

Kristen S. Jennings
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Education

- **Bachelor's of Science in Psychology**, Clemson University, May 2012. Minor: Sociology. GPR: 3.95
- **Masters of Science in Applied Psychology**, Clemson University, May 2014. GPR: 4.0
Thesis: *The role of social support in treatment seeking and treatment retention in the military: Examining the function and source of support* (Chair: Dr. Thomas Britt)
- **Doctorate of Philosophy in Industrial-Organizational Psychology**, Clemson University, Anticipated May 2017
Dissertation: *Stress as a badge of honor: Effects on employee performance, health, and well-being* (Chair: Dr. Thomas Britt)

Awards and Distinctions

- **Outstanding Graduate Researcher Award**, Clemson University Graduate School, May 2016
- **CBBS Graduate Research Assistant Excellence Award**, Clemson College of Business and Behavioral Science, April 2016
- **Industrial-Organizational Psychology Outstanding Doctoral Researcher Award**, Clemson Psychology Department, April 2016
- **Award Recipient, Professional Enrichment Grant (PEG)**, Clemson University Graduate School, Spring 2016, funded \$750
- **Finalist**, Three Minute Thesis Competition, Clemson, SC, Spring 2014
- **Second Place in College of Business and Behavioral Sciences**, Clemson Graduate Research and Discovery Symposium, Spring 2014
- **Alpha Epsilon Lamda Graduate Honor Society**, Fall 2013
- **Calhoun Honors College**
 - General Honors completed May 2012
 - Psychology Departmental Honors completed December 2011.
- **Psi Chi Research Award**, February 2012
- **Eugene Galluscio Award For Undergraduate Leadership**, February 2012

Research Experience

- **Oak Ridge Institute for Science and Education (ORISE) Fellow** at the U.S. Army Research and Materiel Command (USAMRMC), assist in research at the Walter Reed Army Institute of Research (WRAIR). May 31, 2016 – August 5, 2016.
 - Contributed to the development and writing of manuscripts submitted for publication in peer-reviewed journals.
 - Collaborated in the development of intervention training programs.
- **Graduate Research Assistant**, assist in collaborative research linking County Health Rankings (CHR) and Healthways data to examine community influences on individual well-being. August 2015-August 2016.
 - Reviewed literature on economic stress and community influences on individual well-being.
 - Assisted in data merging to link Healthways and CHR data.
 - Assisted in preliminary HLM analyses.
 - Contributed to the writing of a manuscript for publication.
- **Graduate Research Assistant**, assisted in contract research with NASA to better understand meaningful work in the context of long-duration space exploration missions. Fall 2014-Fall 2015.
 - Conducted literature review of the meaningful work domain.
 - Assisted in conducting interviews with NASA personnel.
 - Contributed to the writing of final technical report.
- **Graduate Research Assistant**, assist in research associated with Department of Defense grant investigating treatment-seeking behaviors of soldiers. August 2012-August 2015.
 - Collected and processed survey data at two time points.
 - Data cleaning and quality control.
 - Developed unit and leader training with faculty and graduate students to enhance perceptions of mental health treatment and treatment utilization.
 - Assisted in the delivery of unit and leader training.
 - Contributed to the writing of manuscripts and conference presentations based upon study results.
- **Graduate Student Mentor**, assist undergraduate Creative Inquiry team research. August 2012 to present.
 - Work with research advisor, graduate students, and undergraduate research team on research related to attitudes toward treatment seeking among college students and a study of work orientations.
 - Create assignments, monitor team progress and provide assistance for tasks.
 - Work with research team in the writing of manuscripts based upon studies.
 - Lead a construct development project on perceptions of stress as honorable.

- **Undergraduate Team Researcher**, research with Clemson Creative Inquiry team on college student sleep and stress and fatigue. August 2010- May 2012.
 - Worked with a team of undergraduates on stress and fatigue research.
 - Reviewed relevant literature.
 - Organized and managed survey data on college sleep studies in Excel.
- **Undergraduate Researcher**, Departmental honors research on the effects of sleep deprivation on dual-task auditory language processing. January 2011-December 2011.
 - Proposed study to thesis committee.
 - Found language performance in attention and comprehension to be affected by sleep deprivation.
 - Defended thesis to committee December 2011.

Peer-Reviewed Publications

- **Jennings, K.S.**, Adler, A. B., Thomas, J. L. (in press) Characterizing the health and unit climate of the rear detachment. *Military Behavioral Health*.
- Britt, T. W., **Jennings, K.S.**, Cheung, J., Zinzow, H., Pury, C. Mcfadden, A. (2016). Determinants of mental health treatment seeking among soldiers who recognize their problem: Implications for high risk occupations. *Work & Stress*, 30(4), 318-336. doi: 10.1080/02678373.2016.1246490
- **Jennings, K. S.**, Zinzow, H. M., Britt, T. W., Cheung, J. H., Pury, C. L. (2016). Examining correlates and reasons for mental health treatment dropout among active duty soldiers. *Psychological Services*, 13(4), 356-363. doi: 10.1037/ser0000082
- Pilcher, J. J., **Jennings, K. S.**, Phillips, G., & McCubbin, J. A. (2016). Auditory attention and comprehension during a simulated night shift: Effects of task characteristics. *Human Factors*, 58(7), 1031-1043. doi: 10.1177/0018720816654377
- **Jennings, K. S.**, Sinclair, R. R., & Mohr, C. D. (2016). Who benefits from family support? Work schedule and family differences. *Journal of Occupational Health Psychology*, 21, 51-64. doi: 10.1037/a0039651
- Goguen, K., Britt, T.W., **Jennings, K.**, Sytine, A., Jeffirs, S., Peasley, P., Zaremba, B., & Palmer, J. (2016). Implicit and explicit attitudes toward mental health treatment. *Journal of Social and Clinical Psychology*, 35, 45-63. doi: 10.1521/jscp.2016.35.1.45
- **Jennings, K.S.**, Cheung, J.C., Britt, T.W., Goguen, K.N., Jeffirs, S. M., Peasley, A. L., Lee, A. C. (2015). How are perceived stigma from others, self-stigma, and self-reliance related to treatment-seeking? A three-path model. *Psychiatric Rehabilitation Journal*, 38, 109-116. doi: 10.1037/prj0000138
- Britt, T. W., **Jennings, K. S.**, Cheung, J. H., Pury, C. L., Zinzow, H. M. (2015). The role of different stigma perceptions in treatment seeking and dropout among active duty military personnel. *Psychiatric Rehabilitation Journal*, 38, 142-149. doi: 10.1037/prj0000120

- Zinzow, H. M., Britt, T. W., Pury, C. L., **Jennings, K. S.**, Cheung, J. H., & Raymond, M. A. (2015). Barriers and facilitators of mental health treatment-seeking in active duty soldiers with sexual assault histories. *Journal of Traumatic Stress*. 28(4), 289-297. doi: 10.1002/jts.22026

Manuscripts under review

- Sawhney, G., **Jennings, K.**, Britt, T., Sliter, M. (Under Review, 1st revision) Occupational Stressors and Mental Health Symptoms: Examining the Moderating Effect of Work Recovery Strategies. *Journal of Occupational Health Psychology*.
- Probst, T., Sinclair, R., Sears, L., Gailey, N., **Jennings, K.**, Cheung, J. (Under Review, 1st revision) Economic stress and well-being: Does community health context matter? *Journal of Applied Psychology*.
- **Jennings, K.S.**, Goguen, K.N., Britt, T.W., Jeffirs, S.M., Wilkes, J.R., Brady, A.R., Pittman, R.A., DiMuzio, D.J. (Under Review, 1st revision) The role of personality traits and barriers to mental health treatment seeking among college students. *Psychological Services*.
- Britt, T.W., **Jennings, K.S.**, Cheung, J. H., Zinzow, H. M., Pury, C. L. (Under Review) Unit Training to Increase Support for Military Personnel with Mental Health Problems. *Journal of Occupational Health Psychology*.

Manuscripts in Preparation:

- **Jennings, K.S.**, Britt, T.W., Lane, M. E., Adler, A. B. Job Engagement, Performance Strategies, and Performance in Basic Training.
- **Jennings, K.S.**, Britt, T.W., Zinzow, H. M., Cheung, J. H., & Pury, C. L. The role of social support in treatment seeking and retention among soldiers.
- **Jennings, K. S.**, Munc, A., Sinclair, R. R. & Cheung, J. H. Stigma at work: The hidden costs of the pressure to work safely.
- **Jennings, K.S.**, Cheung, J.H., Shawhney, G., Sinclair, R., & Houdmont, J. The deadlines don't matter anymore: Perceptions of daily stressors and job resources for police officers experiencing PTSD.

Book Chapters

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- **Jennings, K.S.** & Britt, T.W. (In editing) Enhancing the resilience of employees through the provision of emotional, informational and instrumental support. In M. F. Crane (Ed) *Workplaces that bounce back: : A practical for managers seeking to build employee resilience*. Routledge, UK.
 - Britt, T. W. & **Jennings, K. S.** (In editing) The Role of Leaders in Addressing Stigma, Barriers to Care, and other Determinants of Mental Health Treatment Seeking in the Workplace. In M. F. Crane (Ed) *Workplaces that bounce back: A practical for managers seeking to build employee resilience*. Routledge, UK.

Non-Peer Reviewed Articles and Reports

- Britt, T.W., **Jennings, K.S.**, Goguen, K. N., Sytine, A. I. (2015) The role of meaningful work in astronaut health and performance during long duration space exploration missions (LSDEM). NASA Technical Report.
- **Jennings, K. S.** (2014) Supporting employee health by supporting their family life. *Work-Life Balance Working Group Newsletter*, 6, p. 4-6.
- Britt, T.W., **Jennings, K.S.**, Goguen, K., & Sytine, A. The role of meaningful work in astronaut health and performance during long duration space exploration missions. *Aerospace Medicine and Human Performance*, 87, Abstract 141, p. 208.

Academic Presentations

Paper Presentations

- Britt, T. W. **Jennings, K.S.**, Pury, C., Zinzow, H., & Cheung, J. (2017, April). Creating an organizational climate that supports employees with mental health problems. In K. Jones & K. Sawyer (Co-chairs), *Mental illness at work: Individual experiences and organizational supports*. Symposium to be presented at the 32nd annual *Society for Industrial and Organizational Psychology (SIOP) Conference*, Orlando, FL.
- Sawhney, G., **Jennings, K.S.**, Britt, T.W., & Sliter, M. T. (2017, April). Moderating role of workplace recovery in the stressors-mental health relationship. In G. Sawhney & T. Britt (Co-chairs) *Examining individual strategies utilized by employees to combat occupational stress*. Symposium to be presented at the 32nd annual *Society for Industrial and Organizational Psychology (SIOP) Conference*, Orlando, FL.
- Probst, T. M., Sinclair, R. R., Sears, L. E., Gailey, N. J., **Jennings, K. S.**, & Cheung, J. H. (2016, April). Economic stress and well-being: Does community health context matter? In H. Odle-Dusseau & J. H. Cheung (Co-chairs), *Employment and income: Effects of economic stress on occupational health*. 31st annual *Society for Industrial and Organizational Psychology (SIOP) Conference*, Anaheim, CA.
- Britt, T.W., **Jennings, K.S.**, Goguen, K. N., Sytine, A. I. (2016, April). The role of meaningful work in astronaut health and performance during long duration space exploration missions. *Aerospace Medical Association 87th Annual Scientific Meeting*, Atlantic City, NJ.
- **Jennings, K. S.**, Pury, C. S., Britt, T. W., Zinzow, H. M., Cheung, J. H. (2015, August). Barriers to treatment seeking in the military: Implications for unit training. In T. Britt (Chair) *Unit Training to Reduce Stigma and Improve Attitudes towards Mental Health Treatment*. 123rd *American Psychological Association Annual Convention*. Toronto, Canada.
- **Jennings, K. S.**, Britt, T. W., Cheung, J. H., Pury, C., S., Zinzow, H. M., McFadden, A. C. (2015, May). The role of social support in treatment seeking and retention among soldiers. In K. Jennings & T. Britt (Co-chairs), *Supporting Employees in High Stress*

Jobs: Benefits of Social Support for Physical and Psychological Health. 11th International Conference on Occupational Stress and Health: Work, Stress, and Health. Atlanta, GA.

- Munc, A., **Jennings, K. S.**, Sinclair, R. R. (2015, May). Exploring the conceptual relationship between stigma and climate related to employee safety and health. 11th International Conference on Occupational Stress and Health: Work, Stress, and Health. Atlanta, GA.

Poster Presentations

- Wilkes, R., Brady, A., **Jennings, K.**, Goguen, K., Sytine, A., DiMuzio, D., Jeffirs, S., Britt, T. (2017, March). Meaningful work as a buffer against stressors facing astronauts. Poster to be presented at the 63rd *Annual Meeting of the Southeastern Psychological Association* (SEPA), Atlanta, GA.
- Pittman, R., **Jennings, K.**, Goguen, K., Britt, T., Jeffirs, S., Wilkes, R., Brady, A., DiMuzio, D. (2017, March). Personality traits and barriers to treatment seeking among college students. Poster to be presented at the 63rd *Annual Meeting of the Southeastern Psychological Association* (SEPA), Atlanta, GA.
- **Jennings, K. S.**, Britt, T. W., Adler, A., Lane, B. (2016, April). Job Engagement, Performance Strategies, and Performance in Basic Training. 31st annual Society for Industrial and Organizational Psychology (SIOP) Conference, Anaheim, CA.
- Sytine, A., **Jennings, K. S.**, Goguen, K., Britt, T. W. (2016, April) Job Engagement Magnifies the Relationship Between Job Resources and Performance. 31st annual Society for Industrial and Organizational Psychology (SIOP) Conference, Anaheim, CA.
- **Jennings, K. S.**, Cheung, J. H., Britt, T. W., Pury, C. L. S., Zinzow, H. M., & McFadden, A. C. (2015, August). Leader support and mental health symptoms: Which comes first? Coming Home: Key Transitions for Warriors and Families Conference. Greenville, SC.
- Cheung, J. H., **Jennings, K. S.**, Britt, T. W., Pury, C. L. S., Zinzow, H. M., & McFadden, A. C. (2015, August). Determinants of mental health treatment seeking among soldiers. Coming Home: Key Transitions for Warriors and Families Conference. Greenville, SC.
- **Jennings, K. S.**, Pury, C. S., Britt, T. W., Cheung, J. H., & Zinzow, H. M. (2015, May). Longitudinal predictors of self-reliance for coping with mental health problems in the military. 11th International Conference on Occupational Stress and Health: Work, Stress, and Health. Atlanta, GA.
- **Jennings, K. S.**, Cheung, J. H., Sinclair, R. R., & Houdmont, J. (2015, May). The deadlines don't matter anymore: Perceptions of daily stressors and job resources for police officers experiencing PTSD. 11th International Conference on Occupational Stress and Health: Work, Stress, and Health. Atlanta, GA.
- Goguen, K. N., **Jennings, K. S.**, Cheung, J. C., Sytine, A., McFadden, A. C., Britt, T. W. (2015, May). Positive and negative outcomes of daily demands and personal uplifts. 11th

International Conference on Occupational Stress and Health: Work, Stress, and Health. Atlanta, GA.

- **Jennings, K. S.**, Cheung, J. H., Britt, T. W., Pury, C. S., Zinzow, H. M., McFadden, A. C. (2015, April). Leader support and mental health symptoms: Which comes first? 30th annual Society for Industrial and Organizational Psychology (SIOP) Conference, Philadelphia, PA.
- Zinzow, H., Britt, T., Pury, C., **Jennings, K. S.**, Cheung, J., Raymond, M. (2014, November) Barriers and facilitators of mental health treatment-seeking among sexual assault victims in the military. 30th Annual meeting for the International Society for Traumatic Stress Studies (ISTSS). Miami, FL.
- **Jennings, K. S.**, Cheung, J. H., Britt, T. W., McFadden, A. C., Pury, C., Zinzow, H., & Raymond, M. A. (2014, May). Factors that affect psychological treatment seeking in high stress occupations. 29th Annual Society for Industrial and Organizational Psychology (SIOP) Conference, Honolulu, HI.
- **Jennings, K. S.**, Sinclair, R., & Mohr, C. (2014, May) Who benefits from family support? Work schedule and family differences. 29th Annual Society for Industrial and Organizational (SIOP) Psychology Conference, Honolulu, HI.
- **Jennings, K.S.**, & Pilcher, J. J. (May 2013) Effects of perceived interest and difficulty on auditory comprehension under sleep deprivation conditions. Work, Stress, and Health 2013, Los Angeles, CA.
- Pilcher, J. J. & **Jennings, K.S.** (2012). Auditory language performance in sleep-deprived native English and non-native English speakers [Abstract]. *Apexia*, 19, 8.
- **Jennings, K. S.**, & Pilcher, J. J. (2012, April). The Effects of Total Sleep Deprivation on Dual-Task Auditory Language Performance. Poster presentation at Clemson University 7th Annual Focus on Creative Inquiry Symposium, Clemson, SC.
- Padgett, A. L., **Jennings, K. S.**, Sullivan, K. L., & Pilcher, J. J. (2012, April). Evaluating Sleep Quality in College Students. Poster presentation at Clemson University 7th Annual Focus on Creative Inquiry Symposium, Clemson, SC.
- Deacy, K.A., Ross, C.E., **Jennings, K.S.**, Weaver, H.M., & Pilcher, J.J. (2011, April). Moody College Students: Or Is It the Start of the Semester? Poster presentation at Clemson University 6th Annual Focus on Creative Inquiry Symposium, Clemson, SC.

Invited Talks

- **Jennings, K.S.**, (2014, April). 3MT Presentation: The Role of Social Support in Getting Soldiers into Needed Mental Health Treatment. Board of Visitors Spring 2014 Meeting. Clemson, SC.

Grants

- “*Stress as a badge of honor: Effects on employee performance, health, and well-being*”, Sunshine Education and Research Center Pilot Research Project Grant, funded by NIOSH, \$8,689.

Teaching Experience

- **Instructor of Record**, Psychology 368: Organizational Psychology. Fall 2015, Spring 2016, Fall 2016.
 - Prepared and presented lectures, with incorporation of applied activities.
 - Developed course exams and regular application assignments such as reviewing research articles, goal-setting activities, team-building exercises, and theory application.
- (Upcoming) **Instructor**, Psychology 814: Quantitative Methods Lab, Spring 2017.
 - Will teach multivariate quantitative methods lab for graduate students, under the supervision of multivariate course instructor.
 - Will prepare lectures and activities to instruct students in using multivariate statistical methods using SPSS (e.g., regression, logistic regression, hierarchical linear modeling, factor analysis).

Applied Employment and Consulting Experience

- **Consultant**, Press-Ganey in collaboration with The Cleveland Clinic. January 2016 – present.
 - Validated survey assessment of safety climate and engagement.
 - Related safety climate measure to unit safety outcomes.
 - Prepared a report on the validity of the measure.
 - Working with Press-Ganey and The Cleveland Clinic in the development of a manuscript for publication.
- **Consultant**, Nuvasive. July 2014 – September 2015.
 - Collaborated on employee engagement survey development.
 - Reviewed relevant literature to include established measures with the yearly organizational assessment.
- **Human Resources Intern**, Innovate HR. Greenville, SC. August 2010-May 2011
 - Shadowed Chief Innovator of Innovate HR, Paula Fulghum.
 - Observed job interviews, meetings with business clients, and various phone calls to clients.
 - Performed I-9 audits, conducted exit interviews, analyzed feedback from employee interviews, conducted phone screening job interviews, created newsletters, and wrote website blogs.

Leadership and Service

- Member, Society for Industrial and Organizational Psychology (SIOP), Fall 2012-present
- Member, Clemson Society for Industrial and Organizational Psychology, Spring 2010-present.
 - President, Fall 2015-Spring 2016
 - Social Affairs Chair, Fall 2014-Spring 2014
 - Treasurer Fall 2013-Spring 2014
 - Secretary Spring 2013
- Ad-hoc Reviewer, *Journal of Positive Psychology*
- Ad-hoc Reviewer, *Psychological Services*
- Graduate student judge, Clemson Focus on Creative Inquiry conference for undergraduate research, Spring 2015
- Member, Society for Occupational Health Psychology, Fall 2011-present.
 - Reviewer for Work, Stress, & Health Conference 2014
- Member, Alpha Epsilon Lamda graduate student honor society, Fall 2012-present.
- Graduate Student Representative, New faculty member search, Spring 2014.
- Member, Clemson Psi Chi Psychology Honors Society, Spring 2010-present.
 - President, August 2011-Spring 2012
- Member, Clemson Behavioral Science Experience Leadership Committee, August 2010-May 2012
 - Plan and carry out events for students in the CBSE Living-Learning community.

Relevant Technical Skills and Coursework

Technical Skills

- Proficiency in Microsoft Word, Microsoft Excel, and Microsoft PowerPoint.
- Proficiency with statistical analysis software of SPSS and EQS.
- Experience with qualitative data software, Atlas.
- Experience with Remark survey processing software.

Graduate Coursework

- Methods: Univariate and Multivariate Statistics, Structural Equation Modeling, Research Methods, Item-Response Theory, Testing and Measurement
- Content Courses: Personnel Psychology, Advanced Personnel Psychology, Organizational Psychology, Teams, Training and Development, Occupational Health Psychology, Organizational Stress, Judgment and Decision Making, Cross-Cultural Issues in I-O, Job Analysis
 - Applied Projects in Coursework: Organizational stress assessment; Training Needs Analysis; Selection exercises from applied data; Job analysis.

Research Interests

- Occupational Health Psychology
- Organizational Stress
- High Stress Occupations
- Employee Mental Health
- Workplace engagement
- Meaningful work
- Work-life balance

Professional References

Dr. Thomas Britt
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Department of Psychology
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864-656-4979
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Relationship: Major advisor

Dr. Robert Sinclair
Professor
Department of Psychology
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864-656-3931
rsincla@clemson.edu
Relationship: Graduate Program Director and Research Advisor

Dr. Amy Alder
Senior Scientist
Center for Military Psychiatry and Neuroscience
Walter Reed Army Institute for Research
301-319-9444
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Relationship: ORISE Supervisor and Mentor