

Curriculum Vitae

Cynthia K. Maupin, Ph.D.

Binghamton University | School of Management
PO Box 6000, Binghamton, NY 13902-6000

ACADEMIC APPOINTMENTS

August 2019—present Assistant Professor of Organizational Behavior and Leadership
School of Management, Binghamton University

EARNED DEGREES

University of Georgia

July 2019 Ph.D. Industrial-Organizational Psychology
Dissertation: *The Costs and Benefits of Leader-Driven Communication Structures for Promoting Rapid System Recovery After Exogenous Shocks*
★ *Winner of the 2021 Alvah H. Chapman Jr. Outstanding Dissertation Award from the Academy of Management's Network of Leadership Scholars*

May 2017 M.S. Industrial-Organizational Psychology
Thesis: *The Impact of Interteam Leadership Structures on Intrateam Performance*

University of Missouri

May 2011 B.A. Psychology, Magna Cum Laude, Departmental Honors
Minors: Sociology, Spanish

RESEARCH FOCUS

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

† denotes Ph.D. student at time of collaboration; ★ selected for Best Paper Award

9. Newton, D., Chamberlin, M., Maupin, C.K., Nahrgang, J., & Carter, D.R. (Forthcoming). Voice as a signal of human and social capital in team assembly decisions. *Journal of Management*.
8. †Trainer, H. M., †Jones, J. M., †Pendergraft, J. G., Maupin, C. K., & Carter, D. R. (2020). Team Membership Change “Events”: A Review and Reconceptualization. *Group & Organization Management*, 45(2), 219-251.
<https://doi.org/10.1177/1059601120910848>
7. Maupin, C. K., McCusker, M. E., Slaughter, A. J., & Ruark, G. A. (2020). A tale of three approaches: Leveraging organizational discourse analysis, relational event modeling, and dynamic network analysis for collective leadership. *Human Relations*, 73(4), 572-597. <https://doi.org/10.1177/0018726719895322>

6. Carter, N.T., Lowery, M.E., Williamson, R.L., †Harris, A.M., †Listyg, B., †Conley, K.M., Maupin, C.K., King, R.T., & Carter, D.R. (2020) Understanding job satisfaction in the causal attitude network model. *Journal of Applied Psychology*. <https://doi.org/10.1037/apl0000469>
5. Allen, J.A, Taylor, J., Murray, R.M., Kilcullen, M., Cushenbery, L., Gevers, J., Larson, L., Ioku, T., Maupin, C.K., Perry, S., Park, S., Rosen, M., Fry, T., McLeod, P., Harris, A., & Fosler, K. (2020). Mitigating violence against first responder teams: Results and ideas from the Hackmanathon. *Small Group Research*, 1-27. <https://doi.org/10.1177/1046496419876342>
4. 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*, 1-23.
3. 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
2. 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.
1. 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.

CHAPTERS IN EDITED VOLUMES

2. Maupin, C.K., MacLaren, N., Goodwin, G.F., & Carter, D.R. (Forthcoming) Distributed Spatial Cognition: Improving Wayfinding through Spatial Transactive Memory Systems. In K.M. Curtin & D.R. Montello (Ed.s) *Collective spatial cognition: Innovative research about spatial thinking by human groups*.
1. 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

4. Maupin, C.K. & Smith, R.L.W. (Forthcoming). The Academics' Forum: On "What We Wish We Knew" while on the Academic Job Market. *The Industrial-Organizational Psychologist*, forthcoming.
3. Maupin, C.K. (2021). The Academics' Forum: On (Hopefully) Publishing Your Dissertation. *The Industrial-Organizational Psychologist*, 58, online only. Direct link to article: <https://www.sio.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/5247/preview/true>

2. Maupin, C.K. (2021). The Academics' Forum: How to "Assistant Professor" During a Pandemic. *The Industrial-Organizational Psychologist*, 58, online only. Direct link to article: <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/5039/preview/true/The-Academics%E2%80%99-Forum-How-to-%E2%80%9CAssistant-Professor%E2%80%9D-During-a-Pandemic>
1. 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/>

FUNDED RESEARCH PROJECTS

Principal Investigator	<p><i>Is Seeing Believing? The Effects of Depersonalization on Team Diversity Outcomes</i> (selected as a semi-finalist, under review)</p> <p>SIOP Foundation's Visionary Circle Grant</p> <p>Society for Industrial and Organizational Psychology</p> <p>Award if funded: \$100,000</p> <p>Investigator(s): Maupin, C.K. (Co-PI) & Mohan, G. (Co-PI)</p>
Principal Investigator	<p><i>Advancing Virtual Teams and Leadership</i> (funded 6/1/2021-8/31/2021)</p> <p>Ziskin Future of Work Research Grant</p> <p>Award: \$5,000</p> <p>Investigator(s): Maupin, C.K. (PI)</p>
Principal Investigator	<p><i>Contextual Perspectives of Virtual Teaming</i> (funded 12/21/2020-9/1/2021)</p> <p>Center for Collective Dynamics of Complex Systems</p> <p>Award: \$3,000</p> <p>Investigator(s): Maupin, C.K. (PI) & Tsai, C-Y. (Co-I)</p>
Principal Investigator	<p><i>Team Communication and Processes</i> (funded 9/10/2019-9/10-2020)</p> <p>U.S. Army Research Institute for the Behavioral and Social Sciences</p> <p>Award: \$14,880</p> <p>Investigator(s): Maupin, C.K. (PI, #W911NF-16-2-0092)</p>
Principal Investigator	<p><i>Who Makes Training Contagious? Leveraging Social Network Analysis and Computational Modeling to Enhance Training Contagion in Organizations</i> (funded 5/1/2017-9/1/2017)</p> <p>Innovative and Interdisciplinary Research Grant, University of Georgia</p> <p>Award: \$2,500</p> <p>Investigator(s): Maupin, C.K. (PI)</p>
Supporting Author	<p><i>Project FUSION: Facilitating Unified Systems of Interdependent Organizational Networks</i> (funded 10/01/2017-10/01/2021)</p> <p>The National Aeronautics and Space Administration</p> <p>Award: \$991,979.</p> <p>Investigator(s): Carter, D.R. (PI), Shuffler, M. (Co-I), Schechter, A. (Co-I), DeChurch, L.A. (Co-I), & Contractor, N. (Co-I) (#80NSSC18K0511)</p>

HONORS AND AWARDS

- 2021 **Semi-Finalist for the SIOP Foundation's Visionary Circle Grant** Research proposal selected as a semi-finalist for a \$100k research grant aimed at funding visionary research that advances the future of work.
- 2021 **Alvah H. Chapman Jr. Outstanding Dissertation Award** Award for a dissertation that makes an outstanding contribution to the field of leadership, presented by the Network of Leadership Scholars for the Academy of Management and the Florida International University Center for Leadership.
- 2021 **Finalist for the Fredric M. Jablin Doctoral Dissertation Award** Nominated as a finalist for a dissertation that demonstrates substantial insights and implications for the study of leadership, presented by the International Leadership Association and the University of Richmond Jepson School of Leadership Studies.
- 2021 **Ziskin Future of Work Research Award** Summer research award for investigating the most critical challenges facing the future of work. Value: \$5,000
- 2021 **Honorable Mention, Dean's Excellence in Research Award, Binghamton University** Research award given to one faculty member by the Dean of the School of Management to recognize outstanding contributions to research.
- 2021 **Affiliated Faculty Member, George Mason University I-O Psychology Program** Invited as an affiliated faculty member in order to serve on a doctoral dissertation committee.
- 2020 **Fellow, Center for Collective Dynamics of Complex Systems** for the Thomas J. Watson College of Engineering at Binghamton University.
- 2020 **Binghamton University School of Management Excellence in Teaching** Recognized for excellence in teaching for receiving a 3.5 or higher (out of 4.0) for teaching effectiveness with 50% or more student participation in teaching evaluations.
- 2019 **Fellow, Center for Leadership Studies** for the School of Management at Binghamton University.
- 2019 **Senior Consortium Research Fellow for the U.S. Army Research Institute** Academic collaborator with the Foundational Sciences Research Unit to conduct basic research for the benefit of the U.S. Army.
- 2019 **Binghamton University School of Management Excellence in Teaching** Recognized for excellence in teaching for receiving a 3.5 or higher (out of 4.0) for teaching effectiveness with 50% or more student participation in teaching evaluations.
- 2018 **Consortium Research Fellowship with the U.S. Army Research Institute** 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.
- 2018 **Nominee for A.S. Edwards Award** 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.
- 2017 **University of Georgia Innovative and Interdisciplinary Research Grant** 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

- 2017 **Interdisciplinary Network for Groups Research Doctoral Consortium** Selected on behalf of the University of Georgia to attend INGRoup's doctoral consortium.
- 2017 **Society for Industrial and Organizational Psychology Doctoral Consortium** Selected on behalf of the University of Georgia to attend SIOP's doctoral consortium: academic track.
- 2016 **Society for Industrial Organizational Psychology Travel Grant** Received grant to present research at the 2016 Annual SIOP Conference in Anaheim. Value: \$500
- 2015 **MERITS Grant Research Assistantship, University of Georgia** Managing Effective Relationships in Treatment Services (MERITS) Award, the National Institutes of Health, PI: Dr. Lillian Eby.
- 2015 **Mary Tilly Bessemer Scholarship** Received financial award for outstanding academic achievement. Value: \$3,000
- 2014 **Graduate Assistantship, University of Georgia** Fully funded by the University of Georgia Psychology Department for entirety of doctoral program.
- 2014 **First Place Paper Presentation, Psi Chi Conference** Received the best paper presentation award for the 37th Annual Convention for the Behavioral Sciences. Athens, Georgia.
- 2013 **United Parcel Service Research Fellowship, University of Georgia** Funded by the UPS as a promising graduate student and researcher. Value: \$14,420
- 2013 **Excellence in Graduate Recruitment Fund, University of Georgia** Received financial award for top incoming University of Georgia graduate students. Value: \$3,000

INVITED PRESENTATIONS

- 12. Maupin, C.K. (2021) *Conducting Research with and within Organizations*. Invited presentation for the School of Communication, Northwestern University, Evanston, IL.
- 11. Maupin, C.K. (2021) *Advancing Leadership through Network-based Approaches: An Organizing Framework, Review, and Recommendations*. Invited presentation at the Bass Center for Leadership Studies, Binghamton University, Binghamton, NY.
- 10. Maupin, C.K. (2021) *Identifying, Describing, and Predicting Leadership through Networks*. Invited presentation for the Louisiana State University (LSU) I-O Psychology Program, Louisiana State University, Baton Rouge, LA.
- 9. Maupin, C.K., Eckardt, R., MacLaren, N. (2021) *Human Capital Resource Emergence: An Agent-Based Model*. Invited presentation for the Foundational Science Research Unit for the U.S. Army Research Institute for the Behavioral and Social Sciences, Fort Belvoir, VA.
- 8. Maupin, C.K. (2021) *Teams and Leadership 101*. Invited presentation for the Launch Pad Innovation Competition Workshop, Main-Endwell Senior High School, Endwell, NY.

7. Maupin, C.K. (2020) *Dr. Maupin's Research Rap*. Invited presentation for the Dickinson Research Team, Binghamton University, Binghamton, NY.
6. Maupin, C.K. (2020). *Leadership and Teamwork during Crises: The Power of Networks*. Invited presentation for the Global Insights Speaker Series for the School of Management Scholars Program, Binghamton University, Binghamton, NY.
5. Maupin, C.K. (2020) *Developing Leaders of Tomorrow: The Power of Relationships*. Invited presentation for the Binghamton University Recruitment Program, Binghamton University, Binghamton, NY.
4. Maupin, C.K. (2019). *Network-based Approaches to Leadership*. Invited presentation at the Bass Center for Leadership Studies, Binghamton University, Binghamton, NY.
3. Maupin, C.K. (2019). *What Can You Do with a Degree in I-O Psychology?* Invited presentation for the Department of Psychology, Le Moyne College, Syracuse, NY.
2. Maupin, C.K. (2019). *A Systems Approach for Understanding Complex Organizations*. Invited presentation at the Center for Collective Dynamics of Complex Systems, Binghamton University, Binghamton, NY.
1. Maupin, C.K. (2018) *The Connections Driving Leadership, Teamwork, and Organizational Effectiveness*. Invited presentation for the School of Management, Binghamton University, Binghamton, NY.

PRESENTATIONS AT NATIONAL/INTERNATIONAL CONFERENCES

† denotes Ph.D. student at time of collaboration; * selected as a Showcase Symposium; ★ selected for Best Paper Award

35. †Torres, E. & Maupin, C.K. (Co-Chairs, October, 2021) *Propelling Multiteam System Research & Practice into the Next Decade: Addressing the Role of Context, Dynamics, Failures, & Interventions*. Symposium accepted to the 16th Annual Conference for the Interdisciplinary Network for Group Research, Virtual.
34. †MacLaren, N. G., Yammarino, F. J., Dionne, S. D., Sayama, H., Mumford, M. D., Connelly, S., †Martin, R. W., †Standish, C. J., †England, S., †Newbold, T. R., †Cao, Y., †Marshall, J., †Cao, S., †Dong, Y., Maupin, C.K., Eckardt, R., and Ruark, G. A. (June, 2021). *Networks of Interruptions: Simultaneous Speech and Leader Emergence in Informal Groups*. Abstract accepted to Networks 2021, Virtual.
33. †MacLaren, N., Yammarino, F., Dionne, S., Sayama, H., Mumford, M., Connelly, S., †Martin, R., †Standish, C., †England, S., †Newbold, T., †Cao, Y., †Marshall, J., †Cao, S., †Dong, Y., Maupin, C.K., Eckardt, R., & Ruark, G. (August, 2021) *Leaders as interrupters: An examination of simultaneous speech in informal groups*. Paper presentation accepted for the 81st Annual Meeting of the Academy of Management: A Virtual Experience.
32. †Choudhury, A. & Maupin, C.K. (August, 2021) *Sink or swim together: Team pay for performance and the role of the team manager*. Paper presentation accepted for the 81st Annual Meeting of the Academy of Management: A Virtual Experience.
31. Maupin, C.K. (Panelist), Goodwin, G.F., Harris, A., Orvis, K., Thayer, A.L., Martin, J., Lazzarini, R. (April, 2021) *The Future of Team Composition: Robots, Cyber Teams & Decision-Support Systems*. Panel session accepted for the 36th Annual Society for Industrial and Organizational Psychology Conference: New Orleans, LA.
30. †Choudhury, A., & Maupin, C.K. (April, 2021) *Sharing is Stressful: An Exploration of Individual Outcomes of Shared Leadership*. In †A. Choudhury & C.K. Maupin (Chairs) *Pushing the boundaries: antecedents, processes,*

and outcomes of shared leadership. Symposium accepted for the 36th Annual Society for Industrial and Organizational Psychology Conference: New Orleans, LA.

29. †Choudhury, A. & Maupin, C.K. (Co-Chairs, April, 2021) *Pushing the boundaries: antecedents, processes, and outcomes of shared leadership*. Symposium accepted for the 36th Annual Society for Industrial and Organizational Psychology Conference: New Orleans, LA.
28. Tsai, C., †Marshall, J., Eckardt, R., Maupin, C.K., Serban, A., Dionne, S., Jung, M., & Hou, T. (2020, August). Robots in Knowledge Intensive Organizations: Complementary and Human Capital Resource Perspectives. In Morozova, D. (Chair). *Impact of Artificial Agents on Teamwork*. Symposium accepted for the 80th Annual Meeting of the Academy of Management: Vancouver, Canada.
27. Maupin, C.K. (Panelist), Pulakos, E., Mallard, A., McHenry, J., Vande Griek, O., & Thorne, T. (2020, April) *Effective Cybersecurity Leadership: The Key Role of Context and Importance of Agility*. Panel Session accepted for the 35th Annual Society for Industrial and Organizational Psychology Conference: Austin, TX.
26. Maupin, C.K. (Panelist), Merlo, K., Fletcher, K., McKay, A., Jones, B., & Narciso, K. (2020, April). *Academic Achievements and Failures: Lessons Learned During Our First Years in Academia*. Panel Session accepted for the 35th Annual Society for Industrial and Organizational Psychology Conference: Austin, TX.
25. 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.
24. 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.
23. Fitzhugh, S., Maupin, C.K., & DeCostanza, A. (August, 2019). *Dynamics of Team Trust*. Paper presentation accepted for the 114th Annual American Sociological Association Conference: New York, NY.
22. 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.
21. 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.
20. 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.
19. 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.
18. 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.

17. 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.
16. 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.
15. 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 for the 77th Annual Meeting of the Academy of Management: Atlanta, GA.**
14. 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.
13. 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.
12. 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.
11. 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.
10. 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.
9. 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.
8. 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.
7. 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.
6. 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.

5. 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.
4. Maupin, C. K., (October 2014). *Social Network Analysis: Applications and Directions*. IGNITE presentation at the University of Georgia: Athens, GA.
3. Maupin, C. K., (2014, April). “*Modern Leadership Tools for Organizational Success*”**. Presentation for the 37th Annual Convention of the Behavioral Sciences presented by the University of Georgia Chapter of the Psi Chi International Honor Society: Athens, GA.
★ **Awarded the Best Paper Award**
2. 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.
1. 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 EFFECTIVENESS

Overall average teaching effectiveness rating at Binghamton University: **3.9/4.0**

Overall average teaching effectiveness rating at University of Georgia: **4.9/5.0**

Courses Taught, Binghamton University

Undergraduate-level

LEAD 351 — Leadership Skills and Development (Fall 2019, Fall 2020, Fall 2021)

LEAD 352 — Team Leadership (Spring 2020)

MBA-level

LEAD 551 — Leadership Skills and Development (Fall 2019, Fall 2020, Fall 2021)

LEAD 552 — Team Leadership (Spring 2021)

Doctoral-level

LEAD 605 — Computational Modeling and Social Network Analysis (Spring 2020)

Courses Taught, University of Georgia

Undergraduate-level

PSYC 4230 — Psychology of the Workplace (Spring 2017, Fall 2017)

PSYC 4200 — Social Psychology (Fall 2016)

RESEARCH POSITIONS

2019 – 2021 **Senior Consortium Research Fellow**, Foundational Science Research Unit (FSRU), U.S. Army Research Institute. Project Manager: Dr. Gregory Ruark.

2018 – 2019 **Doctoral Research Fellow**, Predictive Analytics and Modeling Research Unit (PAMRU), U.S. Army Research Institute. Supervisor: Dr. Andrew Slaughter.

- 2015 – 2017 **Lab Coordinator**, Leadership, Innovation, Networks, and Collaboration (LINC) Lab, Department of Psychology, University of Georgia. Supervisor: Dr. Dorothy Carter.
- 2015 – 2017 **Graduate Research Assistant**, Managing Effective Relationships In Treatment Services (MERITS) Lab, Department of Psychology, University of Georgia. Supervisor: Dr. Lillian Eby.
- 2013 – 2016 **Lab Coordinator**, Leadership Education and Development (LEAD) Lab, Department of Psychology, University of Georgia. Supervisor: Dr. Karl Kuhnert.
- 2014 – 2016 **Graduate Research Assistant**, Applied Human Resources Lab, Department of Psychology, University of Georgia. Supervisor: Dr. Rob Mahan.
- 2015 – 2015 **Graduate Research Assistant**, Applied Psychometrics Lab, Department of Psychology, University of Georgia. Supervisor: Dr. Nathan Carter.
- 2010 – 2011 **Research Assistant**, Clinical Alcohol Cognitions Lab, Department of Psychology, University of Missouri. Supervisor: Dr. Denis McCarthy.
- 2009 – 2011 **Lab Manager**, Family Relationships and Adolescent Development Lab, Department of Psychology, University of Missouri. Supervisor: Dr. Nicole Campione-Barr.
- 2009 – 2010 **Research Assistant**, Clinical Body Image Lab, Department of Psychology, University of Missouri. Supervisor: Dr. Anna Bardone-Cone.

CONSULTING

- 2018 – 2019 **Beta Theta Pi Fraternity, Leadership Development Consultant** Facilitated network-based leadership development training for over 200 undergraduate leaders.
- 2013 – 2016 **Center for Creative Leadership, Research Consultant** Conducted research and assisted on client projects using expertise in network analysis methods.
- 2014 – 2016 **United Way Worldwide, Survey Specialist Project Lead** Designed a campaign satisfaction survey to predict engagement and employee outcomes.
- 2014 – 2016 **Big Heart Pet Brands, Assessment Rater** Rated case study documents for an assessment tool designed to select innovative leaders.
- 2015 **Cortland Partners, Data Analyst** Conducted a study on assessment methods and their relationships with performance scores.
- 2014 – 2015 **United Parcel Service, Qualitative Data Coding Coordinator** Guided Masters students on a project to code comments from the annual engagement survey.
- 2013 – 2015 **Carl Vinson Institute of Government, Research Consultant** Created, administered, analyzed, and communicated results regarding an employee climate survey.
- 2014 **HUMRRO, Subject Matter Expert (Human Resources Research Organization)** Rated incidents of ethical behavior for the “Dimensions of Individual Ethical Performance at Work.”

2011 – 2013 **Phi Mu National Headquarters, Leadership Consultant** Consulted over 26 universities to manage the leadership training and development of undergraduate women.

PROFESSIONAL AFFILIATIONS

Academy of Management (AOM): Professional Member
Society for Industrial and Organizational Psychology (SIOP): Professional Member
The Interdisciplinary Network for Group Research (INGRoup): Professional Member

SERVICE: DOCTORAL STUDENTS

Dissertation Committee Co-Chair, Binghamton University
Anwesha Choudhury, Chair: Shelley Dionne, *in progress*

Dissertation Committee Member, George Mason University
Elisa Torres, Chair: Stephen Zaccaro, *in progress*

Comprehensive Exams Committee Member, Binghamton University
Anwesha Choudhury, Defended: August 2020
Jason Marshall, Defended: August 2020
Etkan Topaloglu, *in progress*
Minjong Jun, *in progress*
Fuhe Jin, *in progress*
Biying Yang, *in progress*

Research Assistantship Advisor, Binghamton University
Sarah Resnick (Fall 2021 – present)
Anwesha Choudhury (Summer 2020 – present)
Biying Yang (August 2019 – Summer 2020)

SERVICE: UNIVERSITY/DEPARTMENT

School of Management, Binghamton University
Diversity, Inclusion, and Belonging Committee, *Member* (2020 – present)
MBA Program Committee, *Member* (2019 – 2020)
Leadership and Consulting Major Informational Session, *Chair* (2020)
AACSB Research Committee, *Representative* (2020)
Faculty Webinar Series for Academic Recruitment, *School of Management Representative* (2020)

SERVICE: PROFESSION

Ad Hoc Reviewer, Journals
Personnel Psychology (Impact Factor: 7.07)
The Leadership Quarterly (Impact Factor: 10.52)
Organizational Research Methods (Impact Factor: 9.39)
Journal of Business Ethics (Impact Factor: 6.43)
Human Relations (Impact Factor: 5.73)

Ad Hoc Reviewer, Conferences

Society for Industrial and Organizational Psychology Annual Conference

Academy of Management Annual Meeting

American Psychological Association Annual Conference

Interdisciplinary Network for Group Research Annual Conference

Professional Appointments, Society for Industrial and Organizational Psychology (SIOP)

Women's Inclusion Network (WIN), *Social Media Committee Member*

"The Academic's Forum" for *The Industrial-Organizational Psychologist* (TIP), *Columnist*

SIOP Student Travel Award, *Reviewer*