

Cynthia K. Maupin, M.S.

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Doctoral Candidate
University of Georgia
Department of Psychology
125 Baldwin Street
Athens, GA 30602

Doctoral Research Fellow
U.S. Army Research Institute
Predictive Analytics and Modeling Unit
6000 6th Street
Fort Belvoir, VA 22060

ACADEMIC APPOINTMENTS

August, 2019 Assistant Professor of Organizational Behavior and Leadership
School of Management, State University of New York at Binghamton
Tenure track position accepted beginning August of 2019

EDUCATION

University of Georgia

Ph.D. in Industrial-Organizational Psychology (expected July, 2019)

Dissertation: *Disruptive Events and Multiteam Systems: The Impact of Adaptive Communication and Leadership Structures on System Performance**

*Dissertation proposal defended

Committee: Dorothy R. Carter (Chair), University of Georgia
Malissa A. Clark, University of Georgia
Nathan T. Carter, University of Georgia
Gerald F. Goodwin, U.S. Army Research Institute

M.S. in Industrial-Organizational Psychology (May, 2017)

Thesis: *The Impact of Interteam Leadership Structures on Intrateam Performance*

Committee: Dorothy R. Carter (Chair), University of Georgia
Karl W. Kuhnert (Co-Chair), Emory University
Kristin L. Cullen-Lester, University of Houston

University of Missouri

B.A. in Psychology (May, 2011) *Magna Cum Laude, Departmental Honors*

RESEARCH INTERESTS

- **Leadership** (leadership development, collective leadership, leadership emergence)
- **Teams** (intra- and inter-team dynamics, multiteam systems, emergent team states)
- **Advanced Methodologies** (network analysis, multilevel modeling, computational modeling)

REFEREED PUBLICATIONS

Eby, L.T., Robertson, M., Williamson, R., & **Maupin, C.K.** (2018) The development and test of a framework examining the associations between gambling behavior, strain-based gambling interference with work and nonwork, cognitive disengagement, and role performance. *Community, Work, & Family*.

Cullen-Lester, K., **Maupin, C. K.**, & Carter, D. R. (2017). Incorporating social networks into leadership development: An organizing framework and evaluation of research and practice. *The Leadership Quarterly*, 28, 130-152.

****Awarded the 2017 Leadership Quarterly Best Paper Award**

Griggs, T. L., Eby, L. T., **Maupin, C. K.**, Conley, K., Williamson, R., Vande Griek, O., & Clauson, M. (2016). Who are these workers, anyway? *Industrial and Organizational Psychology Perspectives on Science and Practice*, 9, 114-121.

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, 16-34.

PUBLICATIONS UNDER REVIEW OR IN PROGRESS

Maupin, C.K., McCusker, M.E., Slaughter, A.J., & Ruark, G.A. (1st Revise & Resubmit, under review) Topic: Measurement advances for collective leadership. *Revise and Resubmit status at Human Relations*.

Carter, N. T., Lowery, M., Williamson, R., Harris, A., Listyg, B., Conley, K., **Maupin, C.K.**, & King, R. (3rd Revise & Resubmit, under review) Topic: Causal attitude networks and job satisfaction. *Revise and Resubmit status at the Journal of Applied Psychology*.

Carter, D.R., DeChurch, L.A., **Maupin, C.K.**, Zaccaro, S.J., & Contractor, N. (under review) Topic: Leadership and multiteam systems. *Under review at Academy of Management Journal*.

Mohan, G., Carter, D.R., & **Maupin, C.K.** (under review) Motivation to lead and leader emergence. *Under review at Academy of Management Journal*.

Maupin, C.K., Perry, S., Rosen, M., & Park, S. (under review) Risk assessment and response for EMS teams. *Targeted for: Small Group Research*.

Newton, D., Chamberlin, M., **Maupin, C.K.**, Nahrgang, J., & Carter, D.R. (preparation for submission) Topic: Voice and social networks in teams. *Targeted for the Journal of Applied Psychology*.

Maupin, C.K., Slaughter, A.J., & Carter, D.R. (in progress) Learning contagion in networks. *Targeted for: Journal of Applied Psychology*.

Maupin, C.K., Cullen-Lester, K., Carter, D.R., & Gerbasi, A. (in progress) Networks of the politically skilled. *Targeted for: Journal of Applied Psychology*.

Fitzhugh, S., **Maupin, C.K.**, & DeCostanza, A. (in progress) Dynamics of team trust. *Targeted for: Academy of Management Journal*.

Cullen-Lester, K.L. & **Maupin, C.K.** (in progress) Taking charge of network development. *Targeted for Organizational Dynamics*.

CHAPTERS IN EDITED VOLUMES

- Maupin, C.K.**, Goodwin, G.F., & Carter, D.R. (forthcoming) Transactive skill systems for spatial navigation. In K.M. Curtin & D.R. Montello (Ed.s) *Collective spatial cognition: Innovative research about spatial thinking by human groups*.
- Eby, L.T., Vande Griek, O., **Maupin, C.K.**, Allen, T.D., Gilreath, E., & Martinez, V. (2018) A cultures within culture perspective on work and family among U.S. employees. In K. Shockley, W. Shen, & R. Johnson (Ed.s) *Cambridge handbook of global work and family*.

MEDIA ARTICLES

- Carter, D.R. & **Maupin, C.K.** (July, 2017). Leadership IS a social network: Implications for security professionals. Invited article: *Centre for research and evidence on security threats (CREST) security review* (Translational magazine targeting national security professionals in the United Kingdom) <https://crestresearch.ac.uk/>. Direct link to article: <https://crestresearch.ac.uk/comment/leadership-social-network/>

PRESENTATIONS

- Mohan, G., Carter, D.R., & **Maupin, C.K.** (August, 2019). Longitudinal Effects of Non-Calculative & Affective Motivation to Lead on Informal Leader Emergence. Paper presentation accepted for the 79th Annual Meeting of the Academy of Management: Boston, MA.
- Maupin, C.K.**, Fitzhugh, S., & Carter, D.R. (July, 2019) *Disruptive Events and Multiteam Systems: Dynamic Leadership and Communication*. Paper presentation accepted for the 14th Annual Interdisciplinary Network for Group Research Conference: Lisbon, Portugal.
- Fitzhugh, S., **Maupin, C.K.**, & DeCostanza, A. (August, 2019). *Dynamics of Team Trust*. Paper presentation under review for the 114th Annual American Sociological Association Conference: New York, NY.
- Maupin, C.K.** & McCusker, M.E. (Co-Chairs, April, 2019). *Capturing Complexity: Methodological Advancements for Collective Leadership*. Symposium accepted for the 34th Annual Society for Industrial and Organizational Psychology Conference: Washington, D.C.
- Maupin, C.K.**, McCusker, M.E., Slaughter, A.J., & Ruark, G.A. (April, 2019). Stepping Outside the Box: Leveraging Best Practices to Advance Collective Leadership. In C.K. Maupin & M.E. McCusker (Chairs). *Capturing Complexity: Methodological Advancements for Collective Leadership*. Symposium accepted for the 34th Annual Society for Industrial and Organizational Psychology Conference: Washington, D.C.
- Maupin, C.K.**, & Lanzo, L.A. (April, 2019). Leadership for modern organizations: Embracing and expanding network-based approaches. In D. Chrobot-Mason (Chair). *Emerging Trends in Leadership Research, Teaching, and Practice*. Symposium accepted for the 34th Annual Society for Industrial and Organizational Psychology Conference: Washington, D.C.
- Kim, Y.J., Carter, D.R., **Maupin, C.K.**, & Hoffman, B.J. (2018, August). The trickle-down effects of leader-member exchange in multilevel organizations. In Y.J. Kim & D.R. Carter (Chairs). *Exploring team leadership effects via a motivational perspective*. Symposium at the 78th Annual Meeting of the Academy of Management: Chicago, IL.

- Maupin, C.K.,** Cullen-Lester, K.L., Gerbasi, A., & Carter, D.R. (2018, May). *Thriving across boundaries: The moderating effect of formal and informal leadership*. Paper presentation at the 3rd Annual Interdisciplinary Perspective on Leadership Symposium: Chania, Greece.
- Maupin, C. K.,** Vancouver, J.B., Goodwin, G.F., Grand, J.A., & Liu, Y. (2018, April). *IGNITE + Panel Session: Computational Models for Organizational Science and Practice*. Alternative Session at the 33rd Annual Society for Industrial and Organizational Psychology Conference: Chicago, IL.
- Cullen-Lester, K.L., **Maupin, C.K.,** Carter, D.R. (2018, April). Incorporating social networks into leadership development: A critical evaluation of research and practice. In L. Baranik and L. Kath (Chairs). *What You Need to Know Now: Law, Diversity, Technology, Selection, Leadership Updates*. Symposium at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology: Chicago, IL.
- Newton, D., Nahrgang, J., **Maupin, C.K.,** Chamberlin, M. & Carter, D.R. (2017, August). The influence of voice on personal reputation and leader emergence. In Sinha, R. and Chiu, C. (Chairs). *A network approach to understanding the antecedents and consequences of team leadership*. ** **Selected as a Showcase Symposium** at the 77th Annual Meeting of the Academy of Management: Atlanta, GA.
- C.K., Maupin,** S. Dubrow & S.J. Zaccaro (Co-chairs; 2017, July). *Crossing boundaries in organizations: A social network approach*. Symposium at the 12th Annual Conference of the Interdisciplinary Network for Group Research, St. Louis, MO.
- Maupin, C.K.,** & Carter, D.R. (2017, July). The impact of between-team leadership processes on team performance. In **C.K., Maupin,** S. Dubrow, & S.J. Zaccaro (Chairs). *Crossing boundaries in organizations: A social network approach*. Symposium at the 12th Annual Conference of the Interdisciplinary Network for Group Research, St. Louis, MO.
- Trainer, H., Agbonghae, C., **Maupin, C.K.,** Carter, D.R., Nehl, E.J., & Llewellyn, N. (2017, July). Building institutional partnerships to advance clinical and translational science. In M.L. Shuffler & W.S. Kramer (Chairs). *Creating expert teams: Advancing science team dynamics with I/O Psychology*. Symposium at the 12th Annual Conference of the Interdisciplinary Network for Group Research: St. Louis, MO.
- Maupin, C.K.,** & Carter, D.R. (May, 2017). *Teamwork relationships in multiteam systems: Traits you can trust*. Poster at the European Association of Work and Organizational Psychology (EAWOP): Dublin, Ireland.
- Eby, L.T., Vande Griek, O., **Maupin, C.K.,** Allen, T.D., Gilreath, D., & Martinez de Ubago, V. (2017, April). Does Place Matter? Considering Regional Differences and Work-Family Interface. In H.K. Cheung & K.P. Jones (Chairs). *Exploring Macro-Level Factors Impacting Individual Work-Family Experience*. Symposium at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology: Orlando, FL.
- C. K. Maupin,** L. Zhou, and D.R. Carter (Co-Chairs; 2016, April), 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. 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. (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: Athens, GA.

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, GA.

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.

TEACHING EXPERIENCE—THE UNIVERSITY OF GEORGIA

Average overall teaching effectiveness as Instructor of Record: **4.89/5.00**

Average overall teaching effectiveness rating: **4.87/5.00**

Fall 2017

Instructor of Record - PSYC 4230: Workplace Psychology (Undergraduate course; Rating: **4.90/5.00**)

Spring 2017

Instructor of Record - PSYC 4230: Workplace Psychology (Undergraduate course; Rating: **4.83/5.00**)

Lab Instructor - PSYC 5100: Capstone in Social Networks (Undergraduate course; Rating: **5.00/5.00**)

Fall 2016

Instructor of Record - PSYC 4200: Social Psychology (Undergraduate course; Rating: **4.95/5.00**)

Spring 2016

Lab Instructor - PSYC 6840: Org. Research Methods II (Master’s level course; Rating: **4.86/5.00**)

Summer 2015

Lab Instructor - PSYC 6843: Workplace Mgmt. Practicum (Master’s level course; Rating: **4.67/5.00**)

Lab Instructor - PSYC 6845: Leadership Practicum (Master’s level course; Rating: **5.00/5.00**)

Lab Instructor - PSYC 6870: Hiring and Legal Practices (Master’s level course; Rating: **4.89/5.00**)

Spring 2015

Lab Instructor - PSYC 6820: Org. Research Methods I (Master’s level course; Rating: **4.67/5.00**)

Lab Instructor - PSYC 6850: Testing and Assessment (Master’s level course; Rating: **4.79/5.00**)

Lab Instructor - PSYC 6880: Managing Organizational Change (Master’s level course; Rating: **5.00/5.00**)

Fall 2014

Teaching Assistant - PSYC 6840: Org. Research Methods II (Master’s level course; Rating: **4.67/5.00**)

Teaching Assistant - PSYC 6860: Competency Modeling (Master's level course; Rating: **5.00/5.00**)
Summer 2014

Teaching Assistant - PSYC 6843: Workplace Practicum (Master's level course; Rating: **4.95/5.00**)
Spring 2014

Teaching Assistant - PSYC 6811: Psychology of the Workplace (Master's level course; Rating: **4.89/5.00**)

Teaching Assistant - PSYC 6820: Research Methods I (Master's level course; Rating: **4.85/5.00**)

GRANT WRITING EXPERIENCE

Made substantial contributions to the authorship of funded proposal:

Project FUSION Facilitating Unified Systems of Interdependent Organizational Networks (10/01/2017-10/01/2021). The National Aeronautics and Space Administration (NASA #80NSSC18K0511). Carter, D.R. (PI), Shuffler, M. (Co-I), Schecter, A. (Co-I), DeChurch, L.A. (Co-I), & Contractor, N. (Co-I). <https://www.nasa.gov/feature/nasa-selects-seven-proposals-to-support-astronaut-health-on-missions-to-mars>. Start date: February 15, 2018. Budget: \$991,979.

RESEARCH SUPPORT, HONORS AND AWARDS

Consortium Research Fellowship with the U.S. Army Research Institute (January 2018-present) Fully funded doctoral research fellowship to conduct research as part of the Predictive Analytics and Modeling Research Unit for the benefit of the U.S. Army.

Nominee for A.S. Edwards Award (April, 2018) Department of Psychology, University of Georgia Award for an outstanding graduate student who displays academic achievement and ability. One student from each program in the department is selected for nomination.

University of Georgia Innovative and Interdisciplinary Research Grant (Summer 2017) Funded dissertation research as part of UGA's strategic initiative to support innovation and interdisciplinarity in the research being conducted by doctoral students. Value: \$2,500

Interdisciplinary Network for Groups Research Doctoral Consortium (July, 2017) Selected on behalf of the University of Georgia to attend INGRoup's doctoral consortium.

Society for Industrial and Organizational Psychology Doctoral Consortium (April, 2017) Selected on behalf of the University of Georgia to attend SIOP's doctoral consortium: academic track.

Society for Industrial Organizational Psychology Travel Grant (April, 2016) Received grant to present research at the 2016 Annual SIOP Conference in Anaheim. Value: \$500

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

January 2018-Present - **Doctoral Research Fellow**, Predictive Analytics and Modeling Research Unit (PAMRU), U.S. Army Research Institute. Supervisor: Dr. Andrew Slaughter.

August 2015-December 2017 - **Lab Coordinator**, Leadership, Innovation, Networks, and Collaboration (LINC) Lab, Department of Psychology, University of Georgia. Supervisor: Dr. Dorothy Carter.

August 2015-December 2017 - **Graduate Research Assistant**, Managing Effective Relationships In Treatment Services (MERITS) Lab, Department of Psychology, University of Georgia. Supervisor: Dr. Lillian Eby.

August 2013-May 2016 - **Lab Coordinator**, Leadership Education and Development (LEAD) Lab, Department of Psychology, University of Georgia. Supervisor: Dr. Karl Kuhnert.

August 2014-May 2016 - **Graduate Research Assistant**, Applied Human Resources Lab, Department of Psychology, University of Georgia. Supervisor: Dr. Rob Mahan.

July 2014-December 2015 - **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.

APPLIED EXPERIENCE

Center for Creative Leadership, Intern (May 2016-December 2016)

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

Center for Creative Leadership, Research Consultant (October 2013-December 2016)

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

United Way Worldwide, Survey Specialist Project Lead (October 2014-August 2016)

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

Big Heart Pet Brands, Assessment Rater (September 2014-August 2016)

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.

PROFESSIONAL DEVELOPMENT

Supervisor for Undergraduate Honor's Thesis (August 2014-May 2016)

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-August 2015)

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/>

STATISTICAL SOFTWARE

- General statistical software packages: SPSS, LISREL, MPLUS, and R
- Multilevel modeling: HLM and 'Multilevel' package in R
- Social network analysis: UCInet, NodeXL, and 'statnet,' 'SNA,' 'RSiena' and 'ergm' packages in R
- Computational modeling: NetLogo and R

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 in Management
- Organizational Strategy in Management
- Organizational Behavior in Management
- Statistical Social Network Analysis
- Item Response Theory
- Structural Equation Modeling

PROFESSIONAL AFFILIATIONS

Society of Industrial Organizational Psychology (SIOP): Student Member

Academy of Management (AOM): Student Member

The Interdisciplinary Network for Group Research (INGRoup): Student Member

PROFESSIONAL SERVICE

- *The Leadership Quarterly*
 - **Ad Hoc Reviewer** 2018-present
- *Human Relations*
 - **Ad Hoc Reviewer** 2018-present
- Interdisciplinary Network for Group Research Annual Conference
 - **Reviewer** 2016-present
- Academy of Management Annual Conference
 - **Reviewer** 2016-present
- Industrial Organizational Psychology Student Association
 - **President** 2014-2016
 - **Records and Media Director** 2013-2014
- Graduate Student Committee, Psychology Department
 - **Vice President** 2014-2015
 - **Council Member** 2013-2014