



Courtney L. McCluney, Ph.D.

Assistant Professor of Organizational Behavior, ILR School
Cornell University

Dr. Courtney L. McCluney is an Assistant Professor of Organizational Behavior in the ILR School at Cornell University. Dr. McCluney's research examines how marginalization practices in organizations create disproportionate access to resources and power for marginalized groups. She primarily focuses her work on the lived experiences of Black employees across different sectors using a combination of interview, survey, and experimental methods.

Courtney has published and presented her research to academic and practitioner audiences across the globe, and is a contributing writer to Forbes. She received her Ph.D. in Psychology from the University of Michigan and BA in Psychology and Interpersonal/Organizational Communications at the University of North Carolina at Chapel Hill.