
Cynthia Maupin, Ph.D.

Assistant Professor of Management

Academic Background

Ph.D. University of Georgia, 2019.

M.S. University of Georgia, 2017.

B.A. University of Missouri, 2011.

Academic Experience

Assistant Professor of Management, University of Mississippi (July, 2022 - Present), Oxford, Mississippi.

Assistant Professor of Management, Binghamton University (SUNY) (August, 2019 - June, 2022), Binghamton, New York.

Refereed Articles

Cullen-Lester, K. L., Maupin, C. K., Floyd, T. M., Mahdon, M., Gerbasi, A., Dorothy Carter (2022). Crossing the bridge from network training to development: A guide to move trainees from classroom insights to effective networks. *Organizational Dynamics*.

Newton, D., Chamberlain, M., Maupin, C., Nahrgang, J., & Carter, D. R. (2021). Voice as a signal of human and social capital in team assembly decisions. *Journal of Management*.

Maupin, C., 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*.

Allen, J. A., Taylor, J., Murray, R. M., Kilcullen, M., Cushenbery, L., 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*.

Trainer, H. M., Jones, J. M., Pendergraft, J. G., Maupin, C., & Carter, D. R. (2020). Team Membership Change. *Group and Organization Management*.

Carter, N. T., Lowery, M. E., Williamson, R. L., Harris, A. M., Lystig, 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*.

Eby, L. T., Robertson, M., Williamson, R., & Maupin, C. (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., & Carter, D. R. (2017). Incorporating social networks into leadership development: An organizing framework and evaluation of research and practice. *The Leadership Quarterly*.

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

Greer, K. B., Campione-Barr, N., Debrown, B., & Maupin, C. (2014). Do differences make the heart grow fonder? Associations between differential peer experiences on adolescent sibling conflict and relationship quality. *Journal of Genetic Psychology*.

Papers Under Review

Mohan, G., Carter, D., Maupin, C., & Lee, Y. (2023). "Motivation to lead," Initial submission to *Organization Science*.

Maupin, C., Mohan, G., Choudhury, A., Deepak, P., & Jin, F. (2023). "Network-based approaches to leadership," Revision under 3rd review to *Leadership Quarterly*.

Maupin, C., Carter, D., Mohan, G., & Fitzhugh, S. (2023). "Disruptive events and communication," 1st revise and resubmit to *Journal of Management*.

Book Chapters

Refereed

Smith, R., Maupin, C., & Clark, M. (2023). Building research networks: A guide for graduate students and junior faculty members. *How to get published in the best Industrial-Organizational Psychology journals*.

Maupin, C., MacLaren, N., & Goodwin, G. (2022). Distributed spatial cognition: Improving wayfinding through spatial transactive memory systems. *Collective spatial cognition: Innovative research about spatial thinking by human groups*.

Eby, L., Vande Griek, O., Maupin, C., Allen, T., & Gilreath, E. (2018). A cultures within culture perspective on work and family among U.S. employees. *Cambridge handbook of global work and family*. Cambridge University Press.

Working Papers

Eckardt, R. & Maupin, C. (2022). "Team composition and HCRE," targeted for Academy Of Management Review.

Maupin, C. & Mohan, G. (2022). "Virtual team diversity," targeted for Journal of Applied Psychology.

Choudhury, A., Awasty, N., & Maupin, C. (2022). "Leadership branding," targeted for Academy of Management Journal.

Fletcher, K., Maupin, C., & Droese, C. (2022). "Team conflict," targeted for Journal of Applied Psychology.

Torres, E., Zaccaro, S., Maupin, C., Kaplan, S., & Wallace, D. (2022). "Agent-based model of teams and MTSs," targeted for Organization Science.

Maupin, C., Margolis, J., Choudhury, A., Resick, C., & D'Innocenzo, L. (2022). "Knowledge sharing networks," targeted for Organizational Behavior And Human Decision Processes.

Presentation of Refereed Papers

International

Choudhury, A. & Maupin, C. (2022). *Sharing can be stressful: The double-edged sword of shared leadership in self-managing teams*. Interdisciplinary Network for Group Research Annual Conference, Hamburg, Germany.

Choudhury, A., Maupin, C., Margolis, J., Resick, C., & D'Innocenzo, L. (2022). *Knowledge [Sharing] is Power: How Leveraging the Strategic Core Facilitates Team Performance*. Interdisciplinary Network for Group Research Annual Conference, Hamburg, Germany.

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. (2021). *Networks of Interruptions: Simultaneous Speech and Leader Emergence in Informal Groups*. Networks, Virtual, Virtual.

Torres, E. & Maupin, C. (2021). *Propelling Multiteam System Research & Practice into the Next Decade: Addressing the Role of Context, Dynamics, Failures, & Interventions*. Interdisciplinary Network for Group Research Annual Conference, Virtual, Virtual.

Tsai, C., Marshall, J., Eckardt, R., Maupin, C., Serban, A., Dionne, S., Jung, M., & Hou, T. (2020). *Robots in Knowledge Intensive Organizations: Complementary and Human Capital Resource Perspectives*. Academy of Management, Virtual, Virtual.

Fitzhugh, S., Maupin, C., & Decostanza, A. (2019). *Dynamics of Team Trust*. American Sociological Association, New York City, New York.

Maupin, C., Carter, D., & Fitzhugh, S. (2019). *Disruptive Events and Multiteam Systems: Dynamic Leadership and Communication*. Interdisciplinary Network for Group Research Annual Conference, Lison, Portugal.

Mohan, G., Carter, D., Maupin, C., & Lee, Y. (2019). *Longitudinal Effects of Non-Calculative & Affective Motivation to Lead on Informal Leader Emergence*. Academy of Management, Boston, Massachusetts.

Kim, Y.J., Carter, D., Maupin, C., & Hoffman, B. (2018). *The trickle-down effects of leader-member exchange in multilevel organizations*. Academy of Management, Chicago, Illinois.

Maupin, C. & Lanzo, L. (2018). *Leadership for modern organizations: Embracing and expanding network-based approaches*. Society of Industrial and Organizational Psychology, Washington D.C., District of Columbia.

Maupin, C., Mccusker, M., Slaughter, A., & Ruark, G. (2018). *Stepping Outside the Box: Leveraging Best Practices to Advance Collective Leadership*. Society of Industrial and Organizational Psychology, Washington D.C., District of Columbia.

Maupin, C. & Mccusker, M. (2018). *Capturing Complexity: Methodological Advancements for Collective Leadership*. Society of Industrial and Organizational Psychology, Washington D.C., District of Columbia.

National

Choudhury, A., Maupin, C., Margolis, J., Resick, C., & D'Innocenzo, L. (2022). *Knowledge [Sharing] is Power: How Knowledge Sharing Networks Facilitate Team Performance*. Society of Industrial and Organizational Psychology, Seattle, Washington.

Choudhury, A. & Maupin, C. (2022). *Demands of informal leadership in self-managing teams: Stress and well-being in team members*. Academy of Management, Seattle, Washington.

Jun, M. & Maupin, C. (2022). *Empowering Leadership and Human Capital Resource Emergence: Examining Group Members' KSAs and Personality Traits*. Southern Management Association, Little Rock, Arkansas.

Maupin, C., Balkundi, P., Cullen-Lester, K., Emery, C., Woehler, M., Choudhury, A., & Resick, S. (2022). *Exploring leadership through social networks: The next frontier*. Academy of Management, Seattle, Washington.

Choudhury, A. & Maupin, C. (2021). *Pushing the boundaries: antecedents, processes, and outcomes of shared leadership*. Society for Industrial and Organizational Psychology, Virtual, Virtual.

Choudhury, A. & Maupin, C. (2021). *Sink or swim together: Team pay for performance and the role of the team manager*. Academy of Management, Virtual, Virtual.

Choudhury, A. & Maupin, C. (2021). *Sharing is Stressful: An Exploration of Individual Outcomes of Shared Leadership*. Society for Industrial and Organizational Psychology, Virtual, Virtual.

Maupin, C., Goodwin, G., Harris, A., Orvis, K., Thayer, A., Martin, J., & Lazzarini, R. (2021). *The Future of Team Composition: Robots, Cyber Teams & Decision-Support Systems*. Society for Industrial and Organizational Psychology, Virtual, Virtual.

Maupin, C., Pulakos, E., Mallard, A., Mchenry, J., Vande Griek, O., & Thorne, T. (2020). *Effective Cybersecurity Leadership: The Key Role of Context and Importance of Agility*. Society for Industrial and Organizational Psychology, Virtual, Virtual.

Maupin, C., Merlo, K., Fletcher, K., Mckay, A., Jones, B., & Narciso, K. (2020). *Academic Achievements and Failures: Lessons Learned During Our First Years in Academia*. Society for Industrial and Organizational Psychology, Virtual, Virtual.

Research Grants

Funded

2022: Maupin, C. A Multimodal Data-Driven Approach to Improving the Effectiveness of Virtual Group Collaborations for Entrepreneurship Development, Co-Principal Investigator, Transdisciplinary Area of Excellence Grant, Data Science Area.

2021: Maupin, C. Contextual Perspectives of Virtual Teaming, Principal Investigator, Center for Collective Dynamics of Complex Systems.

2021: Maupin, C. Advancing Virtual Teams and Leadership, Principal Investigator, Ziskin Future of Work Research Grant.

2020: Maupin, C. Team Communication and Processes, Principal Investigator, U.S. Army Research Institute.

2017: Maupin, C. Who Makes Training Contagious? Enhancing Training Contagion in Organizations, Principal Investigator, Innovative and Interdisciplinary Research Grant, University of Georgia.

Research Honors and Awards

Award

2021: Honorable Mention, Dean's Excellence in Research Award, Binghamton University School of Management. Research award given to one faculty member by the Dean of the School of Management to recognize outstanding contributions to research..

2021: Ziskin Future of Work Research Award, Ziskin Family. Summer research award for investigating the most critical challenges facing the future of work. Value: \$5,000.

2021: Winner of the Alvah H. Chapman Jr. Outstanding Dissertation Award, The Academy of Management's Network of Leadership Scholars. 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: Honorable Mention for the SIOP Owens Scholarly Achievement Award, Society for Industrial and Organizational Psychology. Recognized for the publication that was judged to have the highest potential to significantly impact the field of I-O psychology, for "Understanding job satisfaction in the causal attitude network model," published in the *Journal of Applied Psychology*..

Honor

2021: Finalist for the Fredric M. Jablin Doctoral Dissertation Award, International Leadership Association. 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: Finalist for the SIOP Foundation's Visionary Circle Grant, Society for Industrial and Organizational Psychology. Research proposal selected as one of four finalists for a \$100k research grant aimed at funding visionary research that advances the future of work.

2020: Fellow, Center for Collective Dynamics of Complex Systems. Recognized as a Fellow by the Thomas J. Watson College of Engineering at Binghamton University..

2019 – 2020: Senior Consortium Research Fellow, 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: Fellow, Center for Leadership Studies. Recognized as a Fellow for the Center for Leadership Studies for the School of Management at Binghamton University..

Service to the Profession

Board Member: PRJ Editorial Review Board

2023: Journal of Organizational Behavior.

Member: Committee/Task Force

2021 – 2023: Society for Industrial and Organizational Psychology.

2022: Interdisciplinary Network for Group Research Annual Conference.

2021 – 2022: Network of Leadership Scholars.

Reviewer: Ad Hoc Reviewer for a Journal

2021 – 2023: Personnel Psychology.

2022: Journal of Organizational Behavior.

2022: Personality and Social Psychology Bulletin.

2019 – 2022: Leadership Quarterly.

2021: Journal of Business Ethics.

2020 – 2021: Organizational Research Methods.

2020: Human Relations.

Reviewer: Conference Paper

2015 – 2023: Interdisciplinary Network for Group Research Annual Conference.

2015 – 2023: Academy of Management.

2014 – 2023: Society for Industrial and Organizational Psychology.

2021: American Psychological Association.

Service to the Community

Member of a Committee

2022: Phi Mu Fraternity Assessment and Evaluation Committee, Serve as a volunteer data analyst to help

assess and evaluate membership and operations for Phi Mu Fraternity.

Other Community Service Activities

2022: Leadership and Teamwork Workshop, Facilitated a leadership and teamwork workshop for the School of Pharmacy at Binghamton University.

Service Honors and Awards

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.

Other Activities

2022 - Disruptive Events and Leader-Driven Communication Networks : Invited presentation at the IESEG School of Management, Paris, France

2022 - Teamwork and Leadership Behaviors for Team and Multiteam Success : Invited presentation at the School of Business Administration, University of Mississippi, University, MS

2021 - Contextual Perspectives of Virtual Teaming: A Complex Systems Approach for Explaining Virtual Tie Formation : Invited presentation at the Center for Collective Dynamics of Complex Systems, Binghamton University, Binghamton, NY

2021 - Conducting Research with and within Organizations : Invited presentation for the School of Communication, Northwestern University, Evanston, IL

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

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

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

2021 - Teams and Leadership 101 : Invited presentation for the Launch Pad Innovation Competition Workshop, Main-Endwell Senior High School, Endwell, NY

2020 - Dr. Maupin's Research Rap : Invited presentation for the Dickinson Research Team, Binghamton University, Binghamton, NY

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

2020 - Developing Leaders of Tomorrow: The Power of Relationships. : Invited presentation for the Binghamton University Recruitment Program, Binghamton University, Binghamton, NY

2020 - Network-based Approaches to Leadership : Invited presentation at the Bass Center for Leadership Studies, Binghamton University, Binghamton, NY

2020 - What Can You Do with a Degree in I-O Psychology? : Invited presentation for the Department of Psychology, Le Moyne College, Syracuse, NY

2019 - A Systems Approach for Understanding Complex Organizations : Invited presentation at the Center for Collective Dynamics of Complex Systems, Binghamton University, Binghamton, NY

2019 - The Connections Driving Leadership, Teamwork, and Organizational Effectiveness : Invited

presentation for the School of Management, Binghamton University, Binghamton, NY

Teaching Honors and Awards

Honor

2019 – 2022: Binghamton University School of Management Excellence in Teaching, Binghamton University.
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.

Memberships

International Network for Social Network Analysis (INSNA), 2021-present

Academy of Management (AOM), 2015-present

Interdisciplinary Network for Groups Research (INGRoup), 2015-present

Society for Industrial and Organizational Psychology (SIOP), 2013-present