

Cassidy Gaddie

(she/her)

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EDUCATION

University of Georgia: Athens, GA

M.S., Industrial Organizational Psychology

Expected 2023

PhD, Industrial Organizational Psychology

Expected 2025

University of Oklahoma: Norman, OK

July 2020

B.A., Psychology

Minor: Nonprofit Organizational Studies

RESEARCH INTERESTS

- Employee life cycle
- Employee well-being
- Diversity, Equity, and Inclusion (DEI)

PUBLICATIONS

Ripberger, J., Bell, A., Fox, A., Forney, A., Livingston, W., **Gaddie, C.**, ... & Hank Jenkins-Smith, H. (2022). Communicating Probability Information in Weather Forecasts: Findings and Recommendations from a Living Systematic Review of the Research Literature. *Weather, Climate, and Society*.

ORAL PRESENTATIONS

Gaddie, C., Culotta, T., Hoffman, B., Shockley, K., & Lumbreras, J. (2023). Role Stressors, Not Concern for Health, Mediate COVID-19 Exposure-Burnout Relationship. In Hoffman, B. (Chair). (2023). Addressing the Effects of Pandemic Work on Frontline Healthcare Workers [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Culotta, T., Hoffman, B., **Gaddie, C.**, & Shockley, K. (2023). The Great Resignation of Healthcare Workers: Novel Antecedents. In Hoffman, B. (Chair). (2023). Addressing the Effects of Pandemic Work on Frontline Healthcare Workers [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Facteau, K., **Gaddie, C.**, Gerkin, E., Eby, L. T., & Shockley, K. M. (2023). An in-depth review of the state of formal mentoring in Fortune 100 companies. In Eby, L. T. (Co-Chair) & Facteau, K. (Co-Chair) (2023). Science and practice of mentoring: Trends, recommendations, and priorities for future research [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Bell, A., Fox, A., Ripberger, J., Forney, A., Livingston, W., & **Gaddie, C.** (2021). Communicating Probability Information: Findings and Recommendations from a Systematic Review of the Research Literature. In *101st American Meteorological Society Annual Meeting*. AMS.

POSTER PRESENTATIONS

Gaddie, C., Stryker, S., Kim, Y., & Hoffman, B. (2022). *Do Employees Quit Their Boss? Meta-analysis of Leadership and Turnover/Intentions*. Poster to be presented at the 37th annual Society for Industrial and Organizational Psychology Conference.

Gaddie, C., Stryker, S., Kim, Y., & Hoffman, B. (2021). *Leadership behaviors and turnover/intentions: An integrative meta-analysis*. Poster presented at the 36th annual Society for Industrial and Organizational Psychology Conference.

RESEARCH EXPERIENCE

Graduate Research Assistant

May 2022 – Present

Institute on Human Development and Disability: University of Georgia

Supervisor: Dr. Hamida Jinnah

- Complete needs assessments for state agencies providing services to persons with disabilities; identify gaps in current disability services
- Conduct qualitative and quantitative data on projects related to people with disabilities in the state of Georgia to inform policy recommendations

Graduate Lab Manager

August 2020 – Present

Leadership and Performance Dynamics Lab: University of Georgia

Supervisor: Dr. Brian Hoffman

- Recruit, train, mentor, and coordinate undergraduate research assistants
- Collaborate on coding and statistical analyses for various meta-analyses
- Lead ongoing projects and data collection, including topics of employee burnout and COVID-19 workplace stressors
- End to end survey development, design, and dissemination
- Conduct advanced statistical analyses, including factor analysis, SEM, and meta-analytic procedures

Undergraduate Research Assistant

August 2017 – July 2020

Center for Risk and Crisis Management: University of Oklahoma

Supervisor: Dr. Carol Silva and Dr. Hank Jenkins-Smith

- Conducted machine learning natural language processing coding
- Qualitative coding for a project on knowledge management within Sandia National Laboratories
- Built weekly reports analyzing the top social media posts on topics related to nuclear power
- Assisted in codebook formation for projects looking at public perceptions on nuclear energy, waste, and defense systems
- Developed coder tools and metrics for increasing intercoder reliability
- Conducted data analysis of social media posts on topics such as nuclear energy, natural disasters, and nuclear weapons proliferation

Undergraduate Research Assistant

August 2019 – May 2020

Mumford Research Group: University of Oklahoma

Supervisor: Dr. Michael Mumford

- Built and analyzed extensive literature reviews
- Engaged in data entry and data management on projects involving creative problem solving and leadership styles

- Led experiments running participants through a Qualtrics survey

APPLIED EXPERIENCE

Diversity, Equity, and Inclusion Intern

June 2022 – Present

Global Payments: Atlanta, Georgia

Supervisor: Yogita Inamdar

- Created, developed, and implemented over 150 dashboards for forecasting and modeling leader progress towards representation goals
- Used dashboard insights to provide quarterly leader updates and inform DEI recruitment and hiring strategy
- Developed and distributed a global inclusive language guide to provide guidance on discussing diversity, equity, and inclusion within the workplace
- Assisted in creation and launch of new employee resource groups (ERGs) and creating toolkit materials for sustaining ERGs
- Compiled and presented information on DEI benchmarks to monitor goal progress against external referents

Rater

SkillSource Learning Partners: Athens, GA

August 2022 – December 2022

- Analyzed customer service candidate audio files using behaviorally-anchored rating scales (BARS)
- Provided over 4,000 data points for NLP machine-learning project for a Fortune 100 client

Assessor

March 2022

Personnel Board of Jefferson County: Birmingham, Alabama

- Served as an assessor and role player for a high-fidelity executive assessment center.
- Duties included evaluating the performance of job candidates on video-based structured interviews, work samples, and other job simulations using behavioral guidelines developed by subject matter experts.
- Assessment duties were preceded by extensive training in the observation, evaluation, and documentation of behavior, as well as psychometrics, history of assessment, and best practices in testing and assessment.

Advancement Intern

January 2019 – May 2019

Regional Food Bank of Oklahoma: Oklahoma City, OK

- Managed a database of donor contact information and donation history
- Developed, wrote, and distributed grant funding applications
- Monitored team development based on Lean Six Sigma framework
- Used analytical skills to create an organizational stewardship plan
- Engaged in background research for developing organizational projects

ACADEMIC HONORS AND AWARDS

Dean's Honor Roll, *University of Oklahoma*

August 2017 – May 2020

Valedictorian Scholarship, *University of Oklahoma*

August 2017 – May 2020

Presidential International Travel Fellowship, *University of Oklahoma*

June 2018 – July 2018

President's Honor Roll, *University of Oklahoma*

August 2017 – May 2018

RELEVANT COURSEWORK

University of Georgia, Graduate Level

Advanced Experimental Psychology
Advanced Social Psychology
Organizational Psychology
Industrial Psychology
Psychometrics
Applied Regression
Teams
Structural Equation Modeling
Advanced Management Research Methods
Personality
Psychology of Prejudice
Agent Based Modeling
Data Management
Personnel Selection

University of Oklahoma, Undergraduate Level

Research Methods I: Statistics
Research Methods II: Applications and Experimental Design
Nonprofit Fundamentals I & II
Introduction to Industrial/Organizational Psychology
Leadership and Planning
Psychology of Groups
Donor Stewardship, Grant Writing, and Data Management

RELEVANT SKILLS

- Survey Software: Qualtrics, SurveyMonkey
- Google Suite Applications
- Microsoft Office Applications
- Statistical Software: SPSS, RStudio, MPlus
- Data Visualization: Tableau, Google Studio, Canva