

Courtney L. McCluney

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ACADEMIC APPOINTMENTS

2017 – present **Darden School of Business**
Center for Academic Strategic Partnerships for Interprofessional Research and Education
University of Virginia, Charlottesville, VA
Postdoctoral Fellow

EDUCATION

Ph. D. (2017) in Psychology: Personality and Social Contexts
Dissertation committee: Jacqueline S. Mattis (chair), Laura Morgan Roberts, Lynn P. Wooten, Elizabeth Cole
Title: “Blooming Where I’m Planted”: A Phenomenological Investigation of Black Clergywomen’s Marginality and Leadership

M. S. (2014) in Psychology: Personality and Social Contexts
University of Michigan, Ann Arbor, MI

B.A. (2011) in Psychology & Interpersonal and Organizational Communications
University of North Carolina at Chapel Hill, Chapel Hill, NC

RESEARCH INTERESTS

Identity; Race; Gender; Diversity and inclusion; Resourcing; Physiology; Job stress; Qualitative methods

PEER-REVIEWED PUBLICATIONS

McCluney, C. L., Bryant, C., King, D. D., & Ali, A. A. (in press). Calling in Black: A dynamic model of racially traumatic events, resourcing, and safety. *Equality, Diversity, and Inclusion: An International Journal*.

McCluney, C. L., Bryant, C., King, D. D., & Ali, A. A. (in press). Calling in Black: A dynamic model of racially traumatic events on organizational resourcing. In Guclu Atinic (Ed.), *Best Paper Proceedings of the Seventy-seventh Annual Meeting of the Academy of Management*.

McCluney, C. L., Schmitz, L. L., Hicken, M. T., & Sonnega, A. (in press). Structural racism in the workplace: Does perception matter for health inequalities?. *Social Science & Medicine*.

Fragoso, Z., Holcombe, K., **McCluney, C. L.**, McGonagle, A., Fisher, G. G., & Friebe, S. (2016). Burnout and engagement: Construct distinction in two healthcare worker samples. *Workplace Health & Safety*, 64(10), 479-487.

MANUSCRIPTS UNDER REVIEW

McCluney, C. L.,* & Rabelo, V. C.* (under review) Topic: visibility paradox through the lens of belongingness. *Journal of Vocational Behavior*.

BOOK CHAPTERS

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McCluney, C. L. & Cortina, L. M. (2017). Identity matters: Contextualizing workplace aggression within a social structural framework. In N. Bowling and M. S. Hershcovis (Eds). *Research and theory on workplace aggression* (pp. 136-155). Cambridge: Cambridge University Press.

Parker, P. S., *Jiang, J., ***McCluney, C. L.**, & *Rabelo, V. C. (2017). Race, gender, class, and sexuality. *Oxford Research Encyclopedia of Communication*. Oxford: Oxford University Press.

CASE STUDIES/WHITE PAPERS/REPORTS

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McCluney, C. L., Roberts, L. M., & Wooten, L. (2017). "It takes courage: Lessons learned from Starbucks #RaceTogether campaign." In Koonce, R., Robinson, P., & Vogel, B. (Eds.) *Developing Leaders for Positive Organizing*. Emerald Publishing Group.

Catalyst (2016)[†] [*Engaging in conversations about gender, race, and ethnicity in the workplace*](#). Practitioner's Tool, Catalyst, New York, NY.

[†]Company product in which I contributed equally with the following coauthors: D. J. Travis and J. Thorpe-Moscon

Travis, D. J., Thorpe-Moscon, J., & **McCluney, C. L.** (2016). [*Emotional tax: How Black women and men pay more at work and how leaders can take action*](#). Research Report, Catalyst: New York, NY

Media coverage: "Work Success and our Secret Burden." *ESSENCE magazine*, November, 2016.

WORKING DRAFTS

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Schmitz, L. L., **McCluney, C. L.**, Hicken, M. T., & Sonnega, A. Objective and subjective ratings: The importance of multi-informant data for psychosocial workplace outcomes (Targeted outlet: *Journal of Occupational Health Psychology*).

McCluney, C. L. Shaping institutions through marginality. (Targeted outlet: *Academy of Management Journal*).

McCluney, C. L. Embracing marginality for positive identity construction (Targeted outlet: *Organizational Science*).

RESEARCH IN PROGRESS

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Trzebiatowski, T., Hernandez, M., & **McCluney, C. L.** (Stage: Data analysis). Connecting women on boards to performance: A grounded theory approach. (Targeted outlet: *Academy of Management Journal*).

Hall, E.V., **McCluney, C. L.**, Kang, S., & Phillips, K.W. (Stage: Data collection). Minority employees' enactment of authenticity in the workplace. (Targeted outlet: *Administrative Science Quarterly*).

*Ali., A. A., *Bryant, C., *King, D., & ***McCluney, C. L.** (Stage: Data collection). Resourcing to alleviate employee trauma: A multi-method study (Targeted outlet: *Administrative Science Quarterly*).

McCluney, C. L. & Hernandez, M. (Stage: Study design). Mindfulness in crisis: Effectiveness on stress and work outcomes. (Targeted outlet: *Organizational Behavior and Human Decision Processes*).

McCluney, C. L., Durkee, M. I., Lee, S., & Robotham, K. (Stage: Study design). Perceptions of code-switching and authenticity at work (Targeted outlet: *Journal of Applied Psychology*).

* Authors contributed equally, names are listed alphabetically.

FELLOWSHIPS

Postdoctoral Fellowship (\$195,000) 2017-2020
University of Virginia Darden School of Business

Ford Foundation Dissertation Competition (Honorable Mention) 2016
National Academies of Science, Engineering, and Medicine

Community of Scholars Fellowship (\$9,600) 2016
Institute for Research on Women and Gender, University of Michigan, Ann Arbor, MI

Research Fellow (\$40,000) January 2015 – August, 2016
Catalyst, Inc. New York, NY

Rackham Merit Fellow (\$6,000) 2012-present
University of Michigan, Ann Arbor, MI

AWARDS

Organizational Behavior Division Showcase Symposium 2016
Academy of Management

Edward A. Bouchet National Honor Society 2016
Rackham Graduate School, University of Michigan, Ann Arbor, MI

Gender, Diversity, and Organizations Division Showcase Symposium 2015
Academy of Management

Roger W. Brown Research Award (\$500) 2015
Psychology Department, University of Michigan, Ann Arbor, MI

Rackham Conference Travel Grant (\$3,500) 2013-2016
University of Michigan, Ann Arbor, MI

AmeriCorps National Service Award (\$5,500) 2012
New Sector Alliance, Boston, MA

RESEARCH GRANTS

Rackham Candidate Research Grant (\$2,947) 2016
University of Michigan, Ann Arbor, MI

Dissertation Thesis Grant (\$1,000) 2016
Psychology Department, University of Michigan, Ann Arbor, MI

Rackham Interdisciplinary Working Group Grant: Transdisciplinary Study of Racism (\$5,944) 2015 – 2016
University of Michigan, Ann Arbor, MI

Center for the Education of Women Riecker Graduate Student Research Grant (\$1,000) 2015
Center for the Education of Women, Ann Arbor, MI

Institute for Research on Women and Gender Research Grant (\$1,000) 2014
University of Michigan, Ann Arbor, MI

Rackham Pre-Candidate Research Grant (\$1,500) 2013
University of Michigan, Ann Arbor, MI

CONFERENCE PRESENTATIONS AND CHAIRED SYMPOSIA

2017

McCluney, C. L., Bryant, C., King, D. D., & Ali, A. A. (August, 2017). Calling in Black: Dynamic model of racially traumatic events on organizational resourcing. Paper presented at the Academy of Management conference, Atlanta, GA.
*Selected for 77th annual Academy of Management Best Paper Proceedings (top 10% of submissions)

McCluney, C. L. (August, 2017). Black clergywomen's construction of positive professional and social identities. Paper presented at the Academy of Management conference, Atlanta, GA.

McCluney, C. L. (July, 2017). Becoming clergy: Black women's social-symbolic work of authentic expression. Paper presented at the 33rd annual European Group and Organizational Studies, Copenhagen, Denmark.

McCluney, C. L. (May, 2017). Constructing ourselves: A phenomenological investigation of Black clergywomen's positive identity construction in leadership. Paper presented at the biannual Positive Organizational Scholarship Research Conference, Ann Arbor, MI.

Robotham, K. J. & **McCluney, C. L.** (April, 2017). The pressure is on: Impact of anticipated mistreatment on health. Paper presented at the Society for Industrial and Organizational Psychologists, Orlando, FL.

McCluney, C. L. (March, 2017). Positive marginality through social-symbolic work: Examining intersectionality in organizational leadership. Research in progress presented at the Personality and Social Contexts Area Brown Bag, University of Michigan, Ann Arbor, MI.

2016

McCluney, C. L. (November, 2016). Gendered norms for inclusive leadership: A phenomenological study of Black clergywomen. Paper presented at the International Leadership Association Conference, Atlanta, Georgia.

Roberts, L. M., Cha, S., & **McCluney, C. L.** (November, 2016). *Cultivating positive identities: Personal leadership practices that positively impact you & others*. Workshop at the International Association of Leadership Conference, Atlanta, GA.

McCluney, C. L. (August, 2016). From the pulpit to the door? Positive leader identity claims and grants among Black clergywomen. Paper presented at the Annual Meeting of the Academy of Management, Anaheim, California.

McCluney, C. L., Rabelo, V. C., & Parker, P. S. (August, 2016). How you see me: Invisibility and hyper-visibility among women of color leaders. Paper presented at the Annual Meeting of the Academy of Management, Anaheim, California.

Caza, B. B., **McCluney, C. L.**, & Roberts, L. M., (August, 2016). *Crafting positive identities within and between workplace organizations*. Professional Development Workshop co-organized at the Annual Meeting of the Academy of Management, Anaheim, CA.

McCluney, C. L. & Creary, S. J. (August, 2016). *Resisting and cultivating: Marginalized employees seeking positive identities at work*. Symposium co-chaired at the Annual Meeting of the Academy of Management, Anaheim, CA.
*Showcase symposium for Organizational Behavior Division

McCluney, C. L., & Henderson, M. M., (August, 2016). *Mixed messages: Paradoxes for women in leadership*. Symposium co-chaired at the Annual Meeting of the Academy of Management, Anaheim, CA.

McCluney, C. L., (March, 2016). Exploring positive leader identity construction among Black clergywomen using phenomenology. Paper presented at the 5th Annual Qualitative Research in Management and Organizations Conference, Albuquerque, New Mexico.

2015

McCluney, C. L., & Rabelo, V. C. (August, 2015). Leading from the margins: Unique processes and strategies of Black women leaders. Paper presented at the Annual Meeting of the Academy of Management, Vancouver, British Columbia.

Mayer, D. M., **McCluney, C. L.**, & Sunday, L. (August, 2015). Giving employees the business: The effectiveness of business and moral case arguments for increasing organizational diversity. Paper presented at the Annual Meeting of the Academy of Management, Vancouver, British Columbia.

McCluney, C. L., & Rabelo, V. C. (August, 2015). *Diversifying leadership theory, research, and practice: Multilevel perspectives from women of color in the United States, India, and South Africa*. Symposium co-chaired at the Annual Meeting of the Academy of Management, Vancouver, BC.

*Showcase symposium for Gender, Diversity, & Organizations Division

Roberts, L. M., & **McCluney, C. L.** (June, 2015). *Cultivating Positive Identities and Meaning Making*. Symposium co-chaired at the Positive Organizational Scholarship Research Conference, Orlando, FL.

Sonnega, A., **McCluney, C. L.**, Ryan, L. H., & Fisher, G. G. (May, 2015). Who works longer? Results from the Health and Retirement Study. Paper presented at the Work, Stress, and Health Conference, Atlanta, GA.

Fragoso, Z., Dvorak, K., **McCluney, C. L.**, McGonagle, A., Fisher, G. G., Friebe, S. (April, 2015) Burnout and engagement: Construct distinction in two healthcare worker samples. Poster presentation at the Society for Industrial and Organizational Psychologists, Philadelphia, PA.

Travis, D. & **McCluney, C.L.** (March, 2015). *Catalyst Women of Color Summit*. Symposium co-chaired at the annual Catalyst Conference, New York, NY.

2014 and earlier

McCluney, C. L. (October, 2014). Incivility from the target's perspective: Gender, race, and attributions. Master's thesis presented at the Personality and Social Contexts Area Brown Bag, University of Michigan, Ann Arbor, MI.

Fisher, G. G., Manning, S. G., Weston, J., & **McCluney, C. L.** (August, 2014). Perceived organizational support for work/life balance: Relation to work and non-work outcomes. Paper presented at the Academy of Management Conference, Philadelphia, PA.

McCluney, C. L. & Cortina, L.M. (May, 2014). Selective incivility from the target's perspective: Gender, race, and attributions. Paper presented at the Annual Conference for the Society of Industrial and Organizational Psychologists, Honolulu, HI.

Hicken, M. & **McCluney, C. L.** (February, 2016). *On the scientific study of racism: A transdisciplinary perspective*. Symposium co-chaired at the Institute for Social Research, Ann Arbor, MI.

McCluney, C. L., Neblett, E., Griffin, T. M. (May, 2013). Mental health consequences of racial microaggressions. Paper presented at 10th International Conference on Work, Stress, and Health, Los Angeles, CA.

TEACHING EXPERIENCE

INSTRUCTOR OF RECORD, Psychology Department, University of Michigan, Ann Arbor, MI

Bringing Your Whole Self to Work: Identity and Diversity in Organizations

Winter 2016

Designed this capstone course, selected by the psychology department as a special topic seminar for senior undergraduates

Position Responsibilities:

Created course from scratch: syllabi, reading material, evaluative components, and learning outcomes for the course.

Developed lectures and discussion plans for 3-hour class meetings in a small seminar (~18 students)

Evaluated performance in course, homework assignments, and written term papers for students.

GRADUATE STUDENT INSTRUCTOR, Psychology Department, University of Michigan, Ann Arbor, MI

Introduction to Social Psychology

Winter 2015

Faculty Supervisor: Dr. Ethan Cross

Introduction to Psychology of Personality

Fall 2014

Faculty Supervisor: Dr. Robin Edelstein †Lead Graduate Student Mentor (GSM)

Introduction to Social Psychology

Winter 2014

Faculty Supervisor: Dr. Carla Grayson

Introduction to Organizational Psychology

Fall 2013

Faculty Supervisor: Dr. Fiona Lee

Position Responsibilities:

Prepare and deliver interactive learning activities and discussions of psychology for 4 hours per week across two sections (~30 students per section).

Evaluate performance in course, homework assignments, and team analysis of an organization.

†As Lead GSM, presented guest lecture, developed curriculum for other graduate student instructors, evaluated graduate student instructors' teaching

Overall GSI Rating: 4.89/5.00

TEACHING ASSISTANT, Ross School of Business, University of Michigan, Ann Arbor, MI

Bargaining and Influence Skills: Negotiating Strategy in a Global Economy (MBA elective)

2013

Faculty Supervisor: Dr. Shirli Kopelman

Leading People and Organizations (MBA; Executive MBA core course)

Fall 2012 – Summer 2015

Faculty Supervisors: Dr. Scott DeRue; Dr. Maxim Sytch, Dr. Leigh Tost

Position Responsibilities:

- Graded midterm and final exam papers, consisting of case study reports
- Provided students with detailed feedback on written submissions to improve and develop analyses
- Compiled grade spreadsheets, determined grade distributions

Guest Lectures

McCluney, C. L. (2015, November). *Black Hair in the Workplace*. Guest lecture for the Junior seminar in professional writing: Gender and hair in African American cultural politics course, Departments of Afro-American Studies, American Culture, and Women's Studies, University of Michigan, Ann Arbor, MI.

McCluney, C. L. (2014, October). *Working with Undergraduate Research Assistants and Data Collection Tools*. Invited talk presented at the doctoral seminar in Personality and Social Contexts and Social Psychology, University of Michigan, Ann Arbor, MI.

McCluney, C. L. (2014, October). *Personality at Work*. Guest lecture for the Introduction to the Psychology of Personality undergraduate course, Department of Psychology, University of Michigan, Ann Arbor, MI.

SERVICE ACTIVITIES

Rackham Academic Integrity Board (2015-2017)

- Graduate student representative for review board of academic misconduct with the university Resolution Officer.

Rackham Executive Committee (2015-2016)

-Graduate student representative on board that oversees and approves academic policy, proposals for new degree and certificate programs, and decisions of Rackham faculty panels for student fellowships and awards.

Psychology Department Associate (2014-2015)

-Selected by the Psychology department to represent area and provide input to departmental decisions in hiring, resource allocation, and curriculum development

Students of Color at Rackham Graduate School (SCOR), President (2014-2015), Rackham Liaison (2013-2014)

Black Student Psychological Association, Program Chair (2013-14)

MEMBER AFFILIATIONS

Academy of Management

Center for Positive Organizational Scholarship

Society for Industrial-Organizational Psychology