Cassidy Gaddie

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| Phone: (405)-473-7710 | Athens, GA 30602 |

**EDUCATION**

University of Georgia: Athens, GA

 M.S., Industrial/Organizational Psychology Expected 2023

 PhD, Industrial/Organizational Psychology Expected 2026

University of Oklahoma: Norman, OK

 B.A., Psychology (GPA: 4.0) July 2020

 Minor: Nonprofit Organizational Studies (GPA: 4.0)

**RESEARCH INTERESTS**

* Leadership
* Selection
* Turnover
* Changing nature of work

**PUBLICATIONS**

Ripberger, J., Bell, A., Fox, A., Forney, A., Livingston, W., **Gaddie, C.** … Jenkins-Smith, H.

(under review). Communicating probability information in weather forecasts: Findings and recommendations from a systematic review of the research literature. *Weather, Climate, and Society*.

**ORAL PRESENTATIONS**

Bell, A., Fox, A., Ripberger, J., Forney, A., Livingston, W., & **Gaddie, C.** (2021, April).

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. (2021, January). *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 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
* Code and conduct content analysis for various meta-analyses, including topics of leader-member exchange and job-life satisfaction
* Lead ongoing projects and data collection, including topics of employee burnout and COVID-19 workplace stressors
* Manage empirical survey design and development
* Conduct advanced statistical analyses using RStudio, 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

* Coded data in Microsoft Excel and a Code Lab database for projects on energy, security, and weather
* Transcribed and coded audio recordings for a project on knowledge management within Sandia National Laboratories
* Built weekly reports analyzing the top 100 aggregated Twitter posts on the topics of nuclear energy and nuclear weapons systems
* Assisted in codebook formation for projects looking at Twitter posts and public perceptions on nuclear energy, waste, and defense systems
* Developed coder training tools and metrics for increasing intercoder reliability
* Conducted data analysis of Twitter 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
* Conducted experiments running participants through a survey on the Qualtrics platform

**APPLIED EXPERIENCE**

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 and distributed grant funding applications
* Monitored team development programs based on Lean Six Sigma framework
* Performed data collection and analysis to develop an organizational stewardship plan
* Engaged in background research for developing organizational projects
* Collaborated with teams on project development, planning, and execution

**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

 Graduate Teaching Seminar

 Advanced Experimental Psychology

 Advanced Social Psychology

 Ethics and Professional Issues in I/O Psychology

Organizational Psychology

Industrial Psychology

Psychometrics

Applied Regression

Teams

Structural Equation Modeling

Current Issues in I/O Psychology

*University of Oklahoma,* Undergraduate Level

 Research Methods I: Statistics

 Research Methods II: Applications and Experimental Design

 Nonprofit Fundamentals I

 Nonprofit Fundamentals II

 Introduction to I/O Psychology

 Leadership and Planning

 Psychology of Groups

 Computing for Behavioral Sciences

 Donor Stewardship, Grant Writing, and Data Management

**RELEVANT SKILLS**

* Qualtrics
* Microsoft Office Applications
* Statistical Software: SPSS, RStudio