

# Cynthia K. Maupin, M.S.

## EDUCATION

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### University of Georgia

Ph.D. in Industrial-Organizational Psychology (Expected May, 2019)

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

### University of Missouri

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

## REFEREED PUBLICATIONS

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Eby, L.T., Robertson, M., Williamson, R., & **Maupin, C.K.** (In Press) 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.

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

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Carter, N. T., Williamson, R., Harris, A., King, R., **Maupin, C.K.**, Conley, K., & Lowery, M. (Revise & Resubmit) Understanding job satisfaction in the causal attitude network (CAN) model. *Revise and Resubmit status at the Journal of Applied Psychology*.

Newton, D., Chamberlin, M., **Maupin, C.K.**, Nahrgang, J., & Carter, D.R. (Under Review). What's said in the team may not stay in the team: The ripple effects of voice on personal reputation and subsequent teaming. *Under review at the Academy of Management Journal*.

**Maupin, C.K.**, McCusker, M.E., Slaughter, A.J., & Ruark, G.A. (in progress) Putting the process in collective leadership. *Targeted for: Human Relations*.

**Maupin, C.K.** & Carter, D.R. (in progress) Making training contagious: A social network intervention. *Targeted for: Journal of Applied Psychology*.

**Maupin, C.K.** & Carter, D.R. (in progress) The impact of teams' *inter*-team leadership on *intra*-team performance. *Targeted for: Small Group Research*.

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

Carter, D.R., DeChurch, L.A., **Maupin, C.K.**, Zaccaro, S.J., & Contractor, N. (in progress) Team priorities that lead and follow: Facilitating interteam leadership emergence in cross-functional multiteam systems. *Targeted for: Academy of Management Journal*.

## CHAPTERS IN EDITED VOLUMES

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Eby, L.T., Vande Griek, O., **Maupin, C.K.**, Allen, T.D., Gilreath, E., & Martinez, V. (in press) 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

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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

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**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 3<sup>rd</sup> 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 37<sup>th</sup> 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.

## **RESEARCH SUPPORT, HONORS AND AWARDS**

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**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.

**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

**Society for Industrial and Organizational Psychology Doctoral Consortium** (April, 2017) Nominated 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 37<sup>th</sup> 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

## **APPLIED I-O PSYCHOLOGY EXPERIENCE**

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**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.

## **RESEARCH EXPERIENCE**

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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.

## **PROFESSIONAL DEVELOPMENT**

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### **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/>

## **TEACHING EXPERIENCE -THE UNIVERSITY OF GEORGIA**

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

*Fall 2017*

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

*Spring 2017*

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

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

*Fall 2016*

**Instructor** - 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**)

## **SKILLS AND CERTIFICATIONS**

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### **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

### **Survey Software**

- Qualtrics

### **Educational Tools**

- eLearning Commons

## **COMPLETED GRADUATE LEVEL COURSEWORK**

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- 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**

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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**

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- 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 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**

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

Serves as a mentor to psychology undergraduate students as part of the UGA Psychology Mentorship Program.

### **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- December 2017)**

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.

### **Phi Mu Fraternity, Graduate Counselor (August 2013- May 2015)**

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