

Carsynn Miller

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404-314-9039

EDUCATION

University of Georgia | Athens, GA August 2024 – Present
M.S. in Industrial-Organizational Psychology Expected 2027
Ph.D. in Industrial-Organizational Psychology Expected 2029

University of Georgia | Athens, GA December 2023
Bachelor of Sciences in Psychology, Minor in General Business Overall and Major GPA: 3.99/4.00

RELEVANT COURSEWORK

Statistical Methods (PSYC 4210)	Programming and Data Literacy Using R (STAT 2360)
Modern Statistical Programming (STAT 4365)	Psychology of the Workplace (PSYC 4230)
Psychological Testing (PSYC 4210)	Research Analysis in Psychology (PSYC 3990)
Research Design in Psychology (PSYC 3980)	Principles of Management (MGMT 3001)

RESEARCH INTERESTS

1. Diversity, equity, and inclusion
2. Leadership and development
3. Employee wellbeing and work/life balance
4. Changing nature of work

RESEARCH EXPERIENCE

Graduate Researcher August 2024 – Present
Faculty Advisor: *Brian J. Hoffman, Ph.D.*,
Leadership and Performance Dynamics Lab, University of Georgia

Graduate Researcher August 2024 – Present
Faculty Advisor: *Melissa Robertson, Ph.D.*,
Relationships and Work Lab, University of Georgia

Undergraduate Lab Manager and Research Assistant August 2022 – May 2024
Supervisor: *Brian J. Hoffman, Ph.D.*,
Leadership and Performance Dynamics Lab, University of Georgia

Undergraduate Lab Manager

- Assisted with onboarding and recruiting of new research assistants as well as other administrative tasks.
- Trained research assistants in important research processes such as conducting literature reviews and collecting data.

COVID-19 Healthcare Worker Study

- Responsible for coding and organizing qualitative data over the topics of engagement and burnout.
- Met with other coders and held consensus discussions to ensure the interrater reliability of codes.
- Presented a poster at UGA's Psi Chi Research Convention in Spring of 2023 focusing on how the nature of work impacts employee engagement and burnout in crisis situations.

Culture and Psychological Testing Study

- Coded textbook passages concerning how common psychological literature explores the presence of cultural differences and biases in psychological tests.

Leadership Style and Outcomes Meta-Analysis

- Assisted in the data collection for a meta analysis by pulling reliability and validity coefficients as well as demographic data from over 90 research studies concerning leadership outcomes.

Undergraduate Research Assistant

August 2021 – May 2022

Supervisor: *Allison L. Skinner-Dorkenoo, Ph.D.*,

Georgia Attitude, Bias, and Behavior Acquisition Lab, University of Georgia

Historical Common Ground Study

- Trained for running live experiments where participants were guided through a virtual discussion and survey.
- Managed an experimental setting to ensure protocols were followed and data was collected correctly.
- Responsible for reviewing and transcribing verbal and behavioral data into a database.
- Ensured interrater reliability of transcriptions.
- Acted as a peer editor for numerous surveys and experiment trials.
- Participated in weekly seminars where students and faculty explored current research and concepts within Diversity, Equity, and Inclusion.

Microaggression and Cortisol in Black, Indigenous, and People of Color (BIPOC) Communities Study

- Assisted in the initial literature review for a pilot project concerning the relationship between experiencing microaggressive behavior and increased cortisol level in college-level BIPOC communities.
- Navigated online databases such as JSTOR, PsycInfo, and Google Scholar to find and review relevant studies.

Center for Undergraduate Research Opportunities (C.U.R.O.) Research Scholarship

October 2021 - May 2022

Supervisor: *Allison L. Skinner-Dorkenoo, Ph.D.*,

- Awarded a funded study scholarship of \$1,000 for contributing to a pilot project concerning attitudes towards counter-normative couples and relationships through an intersectional analysis of racial stereotypes in America.
- Responsible for conducting and analyzing the literature review by searching online databases and reading relevant articles.
- Assisted in the pre-registration process of the study including preparing documents for IRB review.
- Created survey material through Qualtrics which was then published and managed through SONA Systems.
- Conducted statistical descriptive analyses and presented a poster at the C.U.R.O Symposium in April of 2022 concerning how participants perceived monoracial stereotypes towards interracial couples.

Center for Undergraduate Research Opportunities (C.U.R.O.) Research Scholarship

October 2022 - May 2023

Supervisor: *Brian J. Hoffman, Ph.D.*,

- Awarded a funded study scholarship of \$1,000 for contributing to a pilot project concerning public opinion of organizational social media activism after the 2020 Black Lives Matter Protests.
- Responsible for conducting and analyzing the literature review by searching online databases and reading relevant articles.
- Coded corporate social media posts to analyze ongoing themes and their applications to Corporate Social Responsibility theory.

- Presented a poster at the C.U.R.O Symposium in April of 2023 focusing on the theoretical basis of applying Signaling Theory to social media and activism contexts.

CONFERENCE AND POSTER PRESENTATIONS

Haas, J. B., Downey, S., **Miller, C. F.**, Handler, C., Johnson, L., Ko, I., Lawal, T., & Rotolo, C. (2024, April). Ask the Experts: Crowdsource Solutions to Your Top Talent Challenges [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Miller, C., Skinner-Dorkenoo A., & Rogbeer, K. (2022, April). Attitudes Toward Counter-Normative Couples and Relationships: An Intersectional Analysis of Racial Stereotypes in America. Poster presented at the annual Center for Undergraduate Research Opportunities Symposium.

Miller, C., Gaddy, C., & Hoffman, B. (2023, April). Reactions to Organizational Social Media Activism: A Signaling Theory Perspective. Poster presented at the annual Center for Undergraduate Research Opportunities Symposium.

Guice, K., **Miller, C.**, Gaddy, C., & Hoffman, B. (2023, April). Frontline Healthcare Workers: The Burnout and Engagement Crisis Due to COVID-19. Poster presented at UGA's 44th annual Psi Chi Convention of the Behavioral Sciences

APPLIED AND WORK EXPERIENCE

Human Resources Intern

August 2023 – May 2024

Supervisor: *Julia Haas, Ph.D.*, Faculty and Head of Talent Assessment
Carl Vinson Institute of Government - University of Georgia

- Provided local and state government clients with talent assessment and promotional testing solutions.
- Assisted with the development of assessments and assessment center materials, including the creation of materials for candidate test preparation, assessment schedules, 100-item knowledge tests, and assessment center exercises (including role plays, presentation, and written exercises).
- Facilitated assessment center exercises for clients, ensuring smooth operations and successful outcomes.
- Regularly updated and maintained the item bank library for knowledge tests to uphold accuracy and relevance.
- Organized and streamlined an assessment database to facilitate assessment center development and operations.
- Assisted with a SIOP alternative session submission.

Human Resources Intern

May 2023 – August 2023

Supervisor: *Tiffany Kleimann*, Senior Compensation Analyst & *Melissa Jackmin*, Head of Compensation
Mohawk Industries - Calhoun, GA

- Led an hourly manufacturing career framework and job description project. This project included the reviewing and validation of 1,200+ positions and 400+ unique job titles.
- Engaged in multiple different aspects of HR practice such as job observations, time to proficiency audits, and job evaluations.
- Completed research reviews for the corporate Compensation team to address numerous different workplace issues such as change management and HR compliance in decentralized businesses.
- Worked to identify areas of simplification and improvement for Flooring North America's job creation.
- Engaged in learning and development by taking numerous Microsoft Excel classes that enabled me to elevate my skill set.

Community Service Assistant

August 2022 – December 2023

University of Georgia Residential Housing - Athens, GA

- Functioned as a resource for accurate information concerning Housing and University operations while supporting the community office staff by performing assigned administrative responsibilities effectively and efficiently.
- Communicated, enforced, and abided by all university and department policies, procedures, and regulations, especially in cases of emergency.
- Gained valuable time management skills by working 10-20 hours a week while balancing my responsibilities as a full time student, research assistant, and intern.

LEADERSHIP EXPERIENCE AND INVOLVEMENT

Vice President of Outgoing Global Exchange

February 2021 – January 2023

AIESEC at the University of Georgia

- Responsible for an international non-profit organization entirely managed by students who help facilitate a network of high-quality international exchanges and volunteer experiences.
- Mentored a large team of ten students while conducting international relations with over ten countries, marketing international projects to large audiences, and participating in local community service opportunities.
- Facilitated two volunteer projects on behalf of the United Nations Sustainable Development Goals to Turkey and Egypt.
- Contributed to a membership retention research project behalf of AIESEC US which involved conducting a total of approximately 40 informational interviews, surveying around 300 members, and attending a research conference in New York to develop a project report.

Vice President of Outreach

May 2022 – August 2023

Pride Alliance at the University of Georgia

- Played an integral role in the upkeep of UGA's largest LGBTQ+ organization through answering emails and social media direct messages, reaching out to collaborate with other local organizations, maintaining close connections with UGA's LGBTQ+ Resource Center, and managing room scheduling for events and meetings.
- Assisted in the planning of campus-wide events including information sessions, volunteer projects, tabling events, movie/game nights, and the annual Pride Prom while assisting with managing a \$12,000 budget.

SKILLS

Survey Software: Qualtrics

Python (Intermediate)

RStudio (Advanced)

Microsoft Office (Superior)

JMP (Intermediate)

Project Management

AWARDS AND CERTIFICATES

Zell Miller Grant

August 2020 – December 2023

- A grant awarded to high-achieved scholars that covers all of one's in-state tuition.

Presidential Scholar

December 2020 – December 2023

C.U.R.O. Research Assistantship Scholarship

April 2023

C.U.R.O. Research Assistantship Scholarship

April 2022

Arch Ready Professionalism Certificate

April 2021

- This certificate is awarded to motivated students who take part in five or more professional development events over topics such as resume writing and networking. It is a comprehensive program led by local professionals and experts meant to prepare students for their professional life after graduation.

Leadership UGA Certificate of Recognition

April 2021

- Leadership UGA is a cohort-based program that aids students in developing their leadership skills, interacting with local leaders, and addressing the issues impacting their communities. This program is completed through a semester of interactive discussions, speakers, and workshops.

The LGBTQ+ Resource Center's Emerging Student Leader Award

May 2021

- Awarded to a student each year who exhibits exemplary volunteer efforts and for their service to the LGBTQ+ community at UGA.

Collaborate Institutional Training Initiative (CITI) Certificate

August 2021

- CITI provides the training needed to ensure that all researchers who collect, access and analyze data, meet the minimum Federal standards to protect the privacy of patients.