

January, 2017

VITAE

KARL W. KUHNERT

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Athens, Georgia
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Education:

Ph.D.
Industrial/Organizational Psychology

Kansas State University
May, 1985

M.S.
Industrial/Organizational Psychology

Kansas State University
May, 1981

B.A.
Major: Psychology

The Pennsylvania State University
May, 1977

Current Positions:

Associate Professor
University of Georgia
Member of Graduate Faculty
Member of UGA Teaching Academy

Past Employment:

Executive Director of the Industrial Organizational Professional Masters Program (2013-2016). Established the first professional masters program in the College of Arts and Sciences. Responsibilities included curriculum development, admissions, marketing, teaching, and administering the program. Program was completely funded through tuition.

Senior Research Fellow at The Fanning Leadership Institute (Academic year 1997-2003). Joint Appointment University of Georgia. Responsibilities included creating leadership development curriculum, conducting leadership programs for diverse audiences (youth, community, and corporate), setting the strategic direction for the Institute.

Visiting Assistant Professor (Academic year 1986-87).

Department of Psychology, The Ohio State University. Responsibilities included teaching of undergraduate I/O and graduate courses in Leadership and Organizational Processes.

Assistant Professor (January 1985 - 1986). Department of Psychology, Auburn University. Courses taught: General Psychology, Industrial/Organizational Psychology, Training and Supervision, Interviewing and Classifying Personnel, Advanced Industrial Psychology, Advanced Organizational Psychology, Leadership, Statistics.

Publications: * Publications which have gone through editorial review. ** Invited publications

- Kuhnert, K.W. Leadership Developmental Level and Performance: An Investigation of Gender Differences 2017, (In Press). *Adult Development Journal*
- Kuhnert, K.W. (2013). Developing tomorrow's leaders today. Current Accounts, pp. 24-26
- Hoffman, B.J. Strang, S.E, Kuhnert, K.W and Campbell, K, Kennedy, C.L., Lo Pilato, C. (2013). Ethical Leadership and Leader effectiveness: The Roles of Machiavellianism, Narcissism, and Ethical Context, *Journal of Leadership & Organizational Studies*, 20, (1), 25-37.
- Strang, S., Kuhnert, K.W. (2009). Personality and leadership development levels as predictors of leader performance. *Leadership Quarterly*, 421-433.
- Brunell, A. B., Gentry, W. A., Campbell, W. K., Hoffman, B. J., Kuhnert, K. W., & Demarree, K. G. (2008). Leader emergence: The case of the narcissistic leader. *Personality and Social Psychology Bulletin*, 12, 1663-1676.
- Harris, L., Kuhnert, K.W. (2008). Looking through the lens of leadership: A constructive developmental approach. Looking through the lens of leadership: A constructive developmental approach, *Leadership and Organizational Development Journal*, 29 (1), 47-67.
- Gentry W.A., Kuhnert, K.W. (2007). Sending signals: Nonverbal communication can speak volumes. *Leadership in Action* Volume 27, Number 5, pp. 2-7.
- Gentry, W.A., Kuhnert, K.W., & Mondore, S. (2007). The Influence of Supervisory-Support Climate and Unemployment Rate on Part-Time Employee Retention: A Multilevel Analysis," *Journal of Management Development* 26 (10), 1005-1022.

- Gentry, W. A., Kuhnert, K. W., Johnson, R. M., & Cox, B. D. (2006). Even a weekend works: The value of a weekend-long orientation program on first-year college students. *Journal of College Orientation and Transition* 14(1), 26-38.
- Gentry, W.W., & Kuhnert, K.W. (2006). Communicating effectively: Do your actions genuinely match your words? *Leadership Compass*, Summer2006, 4-8.
- Kuhnert, K.W. (1999). The best of the best: Retrospective of the best of the OD Journal in the 20th century. *Organizational Development Journal*, 17, 41-47.
- Lucius, R. H. & Kuhnert, K. W. (1999). Adult development and the transformational leader. *The Journal of Leadership Studies*, 6, 78-85.
- Kuhnert, K.W. (1997). Two glimpses of life beyond the corporate dream. In R.T. Golembiewski's special issue, When Corporations Rule the World. *Public Administration and Management: An Interactive Journal*, 2, 1.
- Lucius, R.H. & Kuhnert, K.W. (1997). Using sociometry to predict team performance in the workplace. *The Journal of Psychology: Interdisciplinary and Applied*, 131, 21-32.
- Reprinted in (1996). *Journal of Group Psychotherapy, Psychodrama and Sociometry*, 49, 120-132.
- Thomas, K, M., Drey, J., Kuhnert, K. W. Leadership development for the 21st century: Developing the multicultural leader. *Proceedings for the 1996 National Leadership Conference: Leaders and Change*. College Park, Maryland. September 26-27.
- Golembiewski, R. T., & Kuhnert, K. W. (1994). Looking forward to enhance tomorrow's progress. In R. T. Golembiewski and K. Kuhnert (Eds.) *Organizational Theory 2000*. A special issue of the *International Journal of Public Administration*, 17, 777-802.
- Golembiewski, R. T., & Kuhnert, K. W. (1994). Introduction: Looking toward 2000, and beyond: Some developmental tendencies in organizations. To appear in R. T. Golembiewski and K. Kuhnert (Eds.) *Organizational Theory 2000*. A special issue of the *International Journal of Public Administration*.
- Golembiewski, R. T., & Kuhnert, K. W. (1994). Individual characteristics and performance: Pilot of congruence between assessment center and biodata approaches. *Public Administration Quarterly*, 17, 410-436.

- Golembiewski, R. T., & Kuhnert, K. W. (1994). Barnard, authority, and the zone of indifference: Toward a contextual analysis. *International Journal of Public Administration*, 17, 1195-1238.
- Taylor, S. C., Carlin, B. A., Kuhnert, K. W. (1993). A formal look at an old friend: The regenerative model revisited. *Proceedings of the Southern Management Proceedings*, November 12-14.
- Kuhnert, K. W. (1993). Leadership in Postmodernist Organizations, *Proceedings of the Leadership and the Liberal Arts*, Marietta College, Marietta, Ohio. April 16-19.
- Golembiewski, R. T., & Kuhnert, K. W. (1992). Barnard recessed: Authority and the zone of indifference and several possible influences. *Management Theory*, 15, 1-42
- Russell, C. J. & Kuhnert, K. W. (1992). Integrating skill acquisition and perspective taking capacity in the development of leaders. *Leadership Quarterly: An International Journal of Political, Social and Behavioral Science*, 3, 334-352.
- Kuhnert, K. W., & McCauley, D. (1992). Trust in management: the importance of supervisory support and professional development. *Public Administration Quarterly*, 16, 265-284.
- McCauley, D. P., & Kuhnert, K. W. (1992). Employee trust in management: An initial step toward more programmatic research. *Proceedings of the Southern Management Association Meetings*, 136-142.
- Russell, C., & Kuhnert, K. W. (1992). New frontiers in management selection systems: Where measurement technologies and theory collide. In E. A. Fleishman, M. D. Mumford and S. J. Zaccaro (Eds.) Individual differences and leadership. *Leadership Quarterly: An International Journal of Political, Social and Behavioral Science*, 3, 109-136.
- Golembiewski, R. T., & Kuhnert, K. W. (1992). Barnard and transformational leadership: Testing several possible linkages. *Management Theory*, 14, 1-38.
- Kuhnert, K. W. (1992). Analyzing organizational behavior [Review of *Analysing Organizational Behavior*]. *Journal of Organizational Behaviour*, 13, 89-90.
- Kuhnert, K. W., & Palmer, D. (1991). Job security, health, and the intrinsic and extrinsic characteristics of work. *Group and Organizational Studies*, 16, 178-192.

- Kuhnert, K. W. & Russell, R. J. (1990). Using constructive developmental theory and biodata to bridge the gap between personnel selection and leadership. *Journal of Management*, 16, 1-13.
- Kuhnert, K. W. & Downey, R. G. (1989). I/O psychology and internships: A national survey. *The Industrial/Organizational Psychologist*, 27, 45-50.
- Kuhnert, K. W., Sims, R., & Lahey, M.A. (1989). The psychosocial consequences of insecure work across organizations. *Group and Organization Studies*, 14, 399-410.
- Kuhnert, K. W. (1989). The manifest and latent consequences of work. *The Journal of Psychology: Interdisciplinary and Applied*, 123, 417-427
- Kuhnert, K. W., Saal, F. E., & Downey, R. G. (1988). A developmental analysis of performance ratings. *The Journal of Psychology: Interdisciplinary and Applied*, 122, 499-510.
- Kuhnert, K. W., & Lewis, P. (1987). Transactional and transformational leadership: A constructive/developmental analysis. *Academy of Management Review*, 12, 648-657.
- Lewis, P., Kuhnert, K. W., & Maginnis, R. (1987). Defining military character: A new perspective. *Parameters: Journal of the U.S. Army War College*, 17, 33-41.
- Kuhnert, K. W. (1986). Implications of insecure work across organizations. *Proceedings of the 4th Congress International de Psychologie du Travail de Langue Francaise*, 49-57.
- Kuhnert, K. W., Sims, R. R., & Palmer, D. (1986). Job security and employee health. *Proceedings of the 1986 Southern Management Association Meetings*, 136-142.
- Vance, R. J., Kuhnert, K. W., & Farr, J. L. (1978). Interview judgments: external criteria to compare behavioral and graphic scale ratings. *Organizational Behavior and Human Performance*, 22, 272-294.

Manuscripts Under Review

Special Issue of a Journal:

- ** Kuhnert, K. W. (1999). Best of the Best : A Retrospective of the Best of the OD Journal in the 20th Century. *Organizational Development Journal*.
- ** Kuhnert, K. W. (1996). Edited a special issue of the *International Journal of Public Administration*, entitled "Transforming Leadership".

Books: Eigel, K. M., Kuhnert, K.W. (2016, June). *The Map. Your Path To Effectiveness In Leadership, Life, and Legacy*. Baxter Publishing

Chapters in Books:

- Kuhnert, K.W. How Post-Conventional Leaders Lead. In J. Reams (Ed.) Leadership through Constructive Developmental Theory and Practice. (In Press, 2017).
- Eigel, K. M., & Kuhnert, K. W. (2005). Authentic development: Leadership development level and executive effectiveness. In W. Gardner B. Avolio & F. Walumba (Eds.). *Authentic Leadership and Practice: Origins, Effects and Development*. Monographs in Leadership and Management, Vol. 3, 357-385. New York: Elsevier Press.
- Gentry, W. A., & Kuhnert, K. W. (2005). A first look at the role of receptive nonverbal communication in leadership assessment. In N. Huber & M. Walker (Eds.), *Emergent Models of Global Leadership* (pp. 80-98). College Park, MD: The James McGregor Burns Academy of Leadership.
- Wise, G., & Kuhnert, K. W. (2001). Trust and quality: An empirical investigation of their association. In A. Rahim's *Current Topics in Management*, 5, 119-145. Stamford, Connecticut: JAI Press.
- Kuhnert, K. W. (2000). Leading authentically in an unauthentic world. In R.T. Golembiewski, (Ed.), *Handbook of Organizational Behavior*, 2nd edition. New York: Marcel Dekker.
- Kuhnert, K. W., & Gerber, E. (2000). Facilitating organizational change through survey/feedback and implementation. In Robert T. Golembiewski, (Ed), *Handbook of Organizational Consultation*, 631-640. New York: Marcel Dekker.
- Kuhnert, K. W. (2000). Approaches to organizational needs assessment. In Robert T. Golembiewski, (Ed), *Handbook of Organizational Consultation*, 641-650 New York: Marcel Dekker.

- Downey, R. G., & Kuhnert, K. W. (2000). Goal Setting: Theory and Practice. In Robert T. Golembiewski (Ed), *Handbook of Organizational Consultation 2nd Edition*, 281-286. New York: Marcel Dekker.
- Kuhnert, K. W., & McCauley, D. (1996). Advanced Survey Technology. In Allen Kraut, (Ed.), *Opinion Surveys in Organizations*, 233-254. San Francisco, CA: Jossey-Bass.
- Eigel, K .M. & Kuhnert, K. W. (1996). Personality diversity and its relationship to managerial team productivity. In Marian Ruderman, M. W. Hughes- James, and S.E. Jackson (Eds.), *Selected Research on Work Team Diversity*. Washington, D.C and Greensboro, N.C: American Psychological Association and the Center for Creative Leadership.
- Kuhnert, K.W. (1994). Transforming leadership: Developing people through delegation. In Benard M. Bass & Bruce Avolio, (Eds.), *Improving Organizations Through Transformational Leadership*, 2-27. Newbury Park, CA: Sage Publications.
- Kuhnert, K. W. (1993). The process and practice of survey/feedback in organizations. In Robert T. Golembiewski, (Ed), *Handbook of Organizational Consultation*, 459-466. New York: Marcel Dekker.
- Kuhnert, K. W. (1993). Leadership theory in postmodern organizations. In Robert T. Golembiewski (Ed), *Handbook of Organizational Behavior*. 189-202. New York: Marcel Dekker.
- Downey, R. G., & Kuhnert, K. W. (1993). Goal setting: Theory and practice. In Robert T. Golembiewski (Ed), *Handbook of Organizational Consultation*, 173-178. New York: Marcel Dekker.
- Kuhnert, K. W. (1993). Approaches to organizational needs assessment. In Robert T. Golembiewski, (Ed), *Handbook of Organizational Consultation*, 173-178. New York: Marcel Dekker.
- Kuhnert, K. W. & Gore, B. (1992). Ethical and professional guidelines for construction and use of contracts. In A. Vaux's, M. Stockdale, & M.J. Schwerin, (Eds.), *Independent Consulting in Evaluation*, 107-126. California: Sage Publication.
- Kuhnert, K. W. & Vance, R. J. (1992). Job security and moderators of the relationship between job security and employee adjustment. In L. R. Murphy, J. J. Hurrell, and J.C. Quick, (Eds.) *Work and Well-being: Assessment and Interventions for Occupational Mental Health*. Washington, D.C.: American Psychological Association, 48-63.

Downey, R. G. & Kuhnert, K. W. (1992). Applied research training: A guide for faculty, students and practitioners. A. Vaux's, M, Stockdale and M. Schwerin, (Eds.), *Independent consulting for evaluators*, 3-20. California: Sage Publication.

Kuhnert, K. W. (1990). Critique of marketing services division case study. In F.X. Sligo (Ed.), *Organizational Behavior: Cases and Commentary*, 45-51. Harcourt, Brace Jovanovich: Sidney, Australia.

Kuhnert, K. W., & Lewis, P. (1989). Transactional and transformational leadership: A constructive/developmental analysis. In W. E. Rosenbach and B. Taylor (Eds). *Contemporary issues in leadership*, 195-205. Westview Press: Washington, D.C.

Lewis, P., Kuhnert, K. W., & Maginnis, R. (1989). Defining military character: A new perspective. In L. J. Matthews & D. E. Brown (Eds.), *The challenge of military leadership*, 121-129. Pergamon-Brassey: Washington, D.C.

Research Reports:

Kuhnert, K.W (2016). Why Are Teachers Leaving Fulton County Schools? Report presented to Fulton County School Board.

Kuhnert, K.W. Fort Valley Workforce Survey Climate Report: Summary of Findings (2014). Carl Vinson Institute for Government.

Kuhnert, K.W., & Martin, Jacob. (2012). Executive summary: Analysis of employee relations index survey feedback comments, 1-44. The University of Georgia

Kuhnert, K.W., & Eckart, R. (2011). Executive summary: Analysis of employee relations index survey feedback comments, 1-44. The University of Georgia

Kuhnert, K.W. & Sparks, T. (2009). Executive summary: Analysis of employee relations index survey feedback comments, 1-40. The University of Georgia

Kuhnert, K.W. & Sparks, T. (2008). Executive summary: Analysis of employee relations index survey feedback comments, 1-40. The University of Georgia

Kuhnert, K.W. & Morrison, A. (2007). Executive summary: Analysis of employee relations index survey feedback comments, 1-50. The University of Georgia

- Kuhnert, K.W. & Williams, A. C. (2006). Executive summary: Analysis of employee relations index survey feedback comments, 1-65. The University of Georgia
- Kuhnert, K.W. & Scharlau, L. (2005). Executive summary: Analysis of employee relations index survey feedback comments, 1-50. The University of Georgia
- Kuhnert, K.W. & McCleese, C. (2004). Executive summary: Analysis of employee relations index survey feedback comments, 1-50. The University of Georgia
- Kuhnert, K.W. & Davis, J. (2003). Executive summary: Analysis of employee relations index survey feedback comments, 1-20. The University of Georgia.
- Kuhnert, K.W. & Michaels, L. (2002). Executive summary: Analysis of employee relations index survey feedback comments, 1-20. The University of Georgia.
- Kuhnert, K.W., Mondore, S.P., Gerber, E. & Brink, K. (1999). Bounce back and wedge factors: Ruminations on the Employee Relations Index, UPS Regional Headquarters, Atlanta, GA.
- Kuhnert, K.W., Gerber, E., & Montagliani, A. (1996). The federal law enforcement training center survey: A final report, 1-25. University of Georgia.
- Kuhnert, K.W., Gerber, E., & Montagliani, A. (1996). The federal law enforcement training center survey: Meeting customer standards, 1-23. University of Georgia.
- Kuhnert, K., Barksdale, R., Chrobot, D. Nelson, L., Wolfe, L., (1994). Meeting *Customer service standards: A summary of examples and perceptions of areas for Improvement. federal law enforcement training center* (1994), 1-33. University of Georgia.
- Kuhnert, K.W., Lucius, R., Toth, C. (1993). *The federal law enforcement training center quality process evaluation: A final report*, pp. 1-25. University of Georgia.
- Kuhnert, K.W., Lucius, R., Toth, C. (1992). *The federal law enforcement training center survey: A final report*, 1-25. University of Georgia.
- Kuhnert, K. W. (1990). *The federal law enforcement training center survey: A final report*, 1-26. University of Georgia.

Kuhnert, K. W. (1990). *The federal law enforcement training center management-agency representative workforce survey: A final report*, 1-18, University of Georgia.

Kuhnert, K. W. (1989). *The development of a performance management system for total quality management (TQM)*. A concept paper presented to the Navy Personnel Research and Development Center, 1-26, San Diego, CA,

Kuhnert, K. W., Dockstader, S., & Potter, S. (1989). *Total quality management _____ and its impact on performance management assessment*, 1-29. Navy Technical Report.

Kuhnert, K. W. (1987). *A developmental approach to the leadership experience of naval officers*. A report presented to the Navy Personnel Research and Development Center, 1-33, San Diego, CA.

Kuhnert, K. W. (1987). *Assessment center technology for developing navy industrial managers*. A report presented to the Navy Personnel Research and Development Center, 1-25, San Diego, CA.

Works submitted but not yet accepted:

Kuhnert, K., Clauson, M.C., & Vande Griek, O. (Under Review). Using artificial intelligence to advance expert decision-making in organizations. Integral Review

Harris, L., & Kuhnert, K.W. (Under Review). Tailoring Leadership Development to Millennials. Journal of Business Psychology

Gentry, W.A, & Kuhnert, K.W. (Under Review). A Longitudinal Multilevel Data Analytic Approach Examining Part-Time Blue-Collar Turnover. Leadership Quarterly Special Issue on economics and psychology.

Scharlau, E., Kuhnert, K.W. The Benefits of Women's Networks Within Organizations (Under Review).

Post-graduate Fellowships:

American Society for Engineering Education (ASEE) Faculty Fellowship Program. Navy Personnel Research and Development Center, San Diego, California, 1989.

ASEE Faculty Fellowship Program. Navy Personnel Research and Development Center, San Diego, California, 1988.

ASEE Faculty Fellowship Program. Navy Personnel Research and Development Center, San Diego, California, 1987.

Grants and Contracts Received:

Kuhnert, K. (2009-15). Principle Investigator. Executive Leadership Institute for the Georgia Board of Regents. Development and lead facilitator for a six-day leadership development program for 35 Georgia colleges and universities. Funded, \$253,000. Total \$759,000 (In 7th year of program).

Kuhnert, K.W. (1996-2015). UPS Corporate/Education Partnership Training. Training Grant to support three-graduate 12-month research assistantship. (Funded, \$45,000 per year. Total \$765,000.

Kuhnert, K.W. (2002-2012). Georgia Society for Certified Public Accounts Leadership Academy (Funded, \$52,000). Total \$468,000

Kuhnert, K.W. (2002). Institute for Georgia's Environmental Leaders. Grant to support Governor's Perdue's Environmental Initiatives. (Funded, \$120,000) Co-Investigator.

Kuhnert, K.W. (2000). Rural health leadership academy. Robert Wood Johnson Foundation (Funded) \$206,000) Co-Investigator.

Kuhnert, K.W. (1996), 1996 Customer Satisfaction Survey. The Federal Law Enforcement Training Center. Glynco, GA. (Funded, \$25,000).

Kuhnert, K. (1996). 1996 Workforce Survey for Employees for The Federal Law Enforcement Training Center in Glynco, GA. (Funded, \$24,958).

Kuhnert, K.W. (1994). Customer satisfaction survey for the Federal Law Enforcement Training Center in Glynco, GA. (Funded \$39,000).

Kuhnert, K. (1994). Leadership and the development of Leaders at The Virginia Military Institute, Funded by the Virginia Military Institute, \$8,900.

Kuhnert, K.W. (1993). Employee involvement program. Federal Law Enforcement Training Center, Glynco, GA. \$21,250 (Funded).

Kuhnert, K.W. (1993). Survey feedback for employees of The Federal Law Enforcement Training Center. \$17,078 (Funded).

Kuhnert, K. W. (1992). Federal Law Enforcement Training Center 1992 Employee Attitude Survey. Federal Law Enforcement Training Center, Glynco, GA. \$16,000 (Funded).

Kuhnert, K. W. (1989). Attitude Survey of Employees at the Federal Law Enforcement Training Center, Glynco, GA. Federal Law Enforcement Training Center, \$11,000.00, (Funded).

Kuhnert, K. W. (1988). The Relationships among Job Security, Employee Health and Performance. Faculty Research Grant Program. University of Georgia, \$6099.00, (Funded).

Lewis, P., & Kuhnert, K. W. (1985). Enhancing Understanding of the Leader/Follower Team. Research Grant-in-Aid, Auburn University, \$1325.00, (Funded). Kuhnert, K.W. (2009). UPS Corporate/Education Partnership Training. Training.

Recognition and Outstanding Achievements:

2015, 2016 University of Georgia Career Center Award for Contribution to the Career Development of Students.

Highly Commended Award for best research article in 2009 for “Looking Through the lens of leadership: A constructive developmental approach,” in the Journal of Leadership & Organizational Development Journal.

Major Professor for William Gentry whose dissertation was a finalist for the 2006 Rains Wallace Dissertation Award (Society for Industrial and Organizational Psychology).

2006 Invited member to the UGA Teaching Academy.

Received Hammer Award for Outstanding Contributions to Reinventing Government for the U.S. Treasury Department, 2000. Awarded by Albert Gore, Vice President of the U.S.

Major Professor for Gail Wise whose dissertation was a finalist for the 1998 Rains Wallace Dissertation Award (Society for Industrial and Organizational Psychology).

1998 Best Paper award IPMACC for Rating Differences in Multi-rater Feedback with G. P. Wise.

1997 Finalist Award for Outstanding Worldwide Organizational Development Project, A Reinventing Government at the Federal Law Enforcement Training Center. Presented by the Organizational Development Institute.

1997 Outstanding Undergraduate Teaching Award. Presented by Psi-Chi Honor Society and the Department of Psychology, University of Georgia.

1996 Outstanding Service Award. Presented by the Department of Treasury, Treasury Reinventing Government.

Appointed as a Fellow of the Center for Leadership Studies, University of Binghamton, Binghamton, NY. 1993-1995.

Invited participant to the Fifth Annual Theory Development Workshop for the Academy of Management, August 8, 1993, Miami, FL.

1990 Outstanding Undergraduate Teaching Award. Presented by Psi-Chi Honor Society and the Department of Psychology, University of Georgia.

Invited participant to the Third Annual Theory Development Workshop for the Academy of Management, August 11, 1991, Miami, FL.

Program Chair: 1991 Southeastern Industrial/Organizational Psychological Association Convention, March 20, 1991, New Orleans, LA.

Invited address to the 1990 Doctoral Consortium of the Society for Industrial and Organizational Psychology, April 19, Miami, FL.

Program Chair: 1990 Southeastern Industrial/Organizational Psychological Association Convention, April 4, Atlanta, GA.

Southeast Regional Coordinator for Community Psychology. Elected post, 1985 - 1987.

Professional Memberships:

American Psychological Association
Division 2—Teaching of Psychology
Division 14—Society for
Industrial/Organizational
Psychology
Division 27—Community
Psychology
Academy of Management
American Psychological Society

Academy of Management
Southern Management Association
Southeastern Psychological Association
The Institute for Management Science

Conference Presentations:

Hulett, A.L., & Kuhnert, K.W. (2014). Adult Attention Deficit Hyperactivity Disorder and counterproductive workplace behavior. In Hulett, A.L. & Kuhnert, K.W. (Co-chairs) *What goes unseen: Mental Disabilities in the workplace*. Symposium presented at the 29th Annual SIOP Conference in Honolulu, HI.

Hulett, A.L., & Kuhnert, K.W. (Co-chairs; 2014). *What goes unseen: Mental Disabilities in the workplace*. Symposium presented at the 29th Annual SIOP Conference in Honolulu, HI

Hulett, A.L., & Kulkarni, A.S., Kuhnert, K.W. (2014, April). *ADHD, counterproductive workplace behavior and flow: Reducing negative workplace outcomes for adults with ADHD symptoms*. Psi Chi Conference, University of Georgia, Athens, GA

Werff, L., Sparks, T.E., & Kuhnert, K.W. (2013). Invariance of Psychological Contract Measures Across Part-Time and Full Time Workers. Poster presented at the Society of Industrial and Organizational Psychology, Houston, TX.

Sparks, T., Kuhnert, K.W. (2013). The Impact of Ethical and Abusive Leadership on Follower Well-Being. Poster presented at the Society of Industrial and Organizational Psychology, Houston, TX.

Foley, M., & McCann, K., Kuhnert, K.W. (March, 2013). Managers vs. employees: The differing effects of communication strength and supervisor support on work engagement. Poster presented at the Center for Undergraduate Research Opportunities (CURO) Symposium at the University of Georgia, Athens, GA.

Foley, M., & McCann, K., Kuhnert, K.W. (April, 2013). Managers vs. employees: The differing effects of communication strength and supervisor support on work engagement. Poster presented at the National Conference on Undergraduate Research at the University of Wisconsin-La Crosse, La Crosse, WI.

Roling, E., & Kuhnert, K.W., (2012). The Benefits of Women's Networks within Organizations Poster presented at the Society of Industrial and Organizational Psychology, San Diego California.

Wood, L.A., Hoffman, B. J., & Kuhnert, K.W. (2011). Managing Change Perceptions Manager Behavior and Organizational Change. Poster presented at the Society of Industrial and Organizational Psychology, Chicago, IL.

Warner, M., Boggs, B.S., & Kuhnert, K.W. (2011). Latin American Cultural Values: An Examination Into Manager Relations and Affective Commitment. Poster presented at the 31st Annual Convention of the Behavioral Sciences, Athens, Georgia.

Beck, S., Eckart, R., Sparks, T., & Kuhnert, K. (2010). Does Status Matter? The Relationship between Career Development Opportunities and Affective Commitment for Full-Time and Part-Time Work Status Employees. Poster presented at the 30th Annual Convention of the Behavioral Sciences, Athens, Georgia.

Curtis, S., & Kuhnert, K.W. (March, 2010). Personal Development During Job Loss: Turning Crisis Into Opportunity. Poster presented at the Society of Industrial and Organizational Psychology, Atlanta, Georgia.

Harris, L., & Kuhnert, K.W. (April, 2009). Tailoring Leadership Development for the Generations. Poster presented at the annual Society for Industrial and Organizational Psychology Conference, New Orleans, La.

Boggs, B.S., Sparks, T., Hilimire, K., Sauer, Kuhnert, K. (March, 2009). MBTI Personality Preferences as Predictors of Managerial Derailment, Poster presented at the 29th Annual Convention of the Behavioral Sciences, Athens, Georgia.

Strang, S. & Kuhnert, K.W. (April, 2008). Leadership development level and performance: An investigation of male-female differences. Poster presented at the annual Society for Industrial and Organizational Psychology Conference, San Francisco, Ca.

Scharlau, L., & Kuhnert, K.W. (April, 2008). Emotional Intelligence and Leader Effectiveness: A Gender Comparison. Poster presented at the annual Society for Industrial and Organizational Psychology Conference, San Francisco, Ca.

Claffey, L., Demmitt, A., & Khazrai, N., Kuhnert, K.W. (2008). Emotional Intelligence and Conflict Management. Poster presented at the 31st Annual Convention of the Behavioral Sciences, Athens, Georgia.

Sparks, T., & Scharlau, E., Kuhnert, K.W. (2008). Stress Management and Managerial Performance. Poster presented at the 31st Annual Convention of the Behavioral Sciences, Athens, Georgia.

Doss, Kristin L., Kuhnert, K.W. (2007, March). *Change Leadership: Who Is Most Effective at Leading Others?* Poster session presented at the annual Industrial/Organizational and Organizational Behavior conference, Indianapolis, IN.

Mountcastle, Kristin D., Kuhnert, K.W. (2007, August). *Change Leadership: Predictions from Big Five Personality and Constructive/Developmental Theory.* Poster session presented at the annual Academy of Management conference, Philadelphia, PA.

Kuhnert, K., Harris, L. S., & Evans, S. C. (2007, August). (Co-chairs). Maximizing the Internship Experience: Best Practices for Graduate Students. Symposium to be presented at the meeting of the Society for Industrial and Organizational Psychology, New York, NY.

Harris, L.S. & Kuhnert, K.W. (2006, August). An Examination of Executive Leadership Effectiveness: Constructive Developmental Theory and 360-Degree Feedback. In K. Kuhnert and C. Turknett's *Using Constructive Developmental Theory to Advance Executive Leadership Development* (Practice Forum) Symposium presented at the Academy of Management Meetings, Atlanta, GA.

Kuhnert, K.W. (2006, August). Generating Developmental Coaching Opportunities from Leader Level Feedback. In K. Kuhnert and C. Turknett's *Using Constructive Developmental Theory and to Advance Executive Development.* Symposium presented at the Academy of Management Meetings, Atlanta, GA.

Gentry, W., & Kuhnert, K.W. (2006, April). *Part-timers Retention, Perceived Organizational Support, and Economy Using HLM.* Paper under consideration for presentation at the meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Eberz, M., & Adams, K.A., Kuhnert, K.W. (2005, March). Levels of sociability characteristics measured on multi-rater feedback and occurrence of overestimation. Poster presented at the 28th Annual Convention of the Behavioral Sciences, Athens, Georgia.

Howard, A., Kelly, C., Williams, A., & Kuhnert, K.W. (2005, March). Emotional intelligence as a predictor of emergent leadership. Poster presented at the 28th Annual Convention of the Behavioral Sciences, Athens, Georgia.

Fuller, K., Scharlau, L., Killion, L., Doss, K., & Harris, L. (2005, March). Gender differences in 360 feedback related to leader effectiveness. Poster presented at the 28th Annual Convention of the Behavioral Sciences, Athens, Georgia.

Brunell, A.B., Gentry, W., McCollum, R. S., Campbell, W. K. & Kuhnert, K.W. (2005, March). Narcissism and emergent leadership. Poster presented at the 28th Annual Convention of the Behavioral Sciences, Athens, Georgia.

Kuhnert, K., & Gerber, E. (2004, June). Leadership toward what ends? A model of authentic leadership, Presentation at the 2004 Gallup Leadership Summit, Omaha, NE.

Kuhnert, K. (2004, June). *On Why Ethics Makes A Difference in Professions*. Georgia Society for Certified Public Accountants. Isle of Palms, South Carolina.

Gerber, E., & Kuhnert, K (April, 2004). Collective climate: Another look at the validity of the construct, Poster presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Gewin, A. G., Singer, L. M. & Kuhnert, K.W. (2004) Gender differences in emotional intelligence at the 27th Annual Convention of the Behavioral Sciences, Sponsored by the UGA Chapter of Psi Chi.

Gentry, W. A., Cordier, L. M., Eberz, M. S., Fuller, K. A., McCollum, R. S, & Kuhnert, K.W. (March, 2004). Nonverbal communication and job interviews, Paper presented at the 27th Annual Convention of the Behavioral Sciences, Sponsored by the UGA Chapter of Psi Chi,

Gentry, W. A. & Kuhnert, K. W. (2003, April). Reading it accurately: The role of receptive nonverbal communication in student leadership assessment. Poster session presented to the 2003 Society of Industrial Organizational Psychology Conference, Orlando, Florida.

McCoy, J. C., Hurst, C., Gentry, W. A., Kuhnert, K.W. (March 2003). Program evaluation of a week-long first-year orientation program. Presented at the Center for Undergraduate Research Opportunities, University of Georgia, Athens, Georgia.

Robertson, M. Gentry, W.A., & Kuhnert, K.W. (March, 2003). The role of receptive non-verbal communication in social intelligence. Presented at the 26th Annual Convention for the Behavioral Science, University of Georgia, Athens, Georgia.

McCoy, J. & Gentry, W.A. & Kuhnert, K. W. (March, 2003). The role of receptive nonverbal communication in emergent leadership. Presented at the 26th Annual Convention for the Behavioral Science, University of Georgia, Athens, Georgia.

Ramsey, E., Singer, L., Gentry W.A. & Kuhnert, K.W. (March, 2003). The role of receptive non-verbal communication in resident advisor assessment. Presented at the 26th Annual Convention for the Behavioral Science, University of Georgia, Athens, Georgia.

McCoy, J. & Gentry, W.A. & Kuhnert, K. W. (March, 2003). Emergent leadership and non-verbal communication: A study in small group dynamics. Presented at the 26th Annual Convention for the Behavioral Science, University of Georgia, Athens, Georgia.

Kuhnert, K.W. (July, 2003). What's next in developing leaders. Presented to the Society of Human Resource Management. Atlanta, Georgia.

Kuhnert, K.W. (November, 2001). Leadership and personality: Research pitfalls in search of a relation. In T. T. Manning's (Moderator) Applying leadership theory. Presented at the International Leadership Annual Meeting, Miami, Florida.

Kuhnert, K.W. (November, 2001). Assessing and developing next generation leaders. In P. Arsenault's assessing the new leadership process: A starting point. Presented at the International Leadership Annual Meeting, Miami, Florida.

Kuhnert, K.W. (November, 2000). Leadership effectiveness: Leading from the inside out. In Scholarship Roundtable. Presented at International Leadership Association Annual Meeting, Toronto, Canada.

Humphrey, C. & Kuhnert, K. (November, 2000). The rural health leadership academy: A model for improving access to rural health care through leadership development. Presented at International Leadership Association Annual Meeting, Toronto, Canada.

Kuhnert, K. W. (November, 2000). Leadership effectiveness: Leading from the inside out. Pre-conference scholars roundtable. Presented at International Leadership Association Annual Meeting, Toronto, Canada.

Kuhnert, K.W. (August, 2000). Leadership development: What are we doing and why is it different. In K.W. Kuhnert (Chair) symposium, Leadership development: An Innovative Model for Public Private Partnerships. Presented at the 108th Annual Conference of the American Psychological Society, Washington, D.C.

Kuhnert, K.W. (April, 2000). The Hero's Journey. Presented at the 2000 Adult Community Leadership Conference. The University of Georgia, Athens, GA.

Baughman, K., & Kuhnert, K. (April, 2000). Predicting tomorrow's leaders today. Presented at the CURO Symposium 2000. The University of Georgia, Athens, GA.

Kuhnert, K.W., & Mondore, S.P. (April, 2000). Using survey data to drive organizational change. In A.H. Church (chair) symposium, What is Organizational Development? Presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Kuhnert, K.W., & Mondore, S.P., Lucius, R.H., & Eigel, K.M. (September, 1999). Putting the 'development' in leadership development: Theory, data and dialogue on how leaders emerge and succeed. Roundtable discussion presented at the annual conference of the International Leadership Association. Atlanta, GA.

Kuhnert, K.W., Eigel, K., Humphrey, C, Russell, C. (September, 1999). What works and doesn't in developing leaders. Roundtable discussion presented at the annual conference of the International Leadership Association. Atlanta, GA.

Gerber, E., Kuhnert, K.W. (July, 1999). Collective climate: Its meaning and value. Sixth Annual International Conference on Advances in Management, Baton Rouge, LA.

Kuhnert, K.W. (May, 1999). Current Trends in Leadership Development. The 1999 Adult Leadership Development Conference: Strategies for Successful Programs. The University of Georgia, Athens, Georgia.

Kuhnert, K.W. (July, 1998). Are We In Over Our Heads? The 18th O.D. World Congress, The University of Dublin, Dublin Ireland.

Wise, G.P., & Kuhnert, K.W. (July, 1998). Rating Differences in Multi-rater Feedback. Fifth Annual International Conference on Advances in Management, Brayford Pool, Lincoln, United Kingdom.

Kuhnert, K.W. (April, 1998). Discussant. In Randall H. Lucius (Chair), New Frontiers in Leadership Assessment. Symposium at the 13th Annual Conference Society for Industrial and Organizational Psychology, Dallas, Texas.

Kuhnert, K.W. (April, 1998). Discussant. In Robert Vance, (Chair), Survey Guided Organizational Development: What Works and What Doesn't. Symposium at the 13th Annual Conference Society for Industrial and Organizational Psychology, Dallas, Texas.

Kuhnert, K.W. (April, 1997). Discussant. In Karen B. Paul, (Chair), So Many Methods, So Little Time: Survey Techniques at Work. Symposium at the 12th Annual Conference Society for Industrial and Organizational Psychology, St. Louis, Missouri.

Lucius, R., & Kuhnert, K.W. (April, 1997). Adult Development and Leadership: An Empirical Investigation of the Constructive-Developmental Theory. Presented at the 12th Annual Conference Society for Industrial and Organizational Psychology, St. Louis, Missouri.

Kuhnert, K.W. (December, 1996). Developing Leaders. Presented at the Leadership Scholars Summit IV, Center for Leadership Career Studies, Emory School of Business, Atlanta, Georgia.

Thomas, K., Drey, J., & Kuhnert, K.W. (September, 1996). Leadership for the 21st Century: Developing the Multicultural Leader. Presented at the National Leadership Institute Conference on Leaders & Change, College Park, Maryland.

Kuhnert, K.W. & Jones, B.J. (July, 1996). Customer Satisfaction at the Federal Law Enforcement Training Center. Presented at the 9th National Conference on Quality. Washington DC.

Kuhnert, K.W. (April, 1996). Effective survey feedback. In R. Vance and K. Kuhnert, Chairs, Putting Survey results to work in organizations. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Diego, California.

Wise, G. & Kuhnert, K. (April, 1996). Trust in the workplace: Empirical evidence for its multidimensionality. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Diego, California.

Barksdale, R. & Kuhnert, K.W. (November, 1995). Using alpha, beta, and gamma change to assess TQM as a high involvement system. Presented at Southern Management Association, Orlando, FL.

Kuhnert, K.W. (August, 1995). Reinventing government: Using survey data to facilitate change at the Federal Law Enforcement Training Center. Presented at the Department of Treasury, Washington, DC.

McCauley, D., Kuhnert, K.W., Lance, C.L., (April, 1995). The stability of meaning. An assessment of change in a model of organizational climate. Presented at the 10th Annual Conference of the Society of the Industrial and Organizational Psychology, Orlando, Florida.

Eigel, K.M. & Kuhnert, K.W. (October, 1994). Diversity: Its multiple meanings and relationship to managerial team productivity. In Jackson, S.E. & Ruderman, M.N. (Chairs), Work team dynamics and productivity in the context of diversity, Center for Creative Leadership, Greensboro, NC.

Kuhnert, K., Berkovsky, K., Lucius, R., Mayfield, D., McCauley, D., and Siemion, P. (April, 1994). Applications of personal computer technologies to employee opinion

surveys. Master Tutorial for the 9th Annual Conference of the Society for Industrial and Organizational Psychology, Nashville, Tennessee.

Kraut, A., Kuhnert, K. McCulloch, M. & Vandaveer, V. (April, 1994). Organizations' perspective on graduate internships: Should the reach exceed the grasp? Presented at the Society for Industrial and Organizational Psychology, Inc. Nashville, TN.

Kuhnert, K., Berkovsky, K., Lucius, R., Mayfield, D., McCauley, D., and Siemion, P. (April, 1994). Improving organizational surveys through personal computer applications. Presented at the Atlanta Society of Applied Psychology, Atlanta, Ga.

Schohut, L., & Kuhnert, K.W. (April, 1994). Career plateau antecedents. Presented at the Society for Industrial and Organizational Psychology, Inc. Nashville, TN.

Kuhnert, K. W. (July, 1993). Leadership theory and the moral dimension in postmodernist organizations. Presented at the 11 Egos colloquium, Paris, France.

Kuhnert, K.W., Lucius, R. (June, 1993). Identifying and composing high-performance work teams through sociometry. Presented at the annual conference of the American Psychological Society, Chicago, IL.

Schohut, L., & Kuhnert, K.W. (April, 1993). MIS manager's career developmental patterns: Testing of a taxonomy. Presented at the annual conference of the Southeastern Psychological Association, Atlanta, GA.

Golembiewski, R. T., & Kuhnert, K.W. (1993, February). Looking toward 2000, and beyond: Some developmental tendencies in organizations. Georgia Political Science Association, Savannah, GA.

Schohat, L., & Kuhnert, K.W. (1992, November). Career tension and stress among plateaued MIS managers. Presented at the American Psychological Association/National Institute of Occupational Safety and Health conference on Work and Well-Being, Washington, DC.

Golembiewski, R.T., & Kuhnert, K.W. (1992, August). Barnard recessed: Authority and the zone of indifference and several possible influences. Paper presented to the Barnard Society Meeting, Academy of Management Meetings, Las Vegas, NV.

Kuhnert, K.W., McCauley, D., & Golembiewski, R.T. (1992, June). A cluster-bloc analysis for the study of employee attitudes in organizations. Presented at the American Psychological Association, San Diego, CA.

McCauley, D., & Kuhnert, K. W. (1992, April). Perceptions of supervisory leadership in a public bureaucracy. Presented at the annual conference of the Southeastern Psychological Association, Knoxville, TN.

McCauley, D., & Kuhnert, K. W. (1991, November). Trust in Management: The role of

professional development and supervisory support. Paper to be presented at the annual meeting of the Southern Management Association, Atlanta, Georgia

Golembiewski, R. T. & Kuhnert, K. W. (1991, August). Barnard and transformational leadership: Testing possible linkages. Paper presented to the Barnard Society Meeting, Academy of Management, Miami, FL.

Lucius, R. H., & Kuhnert, K. W. (1991, April). Role conflict as a function of participation in decision making and administrative level. Paper presented at the annual conference of the Psi Chi Honor Society, University of Georgia, Athens, GA.

Schohut, L., & Kuhnert, K. W. (1991, April). Dynamics of the career plateauing process. Paper presented at the annual conference of the Psi Chi Honor Society, University of Georgia, Athens, GA.

McCauley, D. P., Smith, S., & Kuhnert, K. W. (1991). The antecedents of interpersonal trust at work: Personal and job characteristics. Presented at the annual conference of the Southeastern Psychological Association, New Orleans, LA.

Kuhnert, K. W. (1991, April). Leaders and the ethical use of power. In L. Atwater (Chair), On the brink: Leadership and the ethical use of power. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Kuhnert, K. W. & Downey, R. G. (1991, April). Internships and I/O Psychology: A students' perspective. A roundtable discussion conducted at the annual conference of the Society for Industrial and Organizational Psychology, St. Louis, MO.

Kuhnert, K. W., & Vance, R. J. (1990, November). Need for security, satisfaction with security, and employee adjustment. Presented at American Psychological Association/National Institute of Occupational Safety and Health conference on Work and Well-Being, Washington, DC.

Smith, S. & Kuhnert, K. W., (1990, April). An investigation into the antecedents of organizational trust. Presented at the annual meeting of the Psi-Chi Honor Society, University of Georgia.

Kuhnert, K. W. (1989, August). Internship programs in psychology: Development of an I/O model. Presented at the annual meeting of the American Psychological Association, New Orleans, LA.

Kuhnert, K. W. & Russell, R. J. (1989, August). Biographical data and its application for the Naval Academy. Presented at the annual meeting of the American Psychological Association, New Orleans, LA.

Vance, R. J., & Kuhnert, K. W. (1989, August). Job and employment security and security valence. Presented at the annual meeting of the American Psychological Association, New Orleans, LA.

Kuhnert, K. W. (1989, August). Job security and its threat to worker health. Presented at the annual meeting of the American Psychological Association, New Orleans, LA.

Russell, C. J., & Kuhnert, K. W. (1988, November). Predicting leadership at the service academies. In L. Stricker (Chair), Predicting leadership at the service academies and beyond. Symposium conducted at the annual meeting of the Military Testing Association, Washington, D.C.

Kuhnert, K. W. (1988, August). Seeing is believing: A developmental/ integrative perspective on judging others. In C. Lance (Chair), Are people pretty good judges of others after all? Symposium conducted at the annual meeting of the American Psychological Association, Atlanta, GA.

Vance, R. J., & Kuhnert, K. W. (1988, August). Job insecurity and employee health. In K. W. Kuhnert (Chair), Well-being at Work: Profits, Programs and Prevention, Symposium conducted at the annual meeting of the American Psychological Association, Atlanta, GA.

Kuhnert, K. W. (1988, August). (Chair). Well-being at Work: Profits, Programs and Prevention, Symposium conducted at the annual meeting of the American Psychological Association Convention, Atlanta, GA.

Kuhnert, K. W. (1988, April). A constructive/developmental approach to understanding leadership. Paper presented to the Social Psychology Colloquium Series, University of Georgia, Athens, GA.

Kuhnert, K. W. (1988, April). Meaning making and leadership: A developmental perspective. In O. Behling (Chair), Issues in charismatic/ transformational leadership. Symposium conducted at the annual meeting of the Midwest Division of the Academy of Management, Toledo, OH.

Kuhnert, K. W. (1988, August). The use of assessment centers to develop Navy managers. A paper presented to the Personnel Testing Council of San Diego, CA.

Kuhnert, K. W. (1988, April). Technological innovation and its impact on employee well-being. In R. Sims (Chair), Technological innovation and its impact on today's employees. Symposium conducted at the semi-annual meeting of Operations Research Society of America/The Institute for Management Science, Washington, D.C.

Kuhnert, K. W. (1988, March). Starting an internship/practicum program. In W. Sauser, Jr. (Chair), Getting practical I/O experience. Symposium conducted at the annual meeting of the Southeastern Industrial/ Organizational Psychological Association, New Orleans, LA.

Kuhnert, K. W. (1987, June). Beyond the call of duty: A new theory of military leadership. A paper delivered to the Navy Personnel Research Development Center, San Diego, CA.

Kuhnert, K. W., & Lewis, P. (1987, August). Military leadership and the transformational leader. Paper presented at the annual meeting of the American Psychological Association, New York, N.Y.

Lewis, P., & Kuhnert, K. W. (1987, April). Post-transactional leaders: A constructive developmental view. In K. W. Kuhnert (Chair), Toward theory and practice of transformational leadership. Presented at the Second Annual Conference of the Society of Industrial and Organizational Psychology, Atlanta, GA.

Kuhnert, K. W. (1987, April). The status of I/O in psychology. Paper presented at the Second Annual Conference of the Society of Industrial and Organizational Psychology, Atlanta, GA.

Kuhnert, K. W., Sims, R. R., & Palmer, D. (1986, November). Job security and employee health. In B. Coleman (Chair), Employee health, stress, and career management. Symposium conducted at the annual meeting of the Southern Management Association, Atlanta, GA.

Kuhnert, K. W., & Lewis, P. (1986, March). A constructive-developmental investigation of military leaders. Paper presented at the annual meeting of the Southeastern Psychological Association, Orlando, FL.

Kuhnert, K. W. (1986, August). The manifest and latent consequences of work. Paper presented at the annual meeting of the American Psychological Association, Washington, D.C.

Kuhnert, K. W., Palmer, D., & Sims, R. (1986, March). Job security and health. In K. W. Kuhnert, (Chair), Contemporary topics in community psychology. Symposium conducted at the annual meeting of the Southeastern Psychological Association, Orlando, FL.

Felner, R. D., Rawlison, R. T., & Kuhnert, K. W. (1986, August). Social support and social stress at work and at home: Health Outcomes and Adaption. In K. W. Kuhnert (Chair), Stress in the workplace: mediators of health and adaptive outcomes. Symposium conducted at the annual meeting of the American Psychological Association, Washington, D.C.

Kuhnert, K. W. (1986, August). The relationship between work and health: Are men and women different? In R. Downey (Chair), Sex as a social category: Women and men at work. Symposium conducted at the annual meeting of the American Psychological Association, Washington, D.C.

Kuhnert, K. W. (1986, August). The psychosocial effects of insecure work. In K. W. Kuhnert (Chair), Stress in the workplace: Mediators of health and adaptive outcomes.

Symposium conducted at the annual meeting of the American Psychological Association, Washington, D.C.

Kuhnert, K. W., & Green, S. (1986, May). The psychosocial consequences of insecure work across organizations. Paper presented at the 4th Congress International de Psychologie due Travail de Langue Francaise, Montreal, Canada.

Kuhnert, K. W. (1984, March). (Chair). Perspectives on master's level training in Industrial Organizational Psychology. Symposium presented at the annual meeting of the Southeastern Psychological Association.

Kuhnert, K. W., & Saal, F. E. (1981, August). A longitudinal look at cognitive compatibility and performance rating behavior. Presented at the annual meeting of the American Psychological Association, Los Angeles, CA.

Vance, R. J., & Kuhnert, K. W. (1980, March). Cognitive complexity and rating behavior. Presented at the annual meeting of the Midwestern Psychological Association, St. Louis, Missouri

Service to Professional Associations:

Appointed to the Board of Directors Standing Hearing Panel,
American Psychological Association, 1992-2016.

2006 Conference Paper Reviewer for Society for Industrial and Organizational Psychology.

2006 Conference Paper Reviewer for Academy of Management Organizational Behavior Division.

2006 Conference Paper Reviewer for Academy of Management Organizational Development Division.

2004 Conference Paper Reviewer for Academy of Management Organizational Behavior Division.

2004 Conference Paper Reviewer for Academy of Management Organizational Development Division.

2003 Conference Paper Reviewer for Academy of Management Organizational Behavior Division.

2003 Conference Paper Reviewer for Academy of Management Organizational Development Division.

2002 Conference Paper Reviewer for Academy of Management Organizational Behavior Division.

2002 Conference Paper Reviewer for Academy of Management Organizational Development Division.

Panelist for Higher Education Programs, U.S. Department of Education, 1996-1999

1999 Track Chair, Human Resource Management for the Sixth Annual International Conference of Advances in Management.

1999 Grant Review for the American Psychological Association: Work and Health Initiative.

Member, Education and Training Committee, Society for Industrial/Organizational Psychology (Division 14 of the American Psychological Association). 1989-90 and 1990-91.

Member, Program Committee, Division 27--Community Psychology--of the American Psychological Association. 1987-1992.

Member, Program Committee, Southern Management Association, 1991-1994.

Member, Program Committee, Society for Industrial/ Organizational Psychology (Division 14 of the American Psychological Association). 1987-1993, 1995.

Member, Program Committee, Academy of Management--Personnel/Human Resources Division, 1987, 1992, 1993, 1998.

Member, Program Committee, Academy of Management--Organizational Behavior, 1993, 1996, 2002, 2003.

Member, Nomination Committee for outstanding paper award. Division 27 of the American Psychological Association--Community Psychology (1985-86).

Editorial Service:

Ad Hoc Reviewer

Journal of Applied Psychology
Group and Organizational Management Journal
Journal of Personality and Social Psychology
Administrative Science Quarterly

Academy of Management Review
Academy of Management Journal
Journal of Management Science
Journal of Personality
Professional Psychology: Research and Practice

Editorial Review Board: Journal of Adult Development

Past Editorial Review Board: Journal of Organizational Analysis.

Past Editorial Review Board: Journal of Vocational Behavior

Textbook Reviewer

Dorsey Press
Brooks Cole Publishing
Co. Harper Collins
Holt, Rinehart, and Winston
Harcourt, Brace, and
Jovanovich Prentice Hall

Public Services Performed:

Invited lecturer for Emory Business School Executive Education Program (2006-current)

Invited lecturer for UCLA Business School Executive Education Program (2009-current)

Invited lecturer for Terry Business School Executive Education Program (2010-current)

Executive coach for The Terry Business School 2008 (UGA)

Guest Speaker for American Cancer Society, BellSouth, Society for Human Resource Management (Atlanta). 2005-2007

Year long study (2003-2004) on the impact of a leadership program for freshman at University of Georgia. Sponsored by Student Affairs on campus.

Facilitated 6-month Leadership Academy for the Georgia Certified Public Accountants 2002-2011.

Facilitated 9-month Fanning Leadership Academy for Georgia Bankers Association, 1999-2000.

Facilitated 9-month Fanning Leadership Academy for Rural Health, 1999-2000.

Facilitated 18-month Fanning Leadership Academy for USDA, 1999-2000.

Being Genuine. Presented to the Benchstrength Forum. Aetna Healthcare. June 29th, 2000.

Connecting Today's Leaders with Tomorrow's Future. Presentation to the Third Annual Spring Leaders Conference. March 27, 1999.

Developed the Leadership Academy for the Institute for Leadership and Community Development. The Leadership Academy is a 20-month program designed to develop the leadership potential of senior public managers.

Leading Authentically In an Inauthentic World. Presentation to the Fedration Internationale des Professions Immobilières. Atlanta, May 13, 1998

What It Takes To Lead Effectively. Presentation to the Rotary Club of Greensboro GA. November 8, 1996.

Developed and facilitated a 7 three-day courses on employee relations for senior United Parcel Service Managers, University of Georgia Center for Continuing Education November, December, March, June, and July, 1995.

Improving Organizational Surveys Through Personal Computer Applications. Presentation to Atlanta Society of Applied Psychology, April 1st, 1994.

A School Climate Survey for Burroughs-Mollette Primary School. Brunswick, Georgia, January-April, 1994.

Evaluation of Leadership 2000 for the Carrollton City Schools, October, 1992

Considerations of Quality in Leading an Educational Enterprise. Presentation to the Superintendents Conference, University of Georgia, June 23, 1992

Total Quality Management and Higher Education. A Workshop presented for the Northeast Georgia RESA, Madison, GA. June 16, 1992

Future Search: Developing Community Leadership. A workshop developed for Leadership Gwinnett, University of Georgia, November 10, 1991.

Evaluating the existing business: Human resource management. Program for the UGA Small Business Development Center's Counselor Training Program, University of Georgia, July 12, 1990.

Managing Change in Organizations. Workshop developed for the Institute for Financial Education, University of Georgia, Georgia Center for Continuing Education, April 24-25, 1990.

Alumni Survey Leadership Athens. An evaluation survey developed, analyzed, and presented to the Athens Area Chamber of Commerce, 1990.

Peer performance: Policing our own profession. Workshop developed for the Southeast Regional Director's Institute, University of Georgia, Georgia Center for Continuing Education, April 9-11, 1989.

Improving Employee Productivity. Workshop conducted for the 21st Annual Executive Development Program for Recreation and Park Professionals. University of Georgia, Georgia Center for Continuing Education, February 19-24, 1989.

What is I/O Psychology? Presentation to the UGA Psychology Club, April 17, 1994.

ICAD Climate Survey. Attitude Survey constructed and administered for the Institute of Community and Area Development, University of Georgia; 1988-1992.

Graduate Education:

Dissertations directed in the past ten years.

| | |
|--------------------------|------|
| Patrick McCauley, Ph.D. | 1995 |
| Lior Schohut, Ph.D. | 1996 |
| Randall H. Lucius, Ph.D. | 1997 |
| Gail P. Wise, Ph.D. | 1997 |
| Keith M. Eigel, Ph.D. | 1999 |
| Laura Wolfe, Ph.D. | 1999 |
| Brian Passell, Ph.D. | 2003 |
| William Gentry | 2005 |
| Eric Gerber | 2006 |
| Lauren Harris | 2007 |
| Sarah Strang | 2008 |
| Kecia Bingham | 2009 |
| Liz Roling | 2010 |
| Taylor Sparks | 2012 |
| Jacob Martin | 2014 |
| Charleen Maher | 2016 |

Thesis directed in the past ten years.

| | |
|-----------------------|------|
| Keith M. Eigel, MS. | 1995 |
| Richelle Barksdale | 1995 |
| Gail P. Wise, MS | 1995 |
| Leigh Nelson, MS. | 1995 |
| Deanna Stone, MS | 1996 |
| Laura Wolfe, Ph.D. | 2001 |
| Eric Gerber, Ph.D. | 2002 |
| William Gentry, Ph.D. | 2004 |
| Lauren Singer, MS. | 2005 |
| Sarah Strang, MS. | 2006 |
| Kristen Doss | 2007 |
| Liz Scharlau | 2007 |
| Taylor Sparks | 2009 |
| Anna Hulett | 2011 |
| Cindy Maupin | 2016 |

Administrative Services to the University:

Founder, I-O Professional Masters Program For the University of Georgia, 2013.

Program Chair, Industrial and Organizational Psychology 2005-2014.

Career and Information Studies Program Review 2014-2015

Departmental Graduate Studies 2005-2012

Reviewer, Self Study of Terry Business School's Institute for Leadership Advancement, 2008

Chair Selection Committee for Applied Psychology Program, 2009, 2007, 2006, 2004

Chair, University of Georgia Grant-in-Aid Committee for the Athletic Department, 1990-2003.

Member, Disciplinary Committee, Athletic Department 1998-1999.

Faculty Sponsor to the University of Georgia Psychology Club, 1992- 1995.

Chair, Ad Hoc Grievance Committee, Department of Psychology. 1997

Chair, Post Tenure Review Committee. Department of Psychology, 1999- present

Member, Undergraduate Studies Committee, Department of Psychology, 1992-1995.

Member, UGA University Scholarship Committee, 1987-88 and 1988-89 academic years.

Member, Minority Affairs Committee (1991), UGA Department of Psychology.

Member, Applied Psychology Program Graduate Selection Committee, UGA Department of Psychology, 1988, 1994, 1996, 1999.