

Cynthia K. Maupin

EDUCATION

Ph.D.	University of Georgia Industrial-Organizational Psychology	May 2018 (Expected)
M.S.	University of Georgia Industrial-Organizational Psychology	December 2016 (Expected)
B.A.	University of Missouri- Columbia <i>Magna Cum Laude, Psychology Departmental Honors</i>	May 2011

Honors Thesis: *The Impact of Siblings' Differential Personal and Peer Group Characteristics on Two Domains of Sibling Conflict*

PUBLICATIONS

- Griggs, T. L., Eby, L. T., **Maupin, C. K.**, Conley, K., Williamson, R., Vande Griek, O., & Clauson, M. (In Press). Who are these workers, anyway? *Industrial and Organizational Psychology Perspectives*.
- Greer, K. B., Campione-Barr, N., Debrown, B., & **Maupin, C. K.** (2014). Do differences make the heart grow fonder? Associations between differential peer experiences on adolescent sibling conflict and relationship quality. *The Journal of Genetic Psychology*, 175(1), 16-34.

IN-PROGRESS PUBLICATIONS

- Cullen-Lester, K., **Maupin, C. K.**, Carter, D. R., (review paper invited based on proposal). Title redacted for review process. *The Leadership Quarterly*.
- Haas, B., Filkowski, M., Cochran, R., Williamson, R., **Maupin, C.K.**, Carter, N. (Under Review) Title redacted for review process. Under review at the *Journal of Personality*.
- Maupin, C. K.**, Carter, D.R., Kuhnert & Cullen-Lester, K. (in-progress). *The structure of team boundary spanning in hierarchical organizations*.
- Maupin, C. K.**, Carter, D.R., Cullen-Lester, K., Chrobot-Mason, D., & Carter, N.T. (in-progress) *Evaluating and Validating a Measure of Boundary Spanning Leadership for Interteam Collaborative Contexts*.
- Williamson, R., Harris, A., **Maupin, C.**, Carter, N. (in-progress) *Network Psychometrics and the Analysis of Organizational Surveys*.

PRESENTATIONS

- C. K. Maupin**, L. Zhou, and D.R. Carter (Co-Chairs), The intersection of leadership development and social contexts. Symposium at the 31st Annual Society for Industrial and Organizational Psychology Conference, Anaheim, CA.

- Maupin, C. K.**, Carter, D. R., Cullen-Lester, K. (2016, April). Developing, shaping, and co-creating: Leveraging relationships for leadership development. In C. Maupin, L. Zhou, and D.R. Carter (Co-Chairs), *The intersection of leadership development and social contexts*. Symposium at the 31st Annual Society for Industrial and Organizational Psychology Conference, Anaheim, CA.
- Maupin, C. K. (Panelist)**, Cullen-Lester, K., Howell, J., Woehler, M., Porter, C. (2016, April) *Opportunities and Challenges of Applied Network Analysis*. Panel Session at the 31st Annual Society for Industrial and Organizational Psychology Conference, Anaheim, CA.
- Maupin, C. K.**, Clauson, M., Carter, N., Carter, D. R. (2016, April) *Too Soon to Say: Measuring Emergent Constructs for Nascent Teams*. Poster at the 31st Annual Society for Industrial and Organizational Psychology Conference, Anaheim, CA.
- Williamson, R., Harris, A., **Maupin, C. K.**, Carter, N. (2016, April) *Network Psychometrics and the Analysis of Organizational Surveys*. Poster at the 31st Annual Society for Industrial and Organizational Psychology Conference, Anaheim, CA.
- Maupin, C. K.**, (October 2014). *Social Network Analysis: Applications and Directions*. IGNITE presentation at the University of Georgia.
- Maupin, C. K.**, (2014, April). “*Modern Leadership Tools for Organizational Success*”. The 37th Annual Convention of the Behavioral Sciences presented by the University of Georgia Chapter of the Psi Chi International Honor Society. Athens, Georgia.
- Greer, K. B., Campione-Barr, N., DeBrown, B., & **Maupin, C. K.**, (2011, April). “*Do Differences Make the Heart Grow Fonder? The Effects of Sibling Differential Experiences on Conflict and Support*”. Annual Conference for the Society for Research in Child Development. Montreal, Canada.
- Maupin, C. K.**, Campione-Barr, N., (2010, May). *The Impact of Siblings’ Differential Personal and Peer Group Characteristics on Two Domains of Sibling Conflict*. Poster presented at the Annual Conference for the Midwestern Psychological Association. Chicago, Illinois.

APPLIED I-O PSYCHOLOGY EXPERIENCE

Center for Creative Leadership, Research Consultant (October 2013-present)

Conducted research and assisted on client projects using expertise in network analysis methods.

United Way Worldwide, Survey Specialist (October 2014-present)

Designed a campaign satisfaction survey to predict engagement and employee outcomes.

Big Heart Pet Brands, Assessment Rater (September 2014-present)

Rated case study documents for an assessment tool designed to select innovative leaders.

Cortland Partners, Data Analyst (June 2015-December 2015)

Conducted a study on assessment methods and their relationships with performance scores.

United Parcel Service, Qualitative Data Coding Coordinator (August 2014-May 2015)

Guided Master’s students on a project to code comments from the annual engagement survey.

Carl Vinson Institute of Government, Research Consultant (October 2013-May 2015)
Created, administered, analyzed, and communicated results regarding an employee climate survey.

HUMRRO, Subject Matter Expert (Human Resources Research Organization) (March 2014)
Rated incidents of ethical behavior for the “Dimensions of Individual Ethical Performance at Work.”

Phi Mu National Headquarters, Leadership Consultant (July 2011-April 2013)
Consulted over 26 universities to manage the leadership training and development of undergraduate women.

RESEARCH SUPPORT, HONORS AND AWARDS

University of Georgia Grant Research Assistantship, University of Georgia (Fall 2015). Managing Effective Relationships in Treatment Services (MERITS) Award, the National Institutes of Health, PI: Dr. Lillian Eby.

Mary Tilly Bessemer Scholarship, Phi Mu Fraternity (Fall 2015). Received financial award for outstanding academic achievement. Value: \$3,000

Graduate Teaching Assistantship, University of Georgia (Fall 2014 – Summer 2015, Spring 2016). Fully funded by the University of Georgia Psychology Department.

First Place Paper Presentation, Psi Chi Conference (April 2014). Received the best paper presentation award for the 37th Annual Convention for the Behavioral Sciences. Athens, Georgia.

United Parcel Service Research Fellowship, University of Georgia (Fall 2013- Spring 2014) Funded by the UPS as a promising graduate student and researcher. Value: \$14,420

Excellence in Graduate Recruitment Fund, University of Georgia (Fall 2013). Received financial award for top incoming University of Georgia graduate students. Value: \$3,000

Dorothy Scott Doty Fund, Phi Mu Fraternity (Fall 2013). Received financial award for outstanding academic achievement. Value: \$1,500

Psi Chi Regional Research Award, Midwestern Psychological Association Conference (May 2010). Received a top research paper award for the Annual Conference for the Midwestern Psychological Association. Chicago, Illinois.

MU Undergraduate Forum Research Award, University of Missouri (April 2010). Received a top research paper award for the Annual Conference for the Midwestern Psychological Association. Chicago, Illinois.

Bright Flight Scholarship, University of Missouri (Fall 2007- Spring 2014). Received financial scholarship for scoring in the top percentile on the ACT. Value: \$8,000

MasterCard Scholarship, University of Missouri (Fall 2007- Spring 2014). Received financial scholarship for having exceptional test scores and a top 5% GPA in my graduating class. Value: \$5,000

RESEARCH EXPERIENCE

August 2015-Present - **Lab Coordinator**, Leadership, Innovation, Networks, and Collaboration (LINC) Lab. Department of Psychology, University of Georgia. Supervisor: Dorothy Carter

August 2013-Present - **Lab Coordinator**, Leadership Education and Development (LEAD) Lab. Department of Psychology, University of Georgia. Supervisor: Dr. Karl Kuhnert

August 2014-Present - **Graduate Research Assistant**, Applied Human Resources Lab. Department of Psychology, University of Georgia. Supervisor: Dr. Rob Mahan.

July 2014-Present - **Graduate Research Assistant**, Applied Psychometrics Lab. Department of Psychology, University of Georgia. Supervisor: Dr. Nathan Carter.

January 2011- May 2011– **Research Assistant**, Clinical Alcohol Cognitions Lab. Department of Psychology, University of Missouri. Supervisor: Dr. Denis McCarthy.

August 2009- January 2011 – **Lab Manager**, Family Relationships and Adolescent Development Lab. Department of Psychology, University of Missouri. Supervisor: Dr. Nicole Campione-Barr.

August 2009- May 2010 – **Research Assistant**, Clinical Body Image Lab. Department of Psychology, University of Missouri. Supervisor: Dr. Anna Bardone-Cone

PROFESSIONAL DEVELOPMENT

Supervisor for Undergraduate Honor's Thesis (August 2014-Present)

Supervised the Honor's Thesis research project, manuscript, and poster conducted by an undergraduate honors student at the University of Georgia.

Review Writer, I-O at Work by HR Catalyst (October 2013-Present)

Maupin, C. (2013). Problem Solving at Work: It's Not What You Know, but Who You Know. Summary of Liu, W., Tangirala, S., & Ramanujam, R.; *The Relational Antecedents of Voice Targeted at Different Leaders*. Summary published online at <http://www.ioatwork.com/problem-solving-at-work/>

TEACHING EXPERIENCE

Organizational Research Methods, Teaching Assistant (Fall 2014, Spring 2016)

Assisted Master's degree students in learning quantitative methods and data analyses in SPSS.

Psychological Testing, Guest lecturer (Spring 2016)

Guest lectured on the topic of social network analysis in workplace settings.

Workplace Practicum, Teaching Assistant (Summer 2015)

Assisted Master's degree students in the conduct of practicum projects with organizational clients.

Hiring and Legal Practices, Teaching Assistant (Summer 2015)

Assisted Master's degree students in their learning of selection practices.

Organizational Research Methods, Teaching Assistant (Spring 2015)

Assisted Master's degree students in learning quantitative methods and data analyses in SPSS.

Psychological Testing, Teaching Assistant (Spring 2015)

Assisted Master's degree students in the evaluation psychological tests and measures.

Organizational Change, Teaching Assistant (Spring 2015)

Assisted Master's degree students in the study and conducting of organizational change in the workplace.

Psychology of the Workplace, Guest lecturer (Fall 2014)

Guest lectured throughout the semester about the field of Industrial-Organizational Psychology, applying to graduate school, and the use of the Qualtrics survey tool.

Competency Modeling, Teaching Assistant (Fall 2014)

Assisted Master's degree students in the evaluation of competency model applications in the workplace.

Practicum, Guest lecturer (June 2014)

Guest lectured to the I-O Master's Program students about social network analysis and applications for network methods in the workplace.

Practicum, Teaching Assistant (Summer 2014)

Assisted Master's degree students in learning I-O Psychology skills.

Organizational Psychology, Teaching Assistant (Spring 2014)

Assisted Master's degree students in learning organizational psychology and performing organizational diagnoses.

SKILLS AND CERTIFICATIONS

Statistical Software

- SPSS
- R and RStudio
- GGUM
- LISREL
- HLM
- UCINet
- MPLUS
- NodeXL

Survey Software

- Qualtrics

Educational Tools

- eLearning Commons

COMPLETED GRADUATE LEVEL COURSEWORK

- Teaching in Psychology
- Quantitative Methods II
- Industrial Psychology
- Advanced Social Psychology
- Applied Regression
- Organizational Psychology
- Psychometrics
- Confirmatory Factor Analysis
- Work Motivation
- Social Network Analysis
- Research Methods
- Organizational Strategy

- Job Behaviors
- Statistical Social Network Analysis
- Item Response Theory
- Structural Equation Modeling

PROFESSIONAL AFFILIATIONS

Society of Industrial Organizational Psychology (SIOP): Student Member (Fall 2013-Present)
 Academy of Management (AOM): Student Member (Fall 2014-Present)

PROFESSIONAL SERVICE

- Interdisciplinary Network for Group Research Annual Conference
 - **Reviewer** 2016
- Academy of Management Annual Conference
 - **Reviewer** 2016
- Industrial Organizational Psychology Student Association
 - **President** 2014-present
 - **Records and Social Media Director** 2013-2014
- Graduate Student Committee, Psychology Department
 - **Vice President** 2014-2015
 - **Council Member** 2014-2015
- Phi Mu Fraternity
 - **National Committee Member** 2014-present
- Phi Beta Kappa Honor Society
 - **Member** 2011-2014
- Psi Chi Honor Society
 - **Member** 2009-2014
- Phi Kappa Phi Honor Society
 - **Member** 2011-2014

VOLUNTEER AND OUTREACH EXPERIENCE

Phi Mu Fraternity, National Member Development Committee (August 2015- present)

Oversees the leadership development and member programming for all collegiate chapters nationwide.

Phi Mu Fraternity, Advisory Board Chairman (May 2015- present)

Oversees the operations of the executive committee and the advisory board for the local University of Georgia Alpha Alpha chapter.

Phi Mu Fraternity, National Sisterhood Development Committee (August 2014- August 2015)

Oversees the sisterhood relations training and development for over all collegiate chapters nationwide.

University of Georgia, Graduate Mentor (August 2013- present)

Mentored undergraduate students in psychology and their aspirations for graduate school.

Phi Mu Fraternity, Graduate Counselor (August 2013- present)

Assist the local University of Georgia Chapter in leadership development and organizational effectiveness.

Phi Mu Foundation, Volunteer (May 2012- July 2012)

Facilitated a call-a-thon to gather donations for women's scholarship and assistance.

Children's Miracle Network Hospitals, Philanthropy Director (August 2012- October 2012)

Coordinated a philanthropic fundraiser with all donations benefitting CMNH.