S. A. Snell's (2013; 2015) *Management: Leading & Collaborating in a Competitive World*. New York: McGraw Hill Education.

Test bank writing for Diacritech's Principles of Supervision, Human Resource Management, and Introduction to Business tests (2016).

## TEACHING EXPERIENCE

### Graduate Courses

**Vocational Theory and Testing (PSYC 5270)**, Tennessee State University  
*Instructor*, Summer 2016

**Behavior, Ethics, & Leadership (MGMT 6020)**, Tennessee State University  
*Instructor*, Fall 2008 – present

- Taught in the MBA, AMBA, and EMBA programs

### Undergraduate Courses

**Strategic Human Resource Management (MGMT 4550)**, Tennessee State University  
*Instructor*, Fall 2008; Fall 2009; Spring 2017, Spring 2018 – present

**Recruitment and Selection (MGMT 4110)**, Tennessee State University  
*Instructor*, Spring 2015 – 2022

- Developed and implemented an asynchronous fully online course

**Organizational Theory (MGMT 4040)**, Tennessee State University  
*Instructor*, Fall 2020; Fall 2021

**Performance and Compensation (MGMT 4100)**, Tennessee State University  
*Instructor*, Spring 2021

**Introduction to Business (MGMT 1010)**, Tennessee State University  
*Instructor*, Fall 2013

- Study Abroad course approved for Summer 2014 in Ireland via Tennessee Consortium of International Studies but course did not meet enrollment requirements

**Management and Organization (Principles of Management) (MGMT 3010)**, Tennessee State University  
*Instructor*, Spring 2009 – present

- Developed case for AACSB Assurance of Learning assessment of diversity and multiculturalism

**Human Resource Management (MGMT 3100; formerly MGMT 4300)**, Tennessee State University  
*Instructor*, Summer 2009 – present

- Developed service learning module whereby students apply knowledge of the Americans with Disabilities Act to assist a local non-profit in determining accessibility of local restaurants

**Organization Behavior (MGMT 4050)**, Tennessee State University

*Instructor*, Spring 2013 – present

**Training and Development (MGMT 4070)**, Tennessee State University  
*Instructor*, Fall 2009 – present

- Developed and implemented an asynchronous fully online course

**Research Design (PSYC 2980)**, The University of Georgia  
*Lab Instructor*, Fall 2005, Spring 2006, Summer 2006

**Research Methods (PSYC 2990)**, The University of Georgia  
*Lab Instructor*, Fall 2004, Spring 2005

**Psychology of the Workplace (PSYC 4230)**, The University of Georgia  
*Lab Instructor*, Summer 2004

## HONORS & AWARDS

- Tennessee Board of Regents Faculty Research Fellow, 2011-2012
- United Postal Service Fellowship, The University of Georgia, 2002-2003

## LEADERSHIP & SERVICE

### University

- Faculty Senate Benefits and Welfare Committee, 2017-present
- Faculty Senate Member 2016 – 2018
  - Chair, Benefits and Welfare Committee
  - Faculty Recognition Committee, 2017
  - Faculty Sick Leave Bank Ambassador
- Faculty Advisor, Prior Learning Assessment Committee, 2015-2017
- Healthy Campus 2020 Advisory Board, 2015-present
- Faculty Senate Research Committee, 2013 – 2017
- Community Outreach Subcommittee, 2013

### College of Business

- Strategic Planning Committee, 2015 - 2017
- Student Chapter Advisor, *Society for Human Resource Management*, 2008 – present
- Beta Gamma Sigma Honor Society Advisor, 2015 – 2020
- Assurance of Learning Leadership Subcommittee Chair, 2015 - present
- Intellectual Contributions Committee, 2011 – 2012; 2015 – 2017
- Faculty Development and Composition Committee, 2012 – 2015
- Undergraduate Curriculum Committee, 2008 – present
- Recruitment Subcommittee, 2008 – present
- Faculty Search Committees 2009, 2010, 2014 (4; chair of 1), 2016 (4; chair of 1); 2017; 2018; 2019; 2021; 2022
- Department Chair Search Committee, 2015

### Departmental

- MBA Orientation Leadership Presentation and Assessments, 2009 – 2013
- Tenure and Promotion Committee 2015, 2016

### Professional Organizations

- Member, *Middle Tennessee Society for Human Resource Management*, 2011 – present
  - Community Outreach Committee member and liason for The ARC of Davidson County 2014-2016
- Member, Conference Reviewer, *Southern Management Association*, 2007 – present
- Member, *Academy of Management*, 2007 - 2010
- Member, *American Psychological Association*, 2007 - 2010
- Member, Conference Discussant/Reviewer *Society for Industrial & Organizational Psychologists*, 2002 – 2010

### Community

- Executive Board Member, Project S.A.F.E, 2017 - 2023
- Volunteer, Spectrum Nashville, 2016 - 2017
- Planning Committee, Annual CapABILITIES Career Expo for individuals with disabilities, 2015 - present
- Member, *Tennessee Works*, 2014-present

### Editorial

- Editorial Review Board Member, *Psychology and Behavioral Sciences*, 2019 – present
- Reviewer, *Poverty*
- Reviewer, *Group and Organization Management*
- Reviewer, *Journal of Managerial Psychology*
- Reviewer, *Stress and Health*
- Reviewer, *International Journal of Stress Management*
- Reviewer, *Journal of Vocational Behavior*
- Reviewer, *Annals of Management Science*
- Ad hoc reviewer, *Journal of Management Education*

### Invited Lectures

- Belmont University Psychology Club convocation lecture on *Career Options in Industrial-Organizational Psychology*, January 2012

### **WORKSHOPS ATTENDED**

- Tennessee State University Writing Retreat, Nashville TN, June 2015
- Tennessee Works Disability Summit, Nashville TN, September 2014
- Summer Faculty Development Institute, Tennessee State University, June 2013
- Tools for Your Classroom: Sessions 2-5, Magna Commons Seminars, November 2012
- Rubrics and Rigor Webinar, Council for Accelerated Programs/Tennessee State University, October – November 2012
- Grant Writing 1, 2, 3, Tennessee State University, February – April 2012
- Symposium on using technology for Introduction to Business, Chicago, September 2010
- Online teaching certificate earned for teaching via eLearn platform, Tennessee State University, May 2009

### **CONSULTING AND INDUSTRY EXPERIENCE**

**Usography**, Athens, GA

*Research Assistant*, April 2006 – August 2008



Involved in survey development and data analysis designed to improve Cox Enterprises internal communications. Involved in survey development project for Coca-Cola Enterprises and for Delta Airlines' assessment of employee attitudes at Town Hall meetings. Assisted with planning and proposal of project to identify and develop website "user archetypes" for Home Depot Direct. Involved in survey development, needs analysis, and data analysis and interpretation for a project designed to improve Qwest's internal company website.

**University of Georgia Library Systems, Athens, GA**  
*Outside Consultant August 2005 – December 2005*

Conducted a needs analysis, surveyed employees, and conducted a benchmarking analysis for an in-depth examination of employee compensation. Prepared a technical report, and presented results and recommendations to board members and employees.

**Athens-Clarke County Leisure Services - Arts Division, Athens, GA**  
*Outside Consultant January 2005 – May 2005*

Conducted an organizational diagnosis, interviewed and surveyed employees, prepared a technical report with an action plan, and presented findings and recommendations to management.

**Waseca Learning Center, Athens, GA**  
*Outside Consultant August 2004 – December 2004*

Conducted an organizational diagnosis and interviewed, surveyed, and held focus groups with employees. Prepared a technical report with an action plan, and presented findings and recommendations to board members.

**United Parcel Service, Atlanta, GA**  
*Outside Consultant/Project Leader/Recipient, UPS Fellowship Recipient September 2003 – November 2004*

Supervised and led graduate student team during content analysis of the annual UPS Employee Relations Index and Employee Opinion Survey questions.

**Ronan Psychological Associates, Mt. Pleasant, MI**  
*Practice Manager, October 2001– June 2003*

Performed a myriad of activities related to the management of two outpatient mental health clinics, including selection and supervision of office staff, payroll, scheduling, accounting, marketing, medical billing, and transcription of psychological reports for the State of Michigan Disability Determination Service. Involved in restructuring process and implementation of new policies and procedures, resulting in a three-year accreditation grant by the Center for Accreditation of Rehabilitation Facilities (CARF).